

Employment, Skills and Human Capital
Global Challenge Insight Report

The Human Capital Report 2015

In collaboration with Mercer





COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

Employment, Skills and Human Capital
Global Challenge Insight Report

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Preface

KLAUS SCHWAB

Founder and Executive Chairman, World Economic Forum

Talent, not capital, will be the key factor linking innovation, competitiveness and growth in the 21st century. More than a third of employers globally reported facing difficulties in finding talent last year and nearly half expected talent shortages to have a negative impact on their business results. Yet the world's pool of latent talent is enormous. To unlock it, governments, business leaders, educational institutions and individuals must each understand better the global talent value chain. Business, in particular, must re-think its role as a consumer of 'ready-made' human capital to proactively seek out, engage and develop people's potential. Better data and metrics are critical to this undertaking.

The *Human Capital Report* provides one such tool: the Human Capital Index. The Index quantifies how countries are developing and deploying their human capital and tracks progress over time. It takes a life-course approach to human capital, evaluating the levels of education, skills and employment available to people in five distinct age groups, starting from under 15s to the over 65s. The Index covers 124 countries, representing between them 92% of the world's people and 98% of its GDP. It measures present performance against an ideal benchmark, and offers insight into how well a country is positioned for deploying talent in the future. In addition to the Index, the *Report* provides comprehensive information on the talent base in each country, including information on education levels of the employed, unemployed and the inactive members of the population as well as the specific qualifications of the latest entrants to the workforce.

Dialogue, collaboration and partnerships between all sectors are crucial for unlocking the world's latent talent—and hence its growth potential. The World Economic Forum's Global Challenge Initiative on Employment, Skills and Human Capital seeks to understand the underlying causes of unemployment and the skills gap, to anticipate future trends and disruptions in labour markets and to identify successful practices and engage multiple stakeholders in deploying solutions. In addition to the *Human Capital Report*, the Initiative's Disrupting Unemployment portal consolidates information on business-led partnerships for addressing skills gaps, fostering entrepreneurship and facilitating the talent market, while the Future of Jobs tool identifies key trends and disruptions in the labour market and their implications for occupations and skills over the next five years. We hope that, together, these tools provide all stakeholders with the ability to measure, track

and forecast change and to learn from the successful experiences of others. In addition, the Initiative provides a platform for acting on these findings, by engaging leaders into public private partnerships to address education, skills and employment issues in several regions and industries.

We would like to express our appreciation to Till Leopold, Richard Samans and Saadia Zahidi for their leadership of this *Report*. We would also like to thank Yasmina Bekhouche, Jessica Camus, Kristin Keveloh, Pearl Samandari Massoudi, Valerie Peyre and Paulina Padilla Ugarte for their support to this project. We appreciate the collaboration with Mercer and the particular support of Linda Chen, Senior Associate; Rick Guzzo, Co-leader, Workforce Sciences Institute; Charlotte Harding, Principal; Tamara Leonardi, Associate; Patricia Milligan, President, North America Region; and Haig Nalbantian, Co-leader, Workforce Sciences Institute. Finally, we welcome the leadership of the Partners of the Employment, Skills and Human Capital Global Challenge Initiative and their commitment to addressing talent issues globally.

An ability to quantify human capital and set targets for its growth is ever more important today, as technological, geopolitical, demographic and economic forces profoundly reshape labour markets. Furthermore, investing in human capital goes beyond an economic necessity: it is the basis for individuals to live up to their full potential. It is our hope that this latest edition of the *Report* and the comprehensive work of the Employment, Skills and Human Capital Global Challenge Initiative will serve as a catalyst for progress, for our economies and societies alike.

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.

The first edition of the World Economic Forum's *Human Capital Report* explored the factors contributing to the development of a healthy, educated and productive labour force. This second, revised edition attempts to deepen the analysis by focusing on a number of key issues that the first edition brought to the fore and that can support better design of education policy and improved workforce planning.

Currently, more than 200 million people globally are out of a job, with youth hit particularly hard.¹ Yet, a focus on unemployment rates alone provides an incomplete outlook on a nation's success in utilizing its human capital endowment. A more inclusive metric of human capital outcomes would need to take stock of all those—including youth, women and older workers—who have the desire and potential to contribute their capabilities, skills and experience for their own well-being as well as that of economy and society as a whole. Such a metric would also need to assess the education and skills of both the active and inactive population. Above all, as today's economies become ever more knowledge-based, technology-driven and globalized, and because we simply don't know what the jobs of tomorrow will look like, there is a growing recognition that we have to prepare the next generation with the capacity for lifelong learning.²

The Human Capital Index seeks to serve as a tool for capturing the complexity of education and 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 the functioning of its political, social and civic institutions, understanding its current state and capacity is valuable to a wide variety of stakeholders.

The Human Capital Index provides country rankings that allow for effective comparisons across regions and income groups. The methodology behind the rankings is intended to serve as a basis for time-series analysis that

allows countries to track progress, relative to their own performance as well as that of others. As a vital support to the Index, the Country Profiles included in this *Report* provide a visual representation of countries' demographic and labour force structure—calling attention to population dynamics such as youth bulges, ageing populations and shrinking workforces—as well as a wealth of information on countries' human capital composition and contextual variables pointing to critical areas for urgent and longer-term investments.

In pointing to the education and employment outcome gaps, demographic trends and untapped talent pools, it is our hope that this *Report* can help governments, businesses, education providers 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 help foster public-private collaboration between sectors, ultimately reframing the debate around employment, skills and human capital from today's focus on problems and challenges towards the opportunities for collaboration that fully leveraging the human capital potential residing in people's skills and capacities can bring.

MEASURING HUMAN CAPITAL






This section provides an overview of the methodology used in the construction of the Human Capital Index.

Key Concepts

There are three guiding concepts underlying the second edition of the Human Capital Index. The first is a focus on **learning and employment** outcomes, rather than on inputs or enabling environment variables. The goal is to provide a snapshot of where countries stand today with regard to their success or otherwise in developing and deploying their people's human capital potential across all backgrounds and ages.

The second is a focus on **demographics**. Whenever possible, the Index takes a generational view and disaggregates indicators according to five distinct age groups, highlighting issues that are unique or particularly

Table 1: Structure of the Human Capital Index, 2015

	 Under 15 Age Group	 15–24 Age Group	 25–54 Age Group	 55–64 Age Group	 65 and Over Age Group
LEARNING	Enrolment in education	Enrolment in education	Educational attainment	Educational attainment	Educational attainment
	Primary enrolment rate	Tertiary enrolment rate	Primary education attainment rate	Primary education attainment rate	Primary education attainment rate
	Secondary enrolment rate	Vocational enrolment rate	Secondary education attainment rate	Secondary education attainment rate	Secondary education attainment rate
	Basic education survival rate	Educational attainment	Tertiary education attainment rate	Tertiary education attainment rate	Tertiary education attainment rate
	Secondary enrolment gender gap, female-over-male ratio	Primary education attainment rate			
		Secondary education attainment rate			
	Quality of education	Quality of education	Workplace learning		
	Quality of primary schools	Quality of education system	Staff training services		
	Youth literacy rate	Economic complexity			
EMPLOYMENT	Vulnerability	Economic participation	Economic participation	Economic participation	Economic participation
	Incidence of child labour	Labour force participation rate	Labour force participation rate	Labour force participation rate	Labour force participation rate
		Unemployment rate	Unemployment rate	Unemployment rate	Unemployment rate
		Underemployment rate	Underemployment rate	Underemployment rate	Underemployment rate
		Not in employment, education or training rate	Employment gender gap, female-over-male ratio	Healthy life expectancy at birth	Healthy life years beyond age 65
		Long-term unemployment rate			
		Skills	Skills		
		Incidence of overeducation	High-skilled employment share		
		Incidence of undereducation	Medium-skilled employment share		
		Skill diversity	Ease of finding skilled employees		

crucial for the human capital development of each cohort. The resulting snapshot of where countries stand at each stage of the human capital development life cycle allows for more targeted policy intervention and human resource planning.³

The third is that the Human Capital Index holds all countries to the same standard, measuring countries “distance to the ideal” state. By establishing an absolute measure of countries’ performance, the revised edition of the Human Capital Index allows for both intra- and

inter-country comparisons year-to-year. Future annual editions of the *Report* will thus allow countries to track progress and changes in the level of their human capital investment and deployment gaps over time.

Index Structure

Human capital is not a one-dimensional concept and can mean different things to different stakeholders. In the business world, human capital is the economic value of an employee’s set of skills. To a policymaker, human

capital is the capacity of the population to drive economic growth. To others it may include tacit knowledge acquired informally through experience, non-cognitive skills, such as inter-personal skills and the physical, emotional and mental health of individuals. The Human Capital Index aims to accommodate this conceptual diversity and takes a holistic approach, while keeping an overall focus on maximizing a nation's human potential.

The Human Capital Index contains two horizontal **themes**—Learning and Employment—running across five vertical age group **pillars** of the Index (Under 15; 15–24; 25–54; 55–64; and 65 and Over). These two cross-cutting themes assess countries' success in developing people's skills and competences through learning and in deploying this acquired knowledge through productive employment. Or, expressed negatively, the Index assesses the size of a country's human capital investment gap and deployment gap.

In total, the Human Capital Index covers 46 indicators. Exactly half of these are the result of disaggregating by age education indicators (primary, secondary and tertiary attainment) and labour market indicators (labour force participation rate, unemployment rate and underemployment rate). These 29 unique concepts are further grouped into seven sub-themes across the two horizontal themes, as illustrated in Table 1.

Values for each of the indicators come from publicly available data originally compiled by international organizations such as the International Labour Organization (ILO); the United Nations Educational, Scientific and Cultural Organization (UNESCO); and the World Health Organization (WHO). In addition to hard data, the Index uses qualitative survey data from the World Economic Forum's Executive Opinion Survey. While an overview of the Index indicators is provided in Table 1, detailed descriptions, technical definitions and sources are included in the section User's Guide: How to Read the Country Profiles.

Learning

The first horizontal theme, Learning, contains several sub-themes related to education: *Enrolment in education* and *Quality of education*, which impact the future labour force; the *Educational attainment* of those already in the labour force; and *Workplace learning*—the level of opportunity in a country to acquire new skills both through formal on-the-job training as well as through learning-by-doing, tacit knowledge and learning from colleagues. These sub-themes are distributed across the five age group pillars.

Enrolment in education

Social and economic marginalization still denies education to many.⁴ Access to education for today's children and youth—the future workforce—is captured using net adjusted enrolment rates for primary school and net enrolment rates for secondary school, as well as through

gross tertiary enrolment ratios and a measure of the education gender gap at the secondary enrolment level, for the under 15 and 15–24 age groups. The net enrolment ratios capture all children and youth who are enrolling at the appropriate age for that school level. As young adults in the 15–24 age group with completed basic education face a choice between tertiary studies, acquiring further specialized vocational skills or entering the labour market, the Index includes a measure of enrolment in vocational training programmes, without making a value judgement between these three options in terms of index scoring. Also included is the basic education survival rate, providing a measure of school dropout before the full acquisition of foundational skills.

Quality of education

Although enrolment and attainment measures show exposure to learning, they don't capture the quality of these learning environments and may be incomplete on their own.⁵ However, internationally standardized outcome measures of education quality—such as the OECD's PISA test or the TIMMS and PIRLS tests—are available for a limited number of countries only. In the interest of broader country coverage, the Index measures the literacy rate of the 15–24 age group as a simple quality indicator of whether a country's young people graduating from basic education are functionally literate in reading and writing. It also includes two qualitative indicators from the World Economic Forum's Executive Opinion Survey on the quality of primary education (Under 15 Age Group pillar) and on how well the education system as a whole meets the needs of a competitive economy (15–24 Age Group pillar), as assessed by a country's business community.

Educational attainment

Included in the Index—across all pillars except the Under 15 Age Group pillar—are three common measures of formal educational attainment. These capture the percentage of the population that has achieved at least primary, (lower) secondary or tertiary education, respectively. A workforce that is highly educated or at least has a solid foundation level of learning is much better prepared to adapt to new technologies, innovate and compete on a global level. Countries that have predominantly a primary level of education only are more likely to be constrained by low levels of income and fewer opportunities for future development for individuals. Noticeably, many lower income countries have made remarkable strides in the past decades, with the result that the educational attainment of their younger age groups is frequently significantly higher than that of their older age groups, nearly drawing level with higher income countries in some cases.

Workplace learning

The final sub-theme of the learning dimension concerns the extent of human capital acquisition in the workplace

through learning-by-doing, tacit knowledge, exchange with colleagues as well as through formal on-the-job learning, continued education and staff training. The aspect of formal staff training is covered via survey response data from the World Economic Forum's Executive Opinion Survey, which—as for the case of the education quality questions—should be treated as an indirect outcome measure of the extent and quality of such training received. The second indicator, Economic complexity, is a measure of the degree of sophistication of a country's "productive knowledge" as can be empirically observed in the quality of its export products.⁶ Given that age-disaggregated measures of this concept were not available, the decision was made to place the corresponding indicators within the 25–54 Age Group pillar—a 30-year age band that also encompasses the bulk of the working-age population—and does not imply that these processes are not similarly important for the other age groups.

Employment

The second horizontal theme, Employment, captures several dimensions of activity in the workforce: the *Economic participation* sub-theme measures the extent to which people of all ages and backgrounds are taking part in a country's labour market; the *Skills* dimension assesses whether people's knowledge and education are well-matched to the economic profile of the country as well as the quality of the employment in which people find themselves; while the *Vulnerability* sub-theme measures the incidence of exploitative employment relations stifling individuals' long-term potential.

Economic participation

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

In addition to these three base measures, the *Economic participation* sub-theme captures a number of key concepts that are particularly common or critical for

a specific age group, or a sector of the population within that group. For the 25–54 age group, the Index includes a measure of the gender gap in economic participation, as this remains a critical weakness in most labour markets around the world.⁷ There is now widespread recognition of the individual and societal returns of increasing female labour force participation and employment rates for a strong and balanced economy. For countries with a shrinking working-age population, accelerating the integration of this well-educated and capable segment of the population is becoming ever more urgent.⁸ For the 15–24 age group, the Index measures the rate of inactive young people not in employment, education or training (NEET) as well as the incidence of long-term unemployment among youth, as measures of current waste that also have deleterious multiplier effects for the future.

For both the 55–64 and 65 and over age groups, the Index includes measures of years of life expected to be lived in full health, providing a sense of the quality of life and an individual's potential to remain active and productive into older age.⁹ For both these age groups, the Index includes labour force participation as a positive dimension. From a human capital perspective, given their rich knowledge and experience, economies have much to gain from better leveraging the accumulated human capital of this 'silver' workforce.¹⁰ Thanks to recent improvements in health and social welfare systems this increasingly holds true, too, for many parts of the developing world. Unintended disincentives and age-discrimination mean that an increasing number of those who reach retirement age and thus exit the workforce, do so despite having the energy and motivation to stay active and continue to contribute their skills.¹¹ However, ill health begins to negatively affect the human capital potential and labour force participation rate of the 55–64 age group in no less than 47% of countries covered by the Index.¹² The inclusion of the Healthy life years beyond age 65 indicator thus acts as a counter-balance to the participation indicators for situations in which older people remain part of the labour force predominantly due to the absence of a mature pension and social welfare system.

Skills

The *Skills* sub-theme relies on a number of proxy variables to assess the quality of jobs in a country and how well the country is able to translate the educational attainment and learning of its people into productive employment at the appropriate skill level across occupations. For the 25–54 age group, the bulk of those in the workforce, the Index measures the share of the population that is employed in high-skilled as well as at least medium-skilled occupations in addition to the perceived ease of finding skilled employees as indicated by responses to the World Economic Forum's Executive Opinion Survey. Here the Index makes a choice to reward high- and medium-skilled

work that enhances a country's ability to build, deploy and retain a diversified pool of talent that is among the key driving forces of growth while improving the income outlook for individuals.

For the 15–24 age group that is about to enter the workforce or has recently done so, the Index measures countries' shortcomings in leveraging young people's skills in the jobs they've been trained for (overeducation) as well as countries' shortcomings in equipping young people with the skills needed for the roles they are performing (undereducation). In assessing this degree of "skills mismatch", or the quality of skills utilization, it is important to understand that it is more than a discrepancy between labour market needs and particular skill levels as measured by formal qualifications. Skills mismatches can also arise when, irrespective of the level of qualifications individuals hold, fields of study do not match those demanded by employers. For example, employers in many countries point to shortages linked to too few young people studying science, technology, engineering or mathematics, and thus report skill shortages in specific professions. A broad base of skills is particularly important in ensuring a country's resilience and adaptability in the face of the exponential technological and economic changes underway.¹³ The Index thus includes an assessment of the skill diversity of its recent graduates as a proxy for the range of expertise available to a country.

Vulnerability

The final dimension of the Employment theme concerns the vulnerability of a country's young population to exploitation, as measured by the incidence of child labour. In addition to its immediate impact, child labour stifles the health, education and long-term human capital development potential of the children involved. While other forms of exploitative employment relations—often referred to as "modern slavery"¹⁴—are equally relevant, little reliable data exists on these and they frequently occur in combination with child labour.

Standardizing data

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

A number of indicators, such as those derived from the World Economic Forum's Executive Opinion Survey, are

originally measured on a different scale. These data points are converted to their standardized score based on the following formula:

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






On the other hand, for a number of indicators, such as Unemployment rate or Incidence of child labour, the logical ideal value corresponds to 0%. All rankings on the Human Capital Index have been directionally oriented towards a score of 100 as the best possible outcome and performance, meaning that indicators for which a lower value reflects a more desirable situation are converted to their "distance to the ideal" score using the following alternative formula:

$$\text{Score 2} = \frac{\text{Country Indicator Value} - \text{Logical Maximum Value}}{\text{Logical Minimum Value} - \text{Logical Maximum Value}}$$

The only measure used in the Index that does not have a logical maximum value is the Healthy life expectancy indicator, which appears in both the 55–64 and 65 and Over Age Group pillars. The reasoning behind this indicator is twofold. For the 55–64 age group, it is a measure of whether individuals in this age group can expect to live through these years in continued good health. Accordingly, every country passing the threshold of achieving 65 years of healthy life expectancy at birth is deemed to have reached the ideal. For the 65 and over age group, the highest-ranked country in the sample is allocated the maximum score of 100, with other countries scored on the distance to this frontier.

The final scores can be roughly interpreted as a percentage, reflecting the degree to which human capital has been optimized in a given country.¹⁵ There are a number of limitations to this approach to standardization. The logical minimum and maximum values assigned to each indicator are independent of the spread of the range of indicator values, so an indicator that has a higher value range will have a greater impact on the country's overall Index score relative to an indicator that has a lower value range. For example, the primary education attainment rate in the 15–24 Age Group pillar ranges from 41% to 100% compared to the labour force participation rate, which ranges from 18% to 80%. Given that a country's Age Group pillar score is calculated based on the simple unweighted average of these indicators (see next section), the Primary education attainment rate indicator score will have a larger overall influence on the Age Group pillar score.¹⁶ This is exacerbated if a country's labour force participation rate data are missing. While recognizing this limitation, the approach of standardizing against a reference was found to be the most technically sound given the Index's choice of indicators and overall purpose, particularly as it enables countries' progress to be tracked year on year, independently as well as relative to the performance of other countries.¹⁷

Table 2: Weighting scheme, 2015

	 Under 15 Age Group	 15–24 Age Group	 25–54 Age Group	 55–64 Age Group	 65 and Over Age Group
Weights (percent)	26	16	41	9	8

Weighting

Once all underlying data is converted to a standardized score, a country's score on a given Age Group pillar is determined by the simple unweighted average of all available scores within that pillar. As a second step, a country's score on the overall Human Capital Index is a weighted average of the five Age Group pillar scores. The weights assigned to each Age Group pillar correspond to the percentage share of the respective age group in the global population distribution in 2015, based on the population-weighted world average of all countries. The resulting weights for each Age Group pillar are shown in Table 2.

The intuition behind the applied weighting scheme is that the benefits for an economy as a whole are maximized when all of the country's people are equally enabled to reach their full potential at the present time. We aim to provide a comparative assessment of the overall state of countries' human capital investment and deployment performance calibrated so as to represent each individual within a country as equally as possible. We thus chose a weighting scheme that is proportional to the global average demographic structure across the five age group categories.¹⁸

Moreover, by focusing on the situation today the Index consciously avoids introducing a dimension of value-judgements around the possible impacts of future population dynamics.¹⁹ While the population diagrams included in the *Report's* Country Profiles aim to familiarize the reader and call visual attention to the critical importance of such demographic dynamics, the Index does not take a prescriptive stance about them in its scoring method.

Missing data

To be included in the Index indicators must have available data for at least half (50%) of the sample countries and countries must have data for at least two thirds (65%) of each of the Age Group pillars' indicators. This means a country must have data for at least:

- 4 out of 6 indicators in the Under 15 Age Group pillar
- 8 out of 14 indicators in the 15–24 Age Group pillar²⁰
- 8 out of 12 indicators in the 25–54 Age Group pillar
- 5 out of 7 indicators in the 55–64 Age Group pillar
- 5 out of 7 indicators in the 65 and Over Age Group pillar

Data older than 10 years was considered to be of insufficient relevance for the Index. In general, the Human Capital Index does not impute missing data, with the exception of the Incidence of child labour and Youth literacy rate indicators for the following countries: Australia,

Austria, Belgium, Canada, Czech Republic, Denmark, Estonia, Finland, France, Germany, Iceland, Ireland, Italy, Japan, Korea, Rep., Latvia, Lithuania, Luxembourg, Malta, Netherlands, New Zealand, Norway, Poland, Slovak Republic, Slovenia, Singapore, Spain, Sweden, Switzerland, United Kingdom and the United States. Most developed countries no longer report literacy rates or collect data on child labour and, as a result, are missing regular data for these indicators. The Index applies a 1% and 100% value, respectively, for these indicators, in line with available data for comparable high-income, developed countries in the sample. In addition, gross primary and/or secondary school enrolment rates (capped at a value of 99% where applicable), instead of unavailable net rates, were used for the following countries: Austria, Canada, China, Czech Republic, Nigeria and the Slovak Republic. In each case, this was undertaken in order to enable the country to meet the minimum coverage criteria for inclusion in the Index.

Comparison to the first edition

Since the release of the first edition of the Index in 2013, much thoughtful feedback has been received.²¹ To build on the insights of the first edition and further deepen the analysis, the underlying model of the Index has been thoroughly revised and a number of methodological refinements have been made as outlined above. The main changes from the first edition are as follows.

- The first edition's four original pillars of Education, Employment, Health and Enabling Environment have been replaced by five vertical age bands, selected to capture the major phases in an individual's human capital development lifecycle and countries' demographic structure: Under 15; 15–24; 25–54; 55–64; and 65 and Over. The population diagrams shown in the Country Profiles have been fundamentally re-designed to align with these age bands and provide additional visual information on the core index.
- Countries are assessed on a concise set of outcome indicators related to the horizontal themes of Learning and Employment. To avoid a conflation of input and outcome variables, measures that were previously included on an Enabling Environment dimension are no longer included in the Index and have in part been moved to the additional information section from the core index. The Health dimension has been collapsed into the single, analytically powerful concept of 'Health-adjusted life expectancy' (HALE).²²

- To standardize the data, a z-score transformation was used in the first edition. While this enabled the relative distribution of the data to be preserved, measuring country's performance in relation to the mean of the dataset, it resulted in country's scores not being comparable from year to year. Additionally, z-scores are unfamiliar to many. In an attempt to address a number of these issues, data in the revised edition is standardized using ideal reference points as outlined above.
- To arrive at a country's overall score and rank, the first edition assigned an equal weight of 25% to each of its four thematic pillars. In line with the second edition's refined demographic approach—and in order to count each individual's contribution to a country's overall human capital performance equally—a country's overall score and rank on the Index is now arrived at by weighting the country's average performance in each age group by the percentage share of the respective age group in the world's global population distribution.

Country coverage

The Index covers 124 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.

RESULTS AND ANALYSIS

Results for all 124 countries ranked by the Index are shown in Tables 3 (pages 10 and 11) and 4 (pages 12, 13 and 14) as well as Figure 1 (page 15). Tables 5 (pages 16 and 17) and 6 (page 18) allow for comparisons within regional groupings and income groupings. Table A1 and Table A2 in Appendix A contain the complete list of countries by region and income group, respectively.

Top Ten

This year's edition of the Human Capital Index is dominated by European countries, particularly the Nordics and Benelux states, with two countries from the Asia and the Pacific region and one country from the North America region also making it into the top 10. The leaders of the Index are high-income economies that have placed importance on high educational attainment and a correspondingly large share of high-skilled employment.

Finland (1) is the best-performing country in the world when it comes to building and leveraging its human capital potential, taking the top spot on the Under 15 and 25–54 Age Group pillars and scoring in the top 10 for the remaining age groups. **Norway** (2) and **Switzerland** (3) follow closely behind with a strong performance across all

age groups, although they do not make it to the top 10 in the Under 15 Age Group pillar.

Canada (4) is the only North American country in the top 10, being the overall leader for the 15–24 Age Group pillar. **Japan** (5) performs strongly in the 55–64 and 65 and Over Age Group pillars, boosted by the longevity and education of its older population, but held back by relatively low labour force participation in the prime working age group, in particular due to the gender gap.

Sweden (6) slightly outperforms **Denmark** (7) although both have strong results across all age groups. **New Zealand** (9), the only other country from the Asia and the Pacific region, places in the top 10 for all age group pillars except for the 25–54 Age Group pillar, due in particular to a comparatively lower economic complexity and labour force participation rate. **The Netherlands** (8) and **Belgium** (10) have strong scores in the younger age group pillars but are penalized by relatively low labour force participation and a relatively high unemployment rate among the 55–64 and 65 and over age groups, despite strong health and education results.

RESULTS BY REGION

Figures 2 through 7 (page 19) display the range of regional scores overall and by Age Group pillar.

Asia and the Pacific

Asia and the Pacific, the world's most populous region, scores towards the middle of the range of the Human Capital Index results, with an overall average score of 67.83. The gap between the best and worst performers in the Asia and the Pacific region is the second largest of any region, reflecting in part the different stages of development of the 22 countries from the region covered in the Index, but also the varying degrees of human capital outcomes even between countries with similar income. Scores for the region's Under 15 Age Group pillar are much higher relative to other pillars, reflecting the region's remarkable progress between generations.

The best performing countries in the region are **Japan** (5), **New Zealand** (9), and **Australia** (13), while **Nepal** (106), **Myanmar** (112), and **Pakistan** (113) rank the lowest. **China** (64) and **Indonesia** (69) score in the middle range of the Index while **India** (100) falls into the lower half of the region.

Over half of the countries in the region have achieved near-universal primary school enrolment rates yet, on average, over 20% of the region's under 15 age group is not enrolled in secondary education. Among its 25–54 age group core working population, the average labour force participation rate is 81%. **Lao PDR** (105) has the highest rate, at 94%, while the **Islamic Republic of Iran** (80) has the lowest rate, at 56%. **Singapore** (24) has the highest proportion of high-skilled employment, at 54% of its workforce (2nd overall), with a regional average of 19%.

Table 3: Human Capital Index 2015 detailed rankings

Country	Overall index		Under 15 Age Group		15–24 Age Group		25–54 Age Group		55–64 Age Group		65 and Over Age Group	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Finland	85.78	1	97.67	1	85.04	2	81.49	1	83.72	6	73.06	7
Norway	83.84	2	93.16	12	83.87	3	79.48	4	85.14	3	74.59	2
Switzerland	83.58	3	92.78	16	83.08	5	80.03	2	83.45	8	73.28	6
Canada	82.88	4	93.00	15	88.70	1	75.84	14	84.15	5	72.97	8
Japan	82.74	5	94.76	5	76.26	21	78.61	5	85.24	2	75.39	1
Sweden	82.73	6	91.88	21	81.23	11	79.62	3	84.40	4	70.42	17
Denmark	82.47	7	91.61	25	82.31	9	78.15	6	83.66	7	74.12	4
Netherlands	82.30	8	93.41	9	83.81	4	77.55	7	80.63	14	69.53	18
New Zealand	81.84	9	95.07	4	81.83	10	74.15	21	85.72	1	74.19	3
Belgium	81.12	10	93.86	7	78.62	16	77.24	9	77.87	25	68.39	22
Austria	81.02	11	92.24	18	82.70	8	75.42	15	79.01	21	72.09	10
Ireland	80.59	12	96.05	2	75.68	27	75.94	13	77.65	28	67.58	26
Australia	80.22	13	89.98	29	82.87	6	74.26	19	82.64	10	71.23	14
France	80.15	14	93.05	14	75.89	23	76.98	10	77.24	30	66.53	29
Slovenia	79.95	15	93.20	11	78.66	15	74.43	18	76.75	32	71.40	13
Estonia	79.88	16	93.20	10	77.09	18	73.59	23	82.59	11	71.69	11
United States	79.64	17	88.09	40	82.86	7	74.64	17	80.61	15	70.44	16
Lithuania	79.33	18	92.58	17	75.65	28	74.24	20	80.89	13	68.34	25
United Kingdom	79.07	19	91.70	23	74.77	31	76.42	12	78.73	22	61.12	47
Iceland	78.86	20	92.23	19	78.97	14	75.06	16	74.15	45	60.07	50
Luxembourg	78.79	21	90.83	26	72.68	42	76.69	11	75.36	37	66.85	27
Germany	78.55	22	79.56	75	79.87	12	77.55	8	82.67	9	73.47	5
Latvia	78.39	23	89.39	31	75.89	24	73.30	24	80.52	16	71.56	12
Singapore	78.15	24	95.47	3	75.96	22	74.12	22	71.35	53	54.76	66
Czech Republic	77.60	25	88.52	36	76.69	19	72.85	26	77.69	27	68.35	24
Russian Federation	77.54	26	86.81	44	79.13	13	71.77	29	80.45	17	70.69	15
Cyprus	77.33	27	93.57	8	70.59	53	72.92	25	74.86	39	63.78	36
Poland	77.06	28	90.10	28	74.57	32	72.38	27	75.46	35	65.65	32
Israel	77.03	29	89.16	32	75.88	25	71.40	31	79.10	20	66.78	28
Korea, Rep.	76.84	30	91.91	20	75.81	26	70.36	34	78.42	24	61.73	43
Ukraine	76.21	31	90.48	27	77.51	17	66.75	41	79.19	19	72.40	9
Hungary	75.82	32	85.24	50	73.38	38	71.86	28	77.13	31	69.14	20
Malta	75.77	33	88.59	35	73.52	36	71.65	30	72.88	49	63.13	39
Slovak Republic	75.48	34	87.81	41	71.89	48	70.86	33	76.26	34	65.66	31
Italy	75.44	35	91.68	24	72.07	47	68.99	39	75.23	38	62.93	40
Croatia	75.37	36	91.87	22	71.80	49	69.18	37	72.95	47	63.49	37
Kazakhstan	74.56	37	88.80	33	74.27	34	66.23	43	81.21	12	64.57	34
Portugal	74.50	38	88.17	39	72.17	46	71.12	32	67.96	65	59.41	52
Romania	73.94	39	82.98	64	72.28	45	69.26	36	77.31	29	68.37	23
Greece	73.70	40	89.81	30	70.40	54	67.79	40	71.73	52	60.65	48
Spain	73.30	41	87.76	42	69.70	56	69.11	38	70.95	54	57.99	57
Bulgaria	72.81	42	76.15	85	72.57	43	70.09	35	79.43	18	69.40	19
Armenia	72.50	43	86.75	46	68.74	61	64.40	50	78.54	23	68.76	21
Kyrgyz Republic	71.82	44	83.83	57	73.46	37	63.72	52	76.72	33	65.79	30
Chile	71.80	45	84.74	53	72.74	39	64.72	47	74.22	43	61.69	44
Philippines	71.24	46	79.66	73	76.48	20	64.27	51	74.50	40	65.47	33
Uruguay	71.18	47	81.18	70	74.27	33	64.49	49	74.48	41	63.29	38
Argentina	71.01	48	83.75	58	70.63	52	64.51	48	72.88	50	61.83	42
Panama	71.01	49	78.73	79	72.73	40	65.94	44	75.39	36	63.85	35
Serbia	70.97	50	88.19	38	65.20	72	65.61	45	70.37	57	55.13	62
Mongolia	70.75	51	85.54	49	68.76	60	63.48	54	74.21	44	60.44	49
Malaysia	70.24	52	84.71	54	74.85	30	66.33	42	63.80	75	41.46	99
Costa Rica	69.75	53	78.49	80	71.61	51	65.49	46	70.87	55	58.39	54
United Arab Emirates	69.39	54	88.41	37	66.53	68	63.70	53	65.34	72	47.40	83
Macedonia, FYR	69.31	55	84.09	56	66.98	67	62.23	60	70.38	56	61.30	46
Qatar	69.04	56	93.12	13	65.97	71	59.07	75	66.94	66	50.65	75
Thailand	68.78	57	81.91	68	72.70	41	62.91	57	65.71	71	51.80	73
Mexico	68.50	58	79.93	72	68.61	63	63.12	55	69.24	61	58.11	56
Vietnam	68.48	59	78.98	78	74.99	29	60.63	68	70.32	58	59.42	51
Sri Lanka	68.19	60	87.32	43	69.63	57	59.21	73	68.26	64	49.34	78
Peru	68.13	61	75.62	87	73.90	35	61.21	65	72.94	48	62.39	41
Colombia	67.63	62	73.92	93	72.35	44	62.96	56	72.70	51	56.32	59

(Cont'd.)

Table 3: Human Capital Index 2015 detailed rankings (cont'd.)

Country	Overall index		Under 15 Age Group		15–24 Age Group		25–54 Age Group		55–64 Age Group		65 and Over Age Group	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Azerbaijan	67.58	63	83.22	62	61.54	85	60.47	69	77.73	26	54.82	65
China	67.47	64	84.44	55	69.60	58	61.85	61	61.74	83	43.43	93
Tajikistan	67.24	65	83.05	63	63.52	77	59.85	71	74.40	42	53.87	69
Albania	67.20	66	83.56	59	61.62	83	61.03	67	68.27	63	56.05	60
Trinidad and Tobago	67.10	67	86.03	48	58.38	96	62.84	58	63.25	79	49.61	76
Turkey	67.09	68	83.26	61	71.75	50	58.37	77	63.41	78	53.86	70
Indonesia	66.99	69	86.04	47	67.35	65	60.00	70	63.87	74	43.95	92
El Salvador	66.89	70	77.97	81	70.35	55	61.28	64	65.94	69	53.88	68
Moldova	66.81	71	81.79	69	68.54	64	56.72	80	73.88	46	58.81	53
Mauritius	66.66	72	86.77	45	63.43	78	59.57	72	63.50	77	48.00	81
Bolivia	66.46	73	76.06	86	63.87	76	62.79	59	69.22	62	56.60	58
Jamaica	65.95	74	82.71	65	62.08	81	59.16	74	64.42	73	55.94	61
Paraguay	65.68	75	70.25	98	68.73	62	61.47	62	70.15	59	61.42	45
Jordan	65.59	76	88.65	34	66.36	69	55.91	85	57.21	93	47.92	82
Barbados	65.09	77	93.88	6	57.25	99	56.47	82	56.76	94	41.02	100
Brazil	64.60	78	71.86	95	67.01	66	61.17	66	65.72	70	52.77	72
Guyana	64.17	79	83.41	60	61.04	87	56.59	81	62.51	80	48.90	80
Iran, Islamic Rep.	63.20	80	84.82	52	65.17	73	53.73	95	56.72	96	44.79	90
Dominican Republic	62.79	81	74.64	91	62.72	80	56.01	84	66.63	67	55.08	63
Ghana	62.63	82	69.49	99	58.64	95	61.41	63	66.05	68	51.27	74
Zambia	62.50	83	72.10	94	63.40	79	57.76	79	63.51	76	52.80	71
Egypt	61.38	84	77.73	82	61.66	82	55.66	87	56.12	98	42.96	95
Saudi Arabia	61.38	85	82.38	66	66.10	70	53.69	97	52.23	107	33.34	115
Guatemala	61.34	86	67.73	105	69.32	59	55.17	91	62.42	81	54.89	64
Bhutan	61.11	87	79.59	74	56.54	100	55.90	86	53.44	104	45.55	88
Botswana	60.81	88	79.47	76	56.20	102	56.09	83	53.65	103	41.85	97
Cameroon	60.75	89	69.23	102	60.36	88	58.40	76	60.72	86	46.43	86
Nicaragua	60.65	90	69.26	101	56.22	101	55.60	88	69.27	60	58.20	55
Venezuela	60.51	91	79.13	77	65.05	74	53.04	100	53.95	102	36.58	108
South Africa	60.50	92	75.32	88	54.44	108	58.24	78	61.96	82	35.24	111
Kuwait	59.31	93	85.20	51	47.83	116	51.15	105	57.40	91	42.62	96
Namibia	59.09	94	70.99	97	52.81	109	54.55	93	61.19	84	54.22	67
Morocco	59.04	95	76.37	84	56.07	103	52.97	101	58.56	89	40.69	102
Honduras	58.93	96	68.39	103	61.22	86	53.55	98	60.68	87	49.35	77
Cambodia	58.55	97	67.21	106	56.02	104	55.48	89	60.78	85	49.00	79
Tunisia	58.21	98	81.05	71	59.05	93	49.81	107	48.72	113	35.97	110
Bangladesh	57.62	99	74.98	89	59.28	91	48.35	111	57.22	92	45.87	87
India	57.62	100	82.03	67	57.50	98	49.34	109	46.42	115	33.47	114
Kenya	57.54	101	71.58	96	51.54	111	54.55	92	56.76	95	40.71	101
Uganda	57.34	102	63.84	109	60.36	89	55.17	90	59.65	88	39.16	104
Tanzania	56.56	103	61.44	114	60.05	90	53.72	96	57.74	90	47.10	84
Madagascar	56.25	104	62.89	111	55.69	105	54.51	94	56.65	97	44.59	91
Lao PDR	56.16	105	74.47	92	59.06	92	49.78	108	49.02	111	31.64	117
Nepal	55.77	106	76.56	83	61.62	84	47.55	114	44.62	119	30.93	118
Lesotho	54.74	107	67.82	104	51.31	112	53.07	99	49.67	109	33.74	112
Rwanda	54.17	108	69.48	100	58.66	94	48.15	112	47.71	114	33.55	113
Mozambique	54.04	109	61.70	113	52.21	110	52.08	102	52.48	106	44.81	89
Malawi	53.49	110	59.24	117	54.72	106	51.33	104	55.41	100	41.59	98
Senegal	53.04	111	63.78	110	47.32	118	49.82	106	52.87	105	46.54	85
Myanmar	52.97	112	59.12	118	63.91	75	47.00	116	54.74	101	39.76	103
Pakistan	52.63	113	60.52	115	50.85	113	51.37	103	50.96	108	39.15	105
Algeria	52.14	114	74.64	90	54.67	107	44.93	119	43.93	120	20.29	123
Ethiopia	50.25	115	52.37	123	58.37	97	47.37	115	48.90	112	43.19	94
Burkina Faso	49.22	116	57.05	120	46.34	120	48.54	110	45.93	116	36.94	107
Côte d'Ivoire	49.02	117	65.05	107	47.43	117	45.18	118	41.37	121	28.54	119
Mali	48.51	118	59.27	116	49.50	115	44.52	120	44.80	118	36.20	109
Guinea	48.25	119	56.86	121	41.00	123	47.59	113	49.07	110	37.74	106
Nigeria	47.43	120	53.01	122	50.16	114	46.25	117	45.43	117	32.42	116
Burundi	46.76	121	64.10	108	47.28	119	37.54	122	56.07	99	26.93	121
Mauritania	42.29	122	57.85	119	42.57	121	37.46	123	34.73	123	24.43	122
Chad	41.10	123	50.50	124	40.41	124	38.83	121	37.31	122	27.93	120
Yemen	40.72	124	62.70	112	42.00	122	34.06	124	25.54	124	17.54	124

Table 4: Human Capital Index 2015 rankings by Age Group pillar

Under 15 Age Group			15–24 Age Group								
Rank	Country	Score	Rank	Country	Score						
1	Finland	97.67	63	Tajikistan	83.05	1	Canada	88.70	63	Mexico	68.61
2	Ireland	96.05	64	Romania	82.98	2	Finland	85.04	64	Moldova	68.54
3	Singapore	95.47	65	Jamaica	82.71	3	Norway	83.87	65	Indonesia	67.35
4	New Zealand	95.07	66	Saudi Arabia	82.38	4	Netherlands	83.81	66	Brazil	67.01
5	Japan	94.76	67	India	82.03	5	Switzerland	83.08	67	Macedonia, FYR	66.98
6	Barbados	93.88	68	Thailand	81.91	6	Australia	82.87	68	United Arab Emirates	66.53
7	Belgium	93.86	69	Moldova	81.79	7	United States	82.86	69	Jordan	66.36
8	Cyprus	93.57	70	Uruguay	81.18	8	Austria	82.70	70	Saudi Arabia	66.10
9	Netherlands	93.41	71	Tunisia	81.05	9	Denmark	82.31	71	Qatar	65.97
10	Estonia	93.20	72	Mexico	79.93	10	New Zealand	81.83	72	Serbia	65.20
11	Slovenia	93.20	73	Philippines	79.66	11	Sweden	81.23	73	Iran, Islamic Rep.	65.17
12	Norway	93.16	74	Bhutan	79.59	12	Germany	79.87	74	Venezuela	65.05
13	Qatar	93.12	75	Germany	79.56	13	Russian Federation	79.13	75	Myanmar	63.91
14	France	93.05	76	Botswana	79.47	14	Iceland	78.97	76	Bolivia	63.87
15	Canada	93.00	77	Venezuela	79.13	15	Slovenia	78.66	77	Tajikistan	63.52
16	Switzerland	92.78	78	Vietnam	78.98	16	Belgium	78.62	78	Mauritius	63.43
17	Lithuania	92.58	79	Panama	78.73	17	Ukraine	77.51	79	Zambia	63.40
18	Austria	92.24	80	Costa Rica	78.49	18	Estonia	77.09	80	Dominican Republic	62.72
19	Iceland	92.23	81	El Salvador	77.97	19	Czech Republic	76.69	81	Jamaica	62.08
20	Korea, Rep.	91.91	82	Egypt	77.73	20	Philippines	76.48	82	Egypt	61.66
21	Sweden	91.88	83	Nepal	76.56	21	Japan	76.26	83	Albania	61.62
22	Croatia	91.87	84	Morocco	76.37	22	Singapore	75.96	84	Nepal	61.62
23	United Kingdom	91.70	85	Bulgaria	76.15	23	France	75.89	85	Azerbaijan	61.54
24	Italy	91.68	86	Bolivia	76.06	24	Latvia	75.89	86	Honduras	61.22
25	Denmark	91.61	87	Peru	75.62	25	Israel	75.88	87	Guyana	61.04
26	Luxembourg	90.83	88	South Africa	75.32	26	Korea, Rep.	75.81	88	Cameroon	60.36
27	Ukraine	90.48	89	Bangladesh	74.98	27	Ireland	75.68	89	Uganda	60.36
28	Poland	90.10	90	Algeria	74.64	28	Lithuania	75.65	90	Tanzania	60.05
29	Australia	89.98	91	Dominican Republic	74.64	29	Vietnam	74.99	91	Bangladesh	59.28
30	Greece	89.81	92	Lao PDR	74.47	30	Malaysia	74.85	92	Lao PDR	59.06
31	Latvia	89.39	93	Colombia	73.92	31	United Kingdom	74.77	93	Tunisia	59.05
32	Israel	89.16	94	Zambia	72.10	32	Poland	74.57	94	Rwanda	58.66
33	Kazakhstan	88.80	95	Brazil	71.86	33	Uruguay	74.27	95	Ghana	58.64
34	Jordan	88.65	96	Kenya	71.58	34	Kazakhstan	74.27	96	Trinidad and Tobago	58.38
35	Malta	88.59	97	Namibia	70.99	35	Peru	73.90	97	Ethiopia	58.37
36	Czech Republic	88.52	98	Paraguay	70.25	36	Malta	73.52	98	India	57.50
37	United Arab Emirates	88.41	99	Ghana	69.49	37	Kyrgyz Republic	73.46	99	Barbados	57.25
38	Serbia	88.19	100	Rwanda	69.48	38	Hungary	73.38	100	Bhutan	56.54
39	Portugal	88.17	101	Nicaragua	69.26	39	Chile	72.74	101	Nicaragua	56.22
40	United States	88.09	102	Cameroon	69.23	40	Panama	72.73	102	Botswana	56.20
41	Slovak Republic	87.81	103	Honduras	68.39	41	Thailand	72.70	103	Morocco	56.07
42	Spain	87.76	104	Lesotho	67.82	42	Luxembourg	72.68	104	Cambodia	56.02
43	Sri Lanka	87.32	105	Guatemala	67.73	43	Bulgaria	72.57	105	Madagascar	55.69
44	Russian Federation	86.81	106	Cambodia	67.21	44	Colombia	72.35	106	Malawi	54.72
45	Mauritius	86.77	107	Côte d'Ivoire	65.05	45	Romania	72.28	107	Algeria	54.67
46	Armenia	86.75	108	Burundi	64.10	46	Portugal	72.17	108	South Africa	54.44
47	Indonesia	86.04	109	Uganda	63.84	47	Italy	72.07	109	Namibia	52.81
48	Trinidad and Tobago	86.03	110	Senegal	63.78	48	Slovak Republic	71.89	110	Mozambique	52.21
49	Mongolia	85.54	111	Madagascar	62.89	49	Croatia	71.80	111	Kenya	51.54
50	Hungary	85.24	112	Yemen	62.70	50	Turkey	71.75	112	Lesotho	51.31
51	Kuwait	85.20	113	Mozambique	61.70	51	Costa Rica	71.61	113	Pakistan	50.85
52	Iran, Islamic Rep.	84.82	114	Tanzania	61.44	52	Argentina	70.63	114	Nigeria	50.16
53	Chile	84.74	115	Pakistan	60.52	53	Cyprus	70.59	115	Mali	49.50
54	Malaysia	84.71	116	Mali	59.27	54	Greece	70.40	116	Kuwait	47.83
55	China	84.44	117	Malawi	59.24	55	El Salvador	70.35	117	Côte d'Ivoire	47.43
56	Macedonia, FYR	84.09	118	Myanmar	59.12	56	Spain	69.70	118	Senegal	47.32
57	Kyrgyz Republic	83.83	119	Mauritania	57.85	57	Sri Lanka	69.63	119	Burundi	47.28
58	Argentina	83.75	120	Burkina Faso	57.05	58	China	69.60	120	Burkina Faso	46.34
59	Albania	83.56	121	Guinea	56.86	59	Guatemala	69.32	121	Mauritania	42.57
60	Guyana	83.41	122	Nigeria	53.01	60	Mongolia	68.76	122	Yemen	42.00
61	Turkey	83.26	123	Ethiopia	52.37	61	Armenia	68.74	123	Guinea	41.00
62	Azerbaijan	83.22	124	Chad	50.50	62	Paraguay	68.73	124	Chad	40.41

(Cont'd)

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

25–54 Age Group			55–64 Age Group		
Rank	Country	Score	Rank	Country	Score
1	Finland	81.49	63	Ghana	61.41
2	Switzerland	80.03	64	El Salvador	61.28
3	Sweden	79.62	65	Peru	61.21
4	Norway	79.48	66	Brazil	61.17
5	Japan	78.61	67	Albania	61.03
6	Denmark	78.15	68	Vietnam	60.63
7	Netherlands	77.55	69	Azerbaijan	60.47
8	Germany	77.55	70	Indonesia	60.00
9	Belgium	77.24	71	Tajikistan	59.85
10	France	76.98	72	Mauritius	59.57
11	Luxembourg	76.69	73	Sri Lanka	59.21
12	United Kingdom	76.42	74	Jamaica	59.16
13	Ireland	75.94	75	Qatar	59.07
14	Canada	75.84	76	Cameroon	58.40
15	Austria	75.42	77	Turkey	58.37
16	Iceland	75.06	78	South Africa	58.24
17	United States	74.64	79	Zambia	57.76
18	Slovenia	74.43	80	Moldova	56.72
19	Australia	74.26	81	Guyana	56.59
20	Lithuania	74.24	82	Barbados	56.47
21	New Zealand	74.15	83	Botswana	56.09
22	Singapore	74.12	84	Dominican Republic	56.01
23	Estonia	73.59	85	Jordan	55.91
24	Latvia	73.30	86	Bhutan	55.90
25	Cyprus	72.92	87	Egypt	55.66
26	Czech Republic	72.85	88	Nicaragua	55.60
27	Poland	72.38	89	Cambodia	55.48
28	Hungary	71.86	90	Uganda	55.17
29	Russian Federation	71.77	91	Guatemala	55.17
30	Malta	71.65	92	Kenya	54.55
31	Israel	71.40	93	Namibia	54.55
32	Portugal	71.12	94	Madagascar	54.51
33	Slovak Republic	70.86	95	Iran, Islamic Rep.	53.73
34	Korea, Rep.	70.36	96	Tanzania	53.72
35	Bulgaria	70.09	97	Saudi Arabia	53.69
36	Romania	69.26	98	Honduras	53.55
37	Croatia	69.18	99	Lesotho	53.07
38	Spain	69.11	100	Venezuela	53.04
39	Italy	68.99	101	Morocco	52.97
40	Greece	67.79	102	Mozambique	52.08
41	Ukraine	66.75	103	Pakistan	51.37
42	Malaysia	66.33	104	Malawi	51.33
43	Kazakhstan	66.23	105	Kuwait	51.15
44	Panama	65.94	106	Senegal	49.82
45	Serbia	65.61	107	Tunisia	49.81
46	Costa Rica	65.49	108	Lao PDR	49.78
47	Chile	64.72	109	India	49.34
48	Argentina	64.51	110	Burkina Faso	48.54
49	Uruguay	64.49	111	Bangladesh	48.35
50	Armenia	64.40	112	Rwanda	48.15
51	Philippines	64.27	113	Guinea	47.59
52	Kyrgyz Republic	63.72	114	Nepal	47.55
53	United Arab Emirates	63.70	115	Ethiopia	47.37
54	Mongolia	63.48	116	Myanmar	47.00
55	Mexico	63.12	117	Nigeria	46.25
56	Colombia	62.96	118	Côte d'Ivoire	45.18
57	Thailand	62.91	119	Algeria	44.93
58	Trinidad and Tobago	62.84	120	Mali	44.52
59	Bolivia	62.79	121	Chad	38.83
60	Macedonia, FYR	62.23	122	Burundi	37.54
61	China	61.85	123	Mauritania	37.46
62	Paraguay	61.47	124	Yemen	34.06

(Cont'd)

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

65 and Over Age Group					
Rank	Country	Score	Rank	Country	Score
1	Japan	75.39	63	Dominican Republic	55.08
2	Norway	74.59	64	Guatemala	54.89
3	New Zealand	74.19	65	Azerbaijan	54.82
4	Denmark	74.12	66	Singapore	54.76
5	Germany	73.47	67	Namibia	54.22
6	Switzerland	73.28	68	El Salvador	53.88
7	Finland	73.06	69	Tajikistan	53.87
8	Canada	72.97	70	Turkey	53.86
9	Ukraine	72.40	71	Zambia	52.80
10	Austria	72.09	72	Brazil	52.77
11	Estonia	71.69	73	Thailand	51.80
12	Latvia	71.56	74	Ghana	51.27
13	Slovenia	71.40	75	Qatar	50.65
14	Australia	71.23	76	Trinidad and Tobago	49.61
15	Russian Federation	70.69	77	Honduras	49.35
16	United States	70.44	78	Sri Lanka	49.34
17	Sweden	70.42	79	Cambodia	49.00
18	Netherlands	69.53	80	Guyana	48.90
19	Bulgaria	69.40	81	Mauritius	48.00
20	Hungary	69.14	82	Jordan	47.92
21	Armenia	68.76	83	United Arab Emirates	47.40
22	Belgium	68.39	84	Tanzania	47.10
23	Romania	68.37	85	Senegal	46.54
24	Czech Republic	68.35	86	Cameroon	46.43
25	Lithuania	68.34	87	Bangladesh	45.87
26	Ireland	67.58	88	Bhutan	45.55
27	Luxembourg	66.85	89	Mozambique	44.81
28	Israel	66.78	90	Iran, Islamic Rep.	44.79
29	France	66.53	91	Madagascar	44.59
30	Kyrgyz Republic	65.79	92	Indonesia	43.95
31	Slovak Republic	65.66	93	China	43.43
32	Poland	65.65	94	Ethiopia	43.19
33	Philippines	65.47	95	Egypt	42.96
34	Kazakhstan	64.57	96	Kuwait	42.62
35	Panama	63.85	97	Botswana	41.85
36	Cyprus	63.78	98	Malawi	41.59
37	Croatia	63.49	99	Malaysia	41.46
38	Uruguay	63.29	100	Barbados	41.02
39	Malta	63.13	101	Kenya	40.71
40	Italy	62.93	102	Morocco	40.69
41	Peru	62.39	103	Myanmar	39.76
42	Argentina	61.83	104	Uganda	39.16
43	Korea, Rep.	61.73	105	Pakistan	39.15
44	Chile	61.69	106	Guinea	37.74
45	Paraguay	61.42	107	Burkina Faso	36.94
46	Macedonia, FYR	61.30	108	Venezuela	36.58
47	United Kingdom	61.12	109	Mali	36.20
48	Greece	60.65	110	Tunisia	35.97
49	Mongolia	60.44	111	South Africa	35.24
50	Iceland	60.07	112	Lesotho	33.74
51	Vietnam	59.42	113	Rwanda	33.55
52	Portugal	59.41	114	India	33.47
53	Moldova	58.81	115	Saudi Arabia	33.34
54	Costa Rica	58.39	116	Nigeria	32.42
55	Nicaragua	58.20	117	Lao PDR	31.64
56	Mexico	58.11	118	Nepal	30.93
57	Spain	57.99	119	Côte d'Ivoire	28.54
58	Bolivia	56.60	120	Chad	27.93
59	Colombia	56.32	121	Burundi	26.93
60	Albania	56.05	122	Mauritania	24.43
61	Jamaica	55.94	123	Algeria	20.29
62	Serbia	55.13	124	Yemen	17.54

The region includes five countries that are ranked in the top 10 for the highest healthy life expectancy at birth. Despite this, labour force participation drops by more than 20 percentage points, on average, in transitioning from the 25–54 to the 55–64 Age Group pillar.

Japan (5), the best performer in the region, is part of the Human Capital Index's top 10. It has achieved near-universal basic education and has a tertiary education attainment rate of over 50% for its working age population, ranking it first in the world. With the world's highest aged-dependency ratio and second highest healthy life expectancy, there is greater potential to be tapped by closing the gender gap and tapping into the skills of the older workforce, particularly as labour force participation falls from 84% in the 25–54 Age Group to 69% for the 55–64 Age Group.

New Zealand (9) is the second best performer in the region and equally part of the Index overall top 10. It ranks first on the 55–64 Age Group pillar due to its high educational attainment and the age group's active participation in the labour force. **Australia** (13) follows, with a strong performance on the 15–24 Age Group pillar due to high tertiary and vocational education enrolment rates. More than 90% of its employment share is in medium- and high-skilled occupations and less than 5% of youth are not in employment, education or training (5th overall).

The region's top five is completed by **Singapore** (24) and the **Republic of Korea** (30), which ranks first in the world for its tertiary enrolment rate. Unlike for the other top performers in the region, however, business perceptions of the quality of its education system are comparatively low (63rd) and the country also ranks low in the ease of finding skilled employees and its labour force participation.

The **Philippines** (46), **Mongolia** (51), **Malaysia** (52), **Thailand** (57), **Vietnam** (59) and **Sri Lanka** (60) are next. **China** (64) ranks in the mid-range of the overall Index scores. Its younger population fares better than its 55–64 and 65 and over age groups as a result of increasing educational attainment in the population. **Indonesia** (69) trails China and follows a similar human capital profile across its age group pillars.

Next are **Iran** (80), **Bhutan** (87), **Cambodia** (97) and **Bangladesh** (99), followed by **India** (100). Although the latter's educational attainment has improved markedly over the different age groups, its youth literacy rate is still only 90% (98th), well behind the rates of other emerging markets. India also ranks poorly on the labour force participation rate due to its large informal sector.

Lao PDR (105) and **Nepal** (106) are next. Both countries' scores in the younger population are worse than for their elder generations due to low secondary school enrolment rates. Nepal, moreover, has the highest incidence of child labour in the region (107th overall), with one in three children affected. **Myanmar** (112) and **Pakistan** (113) rank at the bottom of the region as a

Figure 1: Distance to the ideal score, 2015

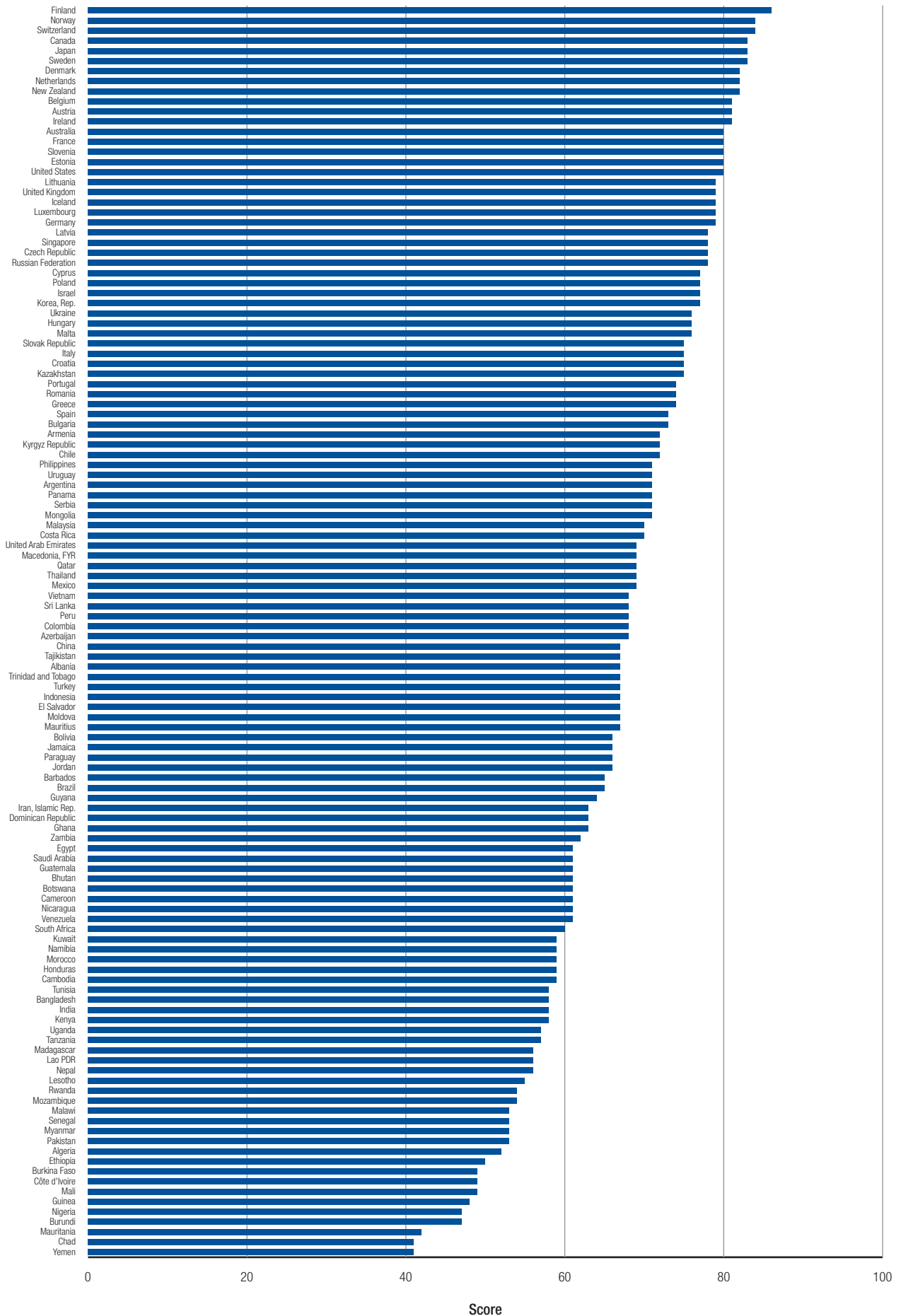


Table 5: Human Capital Index 2015 rankings by region

Asia and the Pacific			Europe and Central Asia			Latin America and the Caribbean		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
5	Japan	82.74	1	Finland	85.78	45	Chile	71.80
9	New Zealand	81.84	2	Norway	83.84	47	Uruguay	71.18
13	Australia	80.22	3	Switzerland	83.58	48	Argentina	71.01
24	Singapore	78.15	6	Sweden	82.73	49	Panama	71.01
30	Korea, Rep.	76.84	7	Denmark	82.47	53	Costa Rica	69.75
46	Philippines	71.24	8	Netherlands	82.30	58	Mexico	68.50
51	Mongolia	70.75	10	Belgium	81.12	61	Peru	68.13
52	Malaysia	70.24	11	Austria	81.02	62	Colombia	67.63
57	Thailand	68.78	12	Ireland	80.59	67	Trinidad and Tobago	67.10
59	Vietnam	68.48	14	France	80.15	70	El Salvador	66.89
60	Sri Lanka	68.19	15	Slovenia	79.95	73	Bolivia	66.46
64	China	67.47	16	Estonia	79.88	74	Jamaica	65.95
69	Indonesia	66.99	18	Lithuania	79.33	75	Paraguay	65.68
80	Iran, Islamic Rep.	63.20	19	United Kingdom	79.07	77	Barbados	65.09
87	Bhutan	61.11	20	Iceland	78.86	78	Brazil	64.60
97	Cambodia	58.55	21	Luxembourg	78.79	79	Guyana	64.17
99	Bangladesh	57.62	22	Germany	78.55	81	Dominican Republic	62.79
100	India	57.62	23	Latvia	78.39	86	Guatemala	61.34
105	Lao PDR	56.16	25	Czech Republic	77.60	90	Nicaragua	60.65
106	Nepal	55.77	26	Russian Federation	77.54	91	Venezuela	60.51
112	Myanmar	52.97	27	Cyprus	77.33	96	Honduras	58.93
113	Pakistan	52.63	28	Poland	77.06			
			31	Ukraine	76.21			
			32	Hungary	75.82			
			33	Malta	75.77			
			34	Slovak Republic	75.48			
			35	Italy	75.44			
			36	Croatia	75.37			
			37	Kazakhstan	74.56			
			38	Portugal	74.50			
			39	Romania	73.94			
			40	Greece	73.70			
			41	Spain	73.30			
			42	Bulgaria	72.81			
			43	Armenia	72.50			
			44	Kyrgyz Republic	71.82			
			50	Serbia	70.97			
			55	Macedonia, FYR	69.31			
			63	Azerbaijan	67.58			
			65	Tajikistan	67.24			
			66	Albania	67.20			
			68	Turkey	67.09			
			71	Moldova	66.81			

(Cont'd)

result of their poor performance on educational outcomes throughout all the Age Group pillars.

Europe and Central Asia

Over 40 countries are covered from the Europe and Central Asia region. It ranks in second place globally, after North America. The region's overall average score is 77.06. The region also ranks in second position on all five Age Group pillars. On the overall Index, the gap between the best and worst performers in the region tends to be smaller than for most other regions except Latin America. The region's best performing countries, including **Finland** (1), **Norway** (2) and **Switzerland** (3) dominate the Index's overall top 10,

whereas the lowest performing countries are **Albania** (66), **Turkey** (68) and **Moldova** (71).

Most countries in the region are very close to having achieved universal primary school enrolment; however, some countries, such as **Azerbaijan** (63) and **Romania** (39), still lag behind. Four of the region's countries are below the world average for their basic education survival rate: **Malta** (33), **Spain** (41), **Germany** (22) and **Bulgaria** (42). **Macedonia** (55) and **Moldova** (71) are still confronted with a double-digit incidence of child labour. The region is also performing below the world average for the 15–24 Age Group pillar on four indicators: Labour force participation rate, Unemployment rate, Long-term unemployment rate

Table 5: Human Capital Index 2015 rankings (cont'd.)

Middle East and North Africa			North America			Sub-Saharan Africa		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
29	Israel	77.03	4	Canada	82.88	72	Mauritius	66.66
54	United Arab Emirates	69.39	17	United States	79.64	82	Ghana	62.63
56	Qatar	69.04				83	Zambia	62.50
76	Jordan	65.59				88	Botswana	60.81
84	Egypt	61.38				89	Cameroon	60.75
85	Saudi Arabia	61.38				92	South Africa	60.50
93	Kuwait	59.31				94	Namibia	59.09
95	Morocco	59.04				101	Kenya	57.54
98	Tunisia	58.21				102	Uganda	57.34
114	Algeria	52.14				103	Tanzania	56.56
122	Mauritania	42.29				104	Madagascar	56.25
124	Yemen	40.72				107	Lesotho	54.74
						108	Rwanda	54.17
						109	Mozambique	54.04
						110	Malawi	53.49
						111	Senegal	53.04
						115	Ethiopia	50.25
						116	Burkina Faso	49.22
						117	Côte d'Ivoire	49.02
						118	Mali	48.51
						119	Guinea	48.25
						120	Nigeria	47.43
						121	Burundi	46.76
						123	Chad	41.10

and Incidence of overeducation, highlighting the effects of the recent crisis.

Finland (1) is the best performing country in the region and on the Index overall. The country benefits from a well-educated young population with the second best basic education survival rate and the highest score for the quality of primary schools. Its 25–54 age group core working population shows the highest tertiary educational attainment rate in the Europe and Central Asia region but also second best overall in the world. Based on the World Economic Forum's Executive Opinion Survey, Finland is also the country with the overall highest score on the Ease of finding skilled employees indicator, with even its 55–64 age group possessing the world's highest attainment rate of tertiary education, highlighting the continuing long-term benefits of past human capital investments. **Norway** (2) follows Finland in second place on the overall Index, possessing similar strengths and the lowest unemployment rate in the region for its 25–54 prime working age group. The top three is completed by **Switzerland** (3), which benefits from a very high quality of primary schools and of the education system as a whole, but also from a strong rate of vocational training and high level of skills diversity. Switzerland is the best performing country for Staff training services, second best for Economic complexity and third best for its High-skilled employment share.

Up next are **Sweden** (6), **Denmark** (7) and the **Netherlands** (8), followed by **Belgium** (10), **Austria** (11) and **Ireland** (12). **France** (14) follows, with a high youth unemployment rate (placing it 94th in the world) and a

strong decrease in labour force participation from 88% to 48% between the 25–54 and 55–64 age ranges. Also placing well on the overall Index are **Slovenia** (15), **Estonia** (16) and **Lithuania** (18). The **United Kingdom** (19) exhibits a high tertiary attainment rate, at 33%, and high-skilled employment share, at 48%, for its 25–54 core working age group but is ranking 46th on the Incidence of overeducation and 67th on its Vocational enrolment rate, indicating that there might be room for improvement with regard to recognizing alternative education paths.

Next are **Iceland** (20), **Luxembourg** (21) and **Germany** (22). Germany ranks 43rd globally on Secondary education attainment but performs strongly on Skill diversity and is the second-placed country in the region on the Economic complexity indicator. It is followed by **Latvia** (23) and the **Czech Republic** (25). The **Russian Federation** (26) benefits from very high levels of primary, secondary and tertiary attainment across all of its age groups but also exhibits a low healthy life expectancy of 61 years, placing it 81st on the 55–64 Age Group pillar.

Cyprus (27) is then followed by **Poland** (28), **Ukraine** (31), **Hungary** (32), **Malta** (33) and the **Slovak Republic** (34). **Italy** (35) exhibits a low youth labour force participation rate (116th) and high youth unemployment rate (118th) for its 15–24 Age Group pillar, and scores poorly on the quality of its on-the-job staff training (116th). The country does, however, perform rather better on the secondary enrolment and basic education survival rates of its younger under 15 age group. It is followed by **Croatia** (36), **Kazakhstan** (37), **Portugal** (38) and **Romania** (39).

Table 6: Human Capital Index 2015 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
65	Tajikistan	67.24	31	Ukraine	76.21	32	Hungary	75.82	1	Finland	85.78
97	Cambodia	58.55	43	Armenia	72.50	37	Kazakhstan	74.56	2	Norway	83.84
99	Bangladesh	57.62	44	Kyrgyz Republic	71.82	39	Romania	73.94	3	Switzerland	83.58
101	Kenya	57.54	46	Philippines	71.24	42	Bulgaria	72.81	4	Canada	82.88
102	Uganda	57.34	51	Mongolia	70.75	48	Argentina	71.01	5	Japan	82.74
103	Tanzania	56.56	59	Vietnam	68.48	49	Panama	71.01	6	Sweden	82.73
104	Madagascar	56.25	60	Sri Lanka	68.19	50	Serbia	70.97	7	Denmark	82.47
106	Nepal	55.77	69	Indonesia	66.99	52	Malaysia	70.24	8	Netherlands	82.30
108	Rwanda	54.17	70	El Salvador	66.89	53	Costa Rica	69.75	9	New Zealand	81.84
109	Mozambique	54.04	71	Moldova	66.81	55	Macedonia, FYR	69.31	10	Belgium	81.12
110	Malawi	53.49	73	Bolivia	66.46	57	Thailand	68.78	11	Austria	81.02
112	Myanmar	52.97	75	Paraguay	65.68	58	Mexico	68.50	12	Ireland	80.59
115	Ethiopia	50.25	79	Guyana	64.17	61	Peru	68.13	13	Australia	80.22
116	Burkina Faso	49.22	82	Ghana	62.63	62	Colombia	67.63	14	France	80.15
118	Mali	48.51	83	Zambia	62.50	63	Azerbaijan	67.58	15	Slovenia	79.95
119	Guinea	48.25	84	Egypt	61.38	64	China	67.47	16	Estonia	79.88
121	Burundi	46.76	86	Guatemala	61.34	66	Albania	67.20	17	United States	79.64
123	Chad	41.10	87	Bhutan	61.11	68	Turkey	67.09	18	Lithuania	79.33
			89	Cameroon	60.75	72	Mauritius	66.66	19	United Kingdom	79.07
			90	Nicaragua	60.65	74	Jamaica	65.95	20	Iceland	78.86
			95	Morocco	59.04	76	Jordan	65.59	21	Luxembourg	78.79
			96	Honduras	58.93	78	Brazil	64.60	22	Germany	78.55
			100	India	57.62	80	Iran, Islamic Rep.	63.20	23	Latvia	78.39
			105	Lao PDR	56.16	81	Dominican Republic	62.79	24	Singapore	78.15
			107	Lesotho	54.74	88	Botswana	60.81	25	Czech Republic	77.60
			111	Senegal	53.04	91	Venezuela	60.51	26	Russian Federation	77.54
			113	Pakistan	52.63	92	South Africa	60.50	27	Cyprus	77.33
			117	Côte d'Ivoire	49.02	94	Namibia	59.09	28	Poland	77.06
			120	Nigeria	47.43	98	Tunisia	58.21	29	Israel	77.03
			122	Mauritania	42.29	114	Algeria	52.14	30	Korea, Rep.	76.84
			124	Yemen	40.72				33	Malta	75.77
									34	Slovak Republic	75.48
									35	Italy	75.44
									36	Croatia	75.37
									38	Portugal	74.50
									40	Greece	73.70
									41	Spain	73.30
									45	Chile	71.80
									47	Uruguay	71.18
									54	United Arab Emirates	69.39
									56	Qatar	69.04
									67	Trinidad and Tobago	67.10
									77	Barbados	65.09
									85	Saudi Arabia	61.38
									93	Kuwait	59.31

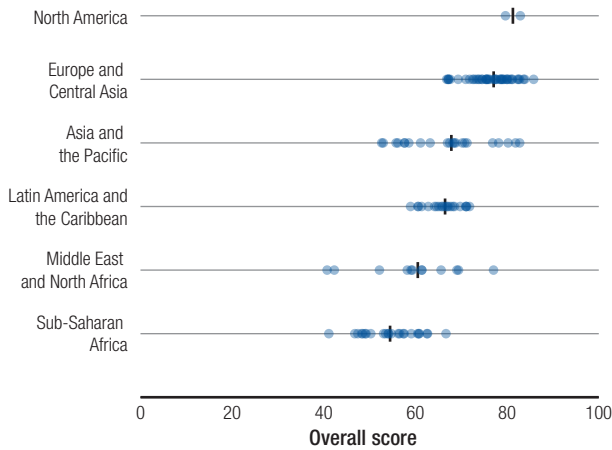
Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on GNI per capita: high income, upper–middle income, lower–middle income and low income. Please refer to Table A2 in Appendix A for a full overview of income group classifications.

Greece (40) is affected by a high youth unemployment rate (123rd) but also a high level of unemployment among its 25–54 prime working age group and low perceptions of the quality of its education system (98th). On the plus side, it disposes of a well-educated older population with high tertiary attainment amongst its 55–64 age group as well as a high healthy life expectancy. Next is **Spain** (41), which shares the overall human capital profile of Italy and Greece and reports the highest 15–24 age group unemployment rate measured in the Index, at 57.9%, despite its very high level of skills diversity (6th).

Bulgaria (42), **Armenia** (43), the **Kyrgyz Republic** (44) and **Serbia** (50) rank in the lower half of the Europe and Central Asia region, followed by **Macedonia, FYR** (55), **Azerbaijan** (63), **Tajikistan** (65) and **Albania** (66). The bottom-ranked countries in the region are **Moldova** (71) and **Turkey** (68), which exhibits a low labour force participation rate for its 25–54 prime working age group despite strong tertiary and vocational enrolment rates among its 15–24 age group.

Figure 2: Human Capital Index 2015 by region

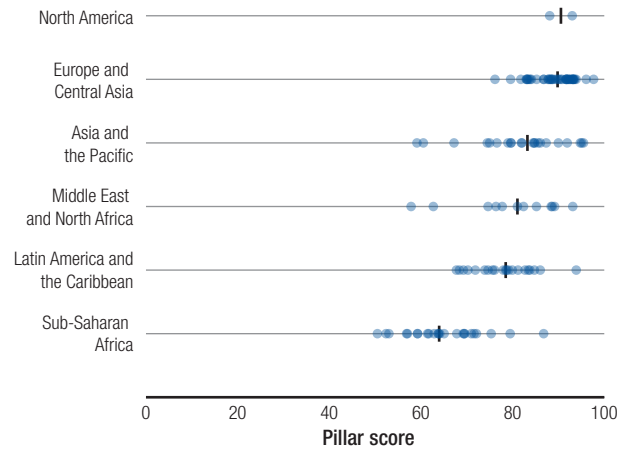
Overall score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Figure 3: Human Capital Index 2015 by region

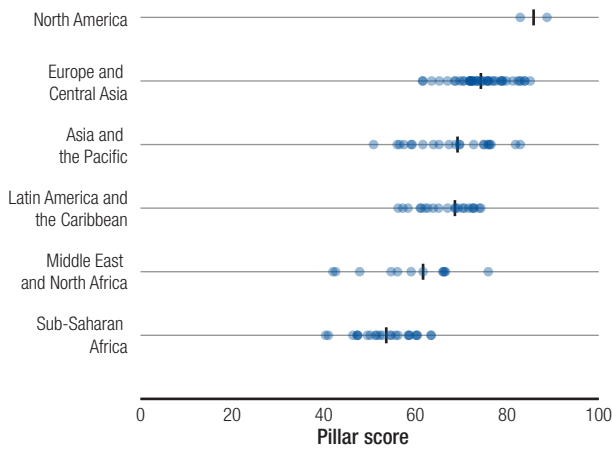
Under 15 Age Group pillar score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Figure 4: Human Capital Index 2015 by region

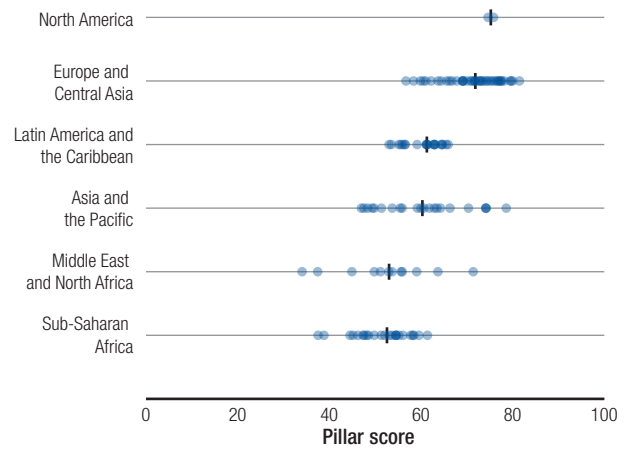
15–24 Age Group pillar score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Figure 5: Human Capital Index 2015 by region

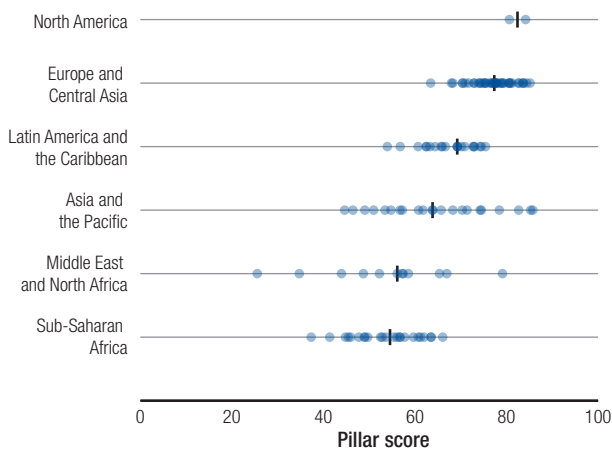
25–54 Age Group pillar score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Figure 6: Human Capital Index 2015 by region

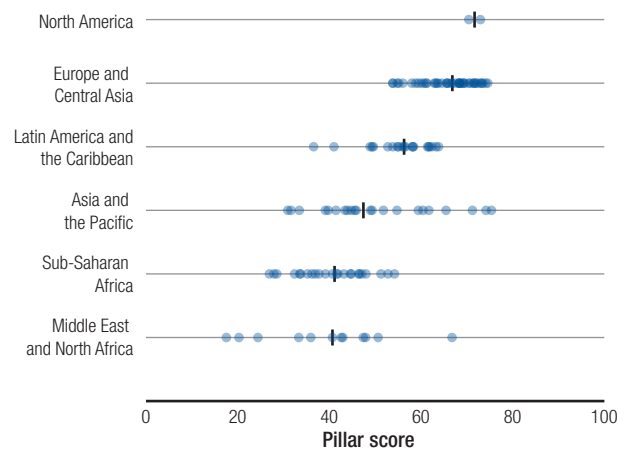
55–64 Age Group pillar score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Figure 7: Human Capital Index 2015 by region

65 and Over Age Group pillar score



Source: Human Capital Index 2015.
Note: Regions are sorted by simple, unweighted average score.

Latin America and the Caribbean

The 21 countries ranked by the Human Capital Index in the Latin America and the Caribbean region score in the middle range of the Index, together with the Asia and the Pacific region, with an overall average score of 66.46. However, scores for the region's 65 and Over and 55–64 Age Group pillars tend to be much higher than for their peers in the Asia and the Pacific region, practically tied for the 25–54 age group, and the Asia and the Pacific region's younger population is pulling ahead of Latin America and the Caribbean's in its human capital performance. To some extent, this hints at the rise of Asia and some missed opportunities in the Latin America and the Caribbean region.

Overall, the gap between the best and worst performers in the region is much smaller than for any other region, and many countries in the region seem to share similar strengths and weaknesses. The best performing countries in the region are **Chile** (45), **Uruguay** (47) and **Argentina** (48). By contrast, **Brazil** (78) is somewhat lagging behind this top group in the lower half of the region, while the lowest ranks of the group are made up of the Central American nations, such as **Honduras** (96), and **Venezuela** (91).

Several countries in the region have not yet achieved universal primary school enrolment, while, on average, 20% of the region's children do not finish basic education. On the plus side, there is no observable gender gap in education. Many countries in the region are facing high youth unemployment rates in the 15–24 age group. More positively, unemployment in the 25–54 core working age group tends to be in the single digits and high-skilled employment is in the range of 20%, although in several countries, such as **Uruguay** (47) and **Brazil** (78), businesses perceive it as rather difficult to find skilled employees. Labour force participation in the region begins to decline markedly for the 55–64 age group, while at the same time there is also a relatively large share of people in the 65 and over age group that continue to work past their countries' years of healthy life expectancy, indicating some challenges with the region's social welfare net, which are also confirmed by business perceptions.

As the top-ranked country in the region, **Chile** (45) benefits significantly from a well-educated and healthy older population that remains economically active well into the age of 55–64, compared to other countries in the region. Its 25–54 prime working age group also boasts the highest tertiary education attainment rate in Latin America (10th overall), with one in three people in this age group having completed university. In line with this, Chile's 15–24 age group continues to have a very high university enrolment rate (17th), with a diverse range of subjects studied. To a slightly lesser extent, **Uruguay** (47) and **Argentina** (48), the other top performers in the region, share most of the former's strengths. All three countries,

however, also exhibit a high unemployment rate in the 15–24 age group.

Up next are **Panama** (49), **Costa Rica** (53) and **Mexico** (58), which ranks among the better-performing countries in the region, although with some distance behind the top group. This is mostly due to a relatively less well-educated population across all age pillars. More positively, Mexico reports a relatively low level of unemployment, including among its youth. It is followed by **Peru** (61) and **Colombia** (62), which performs particularly well when it comes to the educational attainment and tertiary and vocational enrolment of its 15–24 age group. However, it also exhibits a big skills mismatch, with one in three 15–24 year-old Colombians currently classified as overeducated for their work.

Colombia is followed by a batch of countries scoring in close proximity of each other: **Trinidad and Tobago** (67), **El Salvador** (70), **Bolivia** (73), **Jamaica** (74), **Paraguay** (75) and **Barbados** (77). **Brazil** (78), the region's economic giant, ranks in the lower half of the Latin American region, with a poor performance on the basic education survival rate (91st) and quality of primary education (109th) for its under 15 age group in particular. Brazil scores fairly high on the quality of its on-the-job staff training and a low unemployment rate for its core 25–54 and older age groups.

The lower-ranked half of the region is composed of **Guyana** (79), the **Dominican Republic** (81), **Guatemala** (86) and **Nicaragua** (90), with the bottom ranks in the Latin American region occupied by **Venezuela** (91) and by the Central American nation of **Honduras** (96), where incomplete primary education and child labour remain a problem.

Middle East and North Africa

The Middle East and North Africa region comprises 12 countries that had enough data for coverage in the Index. Out of these, only three—**Israel** (29), the **United Arab Emirates** (54) and **Qatar** (56)—make it into the upper half of ranked countries in the Human Capital Index. It is also one of the most disparate regions in the Index, spanning three income group levels and ranging from age group averages in line with other high-income economies in Europe and elsewhere to those more in line with the worst-performing countries in the Sub-Saharan African region. **Kuwait** (93) and **Saudi Arabia** (85), whose GDP per capita is at least fivefold higher, perform at a comparable level to **Morocco** (95) and **Egypt** (84), respectively, highlighting that economic performance alone is an inadequate measure of countries' ability to successfully leverage their human capital endowment. While the region's overall average score of 60.50 masks significant differences in countries' human capital performance, it also points to opportunities to learn from each other across the region.

Several critical issues plague the under 15 age groups in certain countries in the Middle East and North Africa

region. While many countries perform well in primary school enrolment, this is not the case for **Mauritania** (122) and **Yemen** (124), at 73% and 88%, respectively. Additionally, gender gaps in secondary school participation and high incidence of child labour in certain countries of the region risk leaving a lasting impact on the workforce of the next generation. Youth unemployment continues to be widespread among the 15–24 age group in the region, reaching its highest levels at 42% in **Egypt** (84) and 31% in **Tunisia** (98). Additionally, due to low rates of female participation, the region's 25–54 age group exhibits some of the lowest labour force participation rates in the Index, with eight out of the 12 countries in the region recording a prime working age participation rate of less than 80%.

Israel (29) benefits from a high tertiary attainment rate amongst its 25–54 age group core working population, resulting in a significant high-skilled employment share of 49.7% (4th overall) and a relative perceived ease of finding skilled employees. While among the lowest in the region, the country's rate of unemployment for the 15–24 age group is at 11% and its share of youth not in employment, education or training is also relatively high, at 15.7%.

The **United Arab Emirates** (54) and **Qatar** (56) benefit significantly from the strong perceived quality of their primary schools (13th and 9th overall, respectively) and overall education systems (9th and 3rd, respectively), but also report some of the lowest tertiary and vocational enrolment rates among their 15–24 age groups in the Index. **Jordan** (76) boasts one of the highest shares of high-skilled employment in the region, at nearly one-third (37th overall), however, it simultaneously exhibits a very high rate of undereducation, more than 40%, among its 15–24 age group. The country is ranked 3rd in having one of the most diversified pools of skills amongst its tertiary graduates but also records high unemployment of nearly 29% amongst the same group. It also shows a significant employment gender gap on its 25–54 Age Group pillar.

Up next are **Egypt** (84) and **Saudi Arabia** (85), the region's two most populous economies ranked in the Index. While Egypt ranks somewhat better on its older 55–64 and 65 and Over Age Group pillars, the quality of Saudi Arabia's education system is perceived as much better than Egypt's, which ranks second to last overall on this indicator. Both countries suffer from high youth unemployment rates and also have high employment gender gaps, pointing to these countries' additional untapped human capital potential. They are followed by **Kuwait** (93).

The three North African countries **Morocco** (95), **Tunisia** (98) and **Algeria** (114) share many of the same strengths and weaknesses. In particular, their 15–24 age groups display a high level of skill diversity, while at the same time recording high unemployment rates and low tertiary and vocational enrolment. **Mauritania** (122) and **Yemen** (124) have the weakest human capital performance

in the region with consistently low education outcomes across all Age Group pillars and high rates of child labour.

North America

Boasting an average score of 81.26, the North America region is the strongest regional performer on the Human Capital Index, with **Canada** (4) ranking in the top five overall performers. The **United States** (17) lags behind its northern neighbour on the Under 15 Age Group pillar, revealing relative weaknesses in primary and secondary enrolment rates and the quality of primary education. However, the United States also records an impressive tertiary enrolment rate (2nd overall). In both Canada and the United States this trend is a continuation of the high proportion of those who have already attained tertiary education across the older age groups.

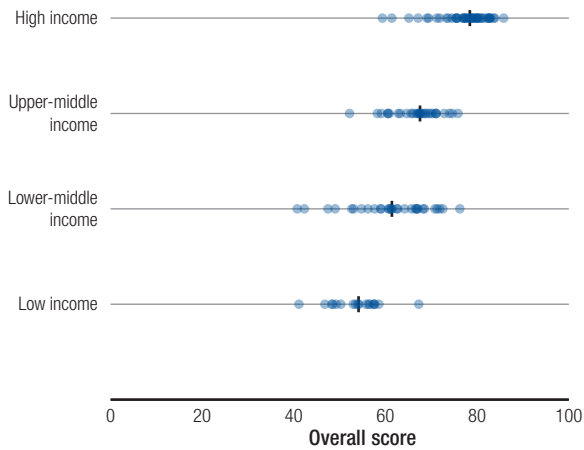
In both countries, more than 40% of the 25–54 age group is employed in high-skilled occupations (ranking 16th and 21st, respectively), with the **United States** (17) trumping **Canada** (4) in economic complexity by leveraging more sophisticated knowledge and skills. Despite strong results in education outcomes, labour force participation indicators across all Age Group pillars rank in the middle range of the Index. However, with a 65 and over age group labour force participation rate of 13% and 18%, respectively, and a healthy life expectancy above 70, the region allows for those who choose to remain active to do so, pointing to a high-skilled and productive 'silver' workforce in both countries.

Sub-Saharan Africa

The Sub-Saharan Africa region, with an overall average score of 54.46, ranks lowest compared to other regions, demonstrating the same pattern across all age groups except for the 65 and over age group, in which it performs marginally better than the Middle East and North Africa region. The region has a high labour force participation in this age group, with all but two countries ranked in the top 30. Given the age group's low educational attainment and a healthy life expectancy at birth below 60 years for all countries in the region except Mauritius, this almost certainly reflects activity due to economic necessity and lack of an adequate welfare or pension system. Before discounting this observation as a negative however, it should be noted that this older generation nevertheless continues to provide its younger peers with its knowledge and experience as well as financial support.

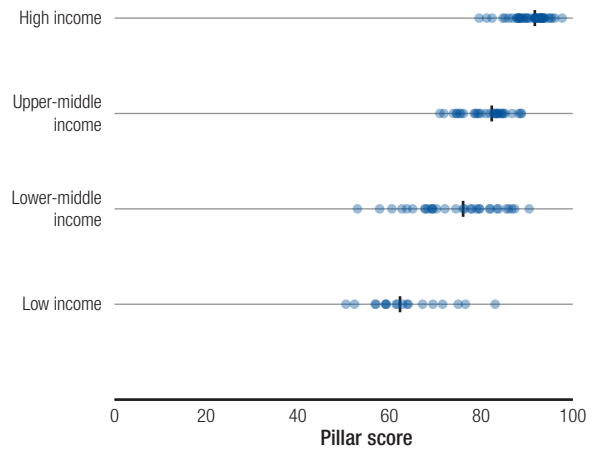
The Index covers 24 countries from this region, of which four are from the upper-middle income group, seven from the lower-middle income group and the remaining 13 from the low-income group. Overall, the regional spread is high, with the top performers in the region—**Mauritius** (72), followed by **Ghana** (82) and **Zambia** (83)—achieving a "distance to the ideal" score that places them ahead of the Middle East and North Africa average, and on a par with the lower half of the Latin American and Asia and the

Figure 8: Human Capital Index 2015 by income group
Overall score



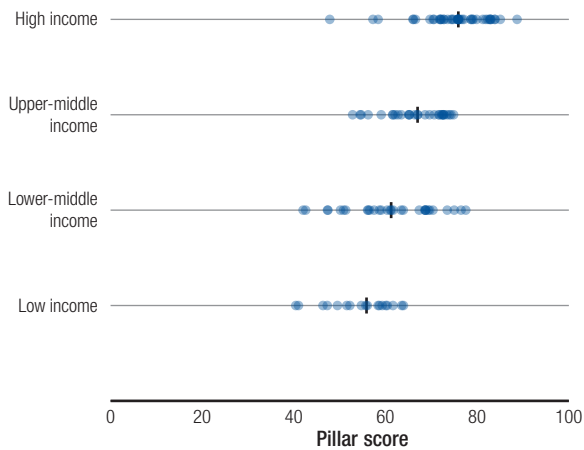
Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Figure 9: Human Capital Index 2015 by income group
Under 15 Age Group pillar score



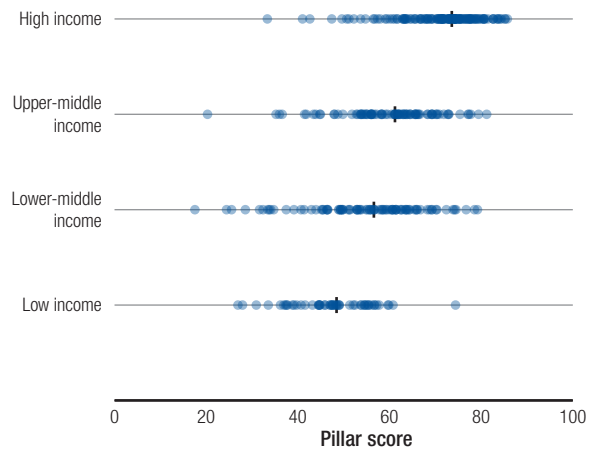
Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Figure 10: Human Capital Index 2015 by income group
15–24 Age Group pillar score



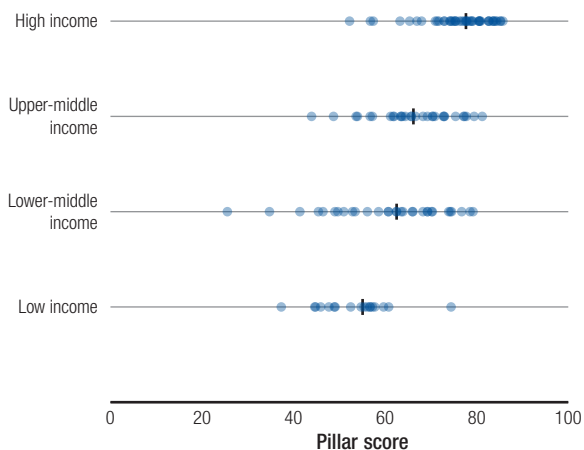
Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Figure 11: Human Capital Index 2015 by income group
25–54 Age Group pillar score



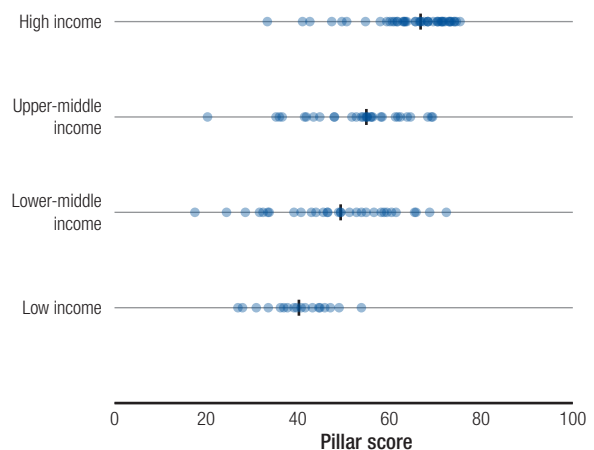
Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Figure 12: Human Capital Index 2015 by income group
55–64 Age Group pillar score



Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Figure 13: Human Capital Index 2015 by income group
65 and Over Age Group pillar score



Source: Human Capital Index 2015.
Note: Income groups are sorted by simple, unweighted average score.

Pacific region. **Nigeria** (120), **Burundi** (121) and **Chad** (123) are the lowest performers in the region.

Mauritius (72) enters the Index as the highest ranking country in the region, boasting high enrolment rates for primary, secondary and tertiary education. Based on business perceptions in the country, the quality of its education system is rated highly (36th overall). In tertiary education, however, more than 58% of recent graduates hail from a single field of study (Social sciences, business and law) leading to a poor performance on the Skill diversity indicator (92nd).

Ghana (82) and **Zambia** (83) are similarly ranked across the Under 15 and 65 and Over Age Group pillars. Both countries still have room for improvement in the primary school enrolment rate and even more so with regard to Ghana's 33% and Zambia's 40% incidence of child labour—some of the worst in the region and globally. In the 15–24 age group, Ghana outperforms Zambia on the Learning indicators; however, in the 25–54 age group, Zambia scores better on educational attainment rates. This highlights Ghana's improved education attainment in its younger generation. It is also worth noting that Ghana has the overall second highest level of medium-skilled employment. Next is **Botswana** (88), followed by **Cameroon** (89).

South Africa (92), the second largest economy in the region, benefits from good primary and secondary enrolment rates and gender parity in its secondary enrolment. In the region, the country has the highest share of its workforce in high-skilled occupations (48th overall). However, medium-skilled employment is relatively low (105th overall). Based on business executives' perceptions in the country, South Africa is ranked 114th for its ease of finding skilled employees. It is followed by **Namibia** (94).

Up next are the East African nations of **Kenya** (101), **Uganda** (102) and **Tanzania** (103), which are practically tied. With a very low NEET rate as well as low tertiary and vocational enrolment, the majority of Uganda's 15–24 age group has an early start into the workforce, having a relatively high labour force participation rate. The possible downside to this is indicated by the country's 72% incidence of undereducation, the second highest measured in the sample. At 84%, Tanzania's under 15 age group has some way to go in obtaining universal primary school enrolment and currently more than two out of five children that are in school do not finish lower secondary education. It is also estimated that there is a 21% incidence of child labour in the country.

Madagascar (104), **Lesotho** (107) and **Rwanda** (108) come next in the Index, followed by **Mozambique** (109), **Malawi** (110) and **Senegal** (111). **Ethiopia** (115), similar to Tanzania, suffers from low primary school enrolment rates, a low survival rate for basic education and high levels of child labour. The country has high participation in the workforce with single digit unemployment rates

across all Age Group pillars, although also recording very high underemployment rates. Employment, similar to other countries in the region, tends to be lower-skilled in nature.

Burkina Faso (116), **Côte d'Ivoire** (117), **Mali** (118) and **Guinea** (119) follow. **Nigeria** (120), the largest economy and most populous country in the region, has the second lowest primary school enrolment rate globally and a high incidence of child labour. At 15%, the tertiary attainment rate (63rd overall) of its 25–54 age group is a relative highlight, as are the business perceptions of the quality of its staff training services (43rd).

Second from last in the region is **Burundi** (121) and at the very bottom of the region—and second from last worldwide—is **Chad** (123). Chad has the lowest rankings in the Index on the Under 15 and 15–24 Age Group pillars; its highest ranking, 120th place, is on the 65 and Over Age Group pillar.

Results by Income Group

Figures 8 through 13 display the range of Human Capital Index scores by income group overall and by Age Group pillar.

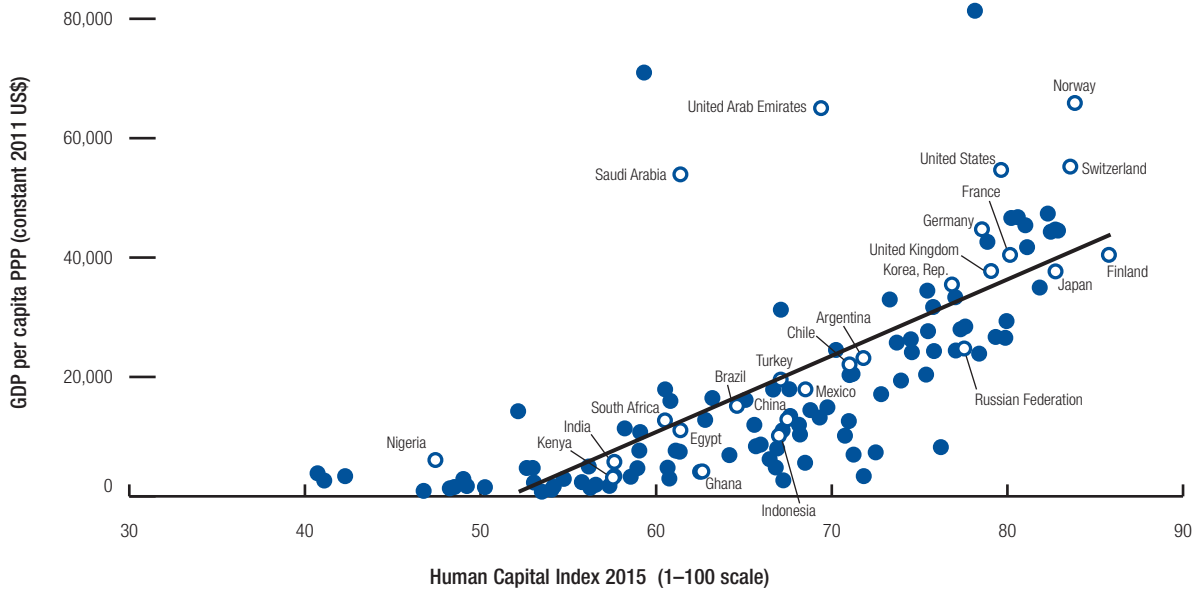
Figure 14 (page 24) displays the correlation between GDP per capita levels and performance on the Human Capital Index. The graph confirms a fairly high correlation ($R = 0.60$) between a nation's human capital optimization and its GDP per capita. This correlation supports the theory that, while a country's income level is one important determinant of its ability to successfully build and leverage its human capital (but far from the only one), its long-term ability to thrive rests heavily on the human capital potential embodied in the skills and learning of its people. Creating a virtuous cycle of this nature should be the aim of all countries.

Interesting patterns emerge in the results when examined by income group. Within the high-income group, **Finland** (1) and **Norway** (2) score very close to each other, despite the latter's much higher level of income per capita. Conversely, **Switzerland** (3), the **United States** (17) and **Saudi Arabia** (85) are practically tied in their GDP per capita level but record very different human capital outcomes. The same holds true for **Ghana** (82), **Kenya** (101) and **Nigeria** (120) at a lower GDP per capita level, indicating that human capital investment and planning can make a difference to a nation's human capital endowment regardless of where it falls on the global income scale.

Results by Theme

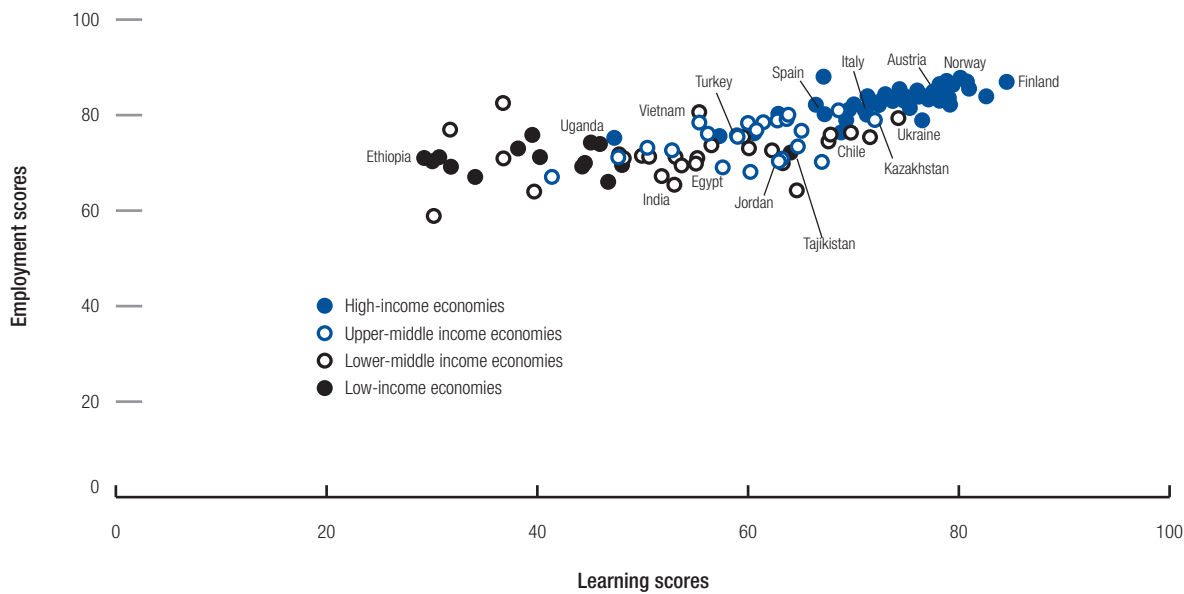
Figure 15 (page 24) depicts the relationship between countries' scores on the Learning and Employment themes. It shows that the various income groups appear in clusters, with the high-income economies leading the way on the Employment and Learning themes and the low-income economies lagging behind in particular on

Figure 14: Relationship between GDP per capita PPP (constant 2011 US\$) and the Human Capital Index 2015



Source: Human Capital Index 2015 and the World Bank's *World Development Indicators* online database, accessed April 2015.
 Note: Not in graph: Luxembourg, Qatar.

Figure 15: Relationship between Learning scores and Employment scores, selected countries



Note: Based on weighted average of indicators by horizontal Learning and Employment themes; criteria of 50% coverage for each country. Scatter-plot shows a strong positive linear relationship with a correlation coefficient of 0.76 - i.e. the higher the Learning score, the higher the Employment score.

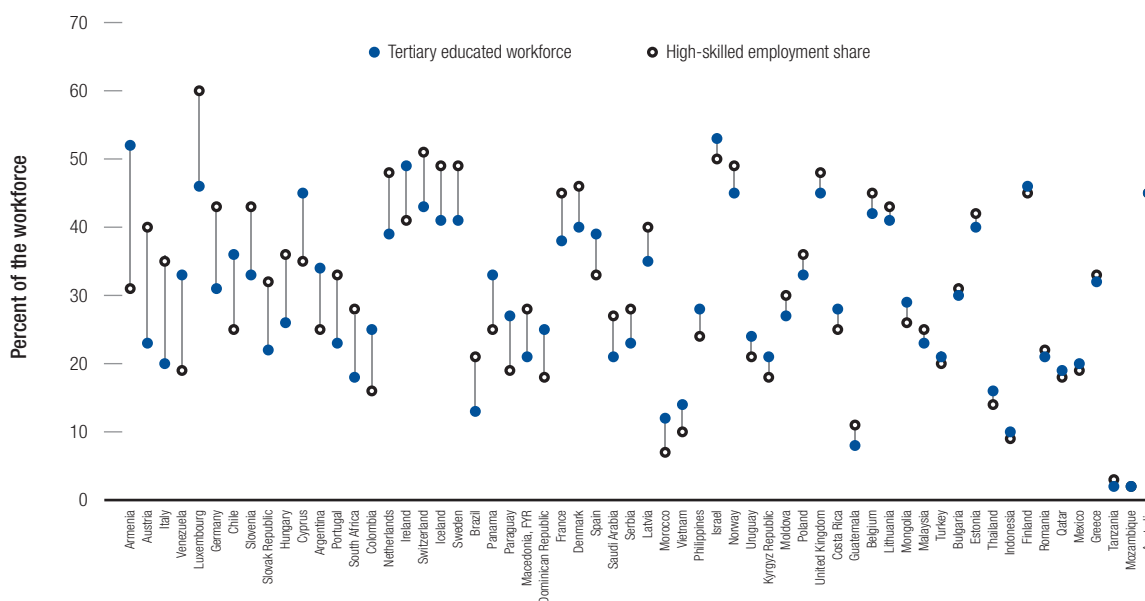
the Learning theme. However, the graph also shows that some countries are significantly more successful than others in translating learning outcomes into employment outcomes across all income groups.²³

Across both themes, **Finland** (1) and **Norway** (2) continue to lead the Index. For both countries, the Under 15 Age Group pillar scores are highest in the Learning

theme and decrease gradually across age groups. Scores across the Employment theme are consistently high, with Finland landing the top spot for the 25–54 core working age group.

Kazakhstan (37) and **Ukraine** (31) are the top scorers among upper- and lower-middle income economies, respectively. In the low-income economies, **Tajikistan** (65)

Figure 16: Gap between educational attainment and availability of high-skilled employment, selected countries



Source: Human Capital Index 2015 and ILOSTAT.

Note: Sorted by gap between share of tertiary educated workforce and share of high-skilled employment.

and **Uganda** (102) lead the group. Tajikistan stands out among low-income economies with the highest score in the Learning theme. Although its score in the Employment theme does not differ significantly from its peers, Tajikistan has the highest incidence of high-skills employment among the group.

Figure 16 presents a further selected analysis of the relationship between the Learning and Employment themes, specifically the gap between the proportion of the workforce that are tertiary educated and the proportion of employment that is high-skilled, ordered by the size of the gap (regardless of the direction of the gap), moving from the left to the right of the chart.

A significant gap in these two indicators represent high skills mismatch and an inefficient use of the country's resources—regardless of whether the share of the tertiary educated workforce is higher than the share of high-skilled employment (overeducation scenario) or the share of high-skilled employment is higher than the share of the workforce that is tertiary educated (undereducation scenario).

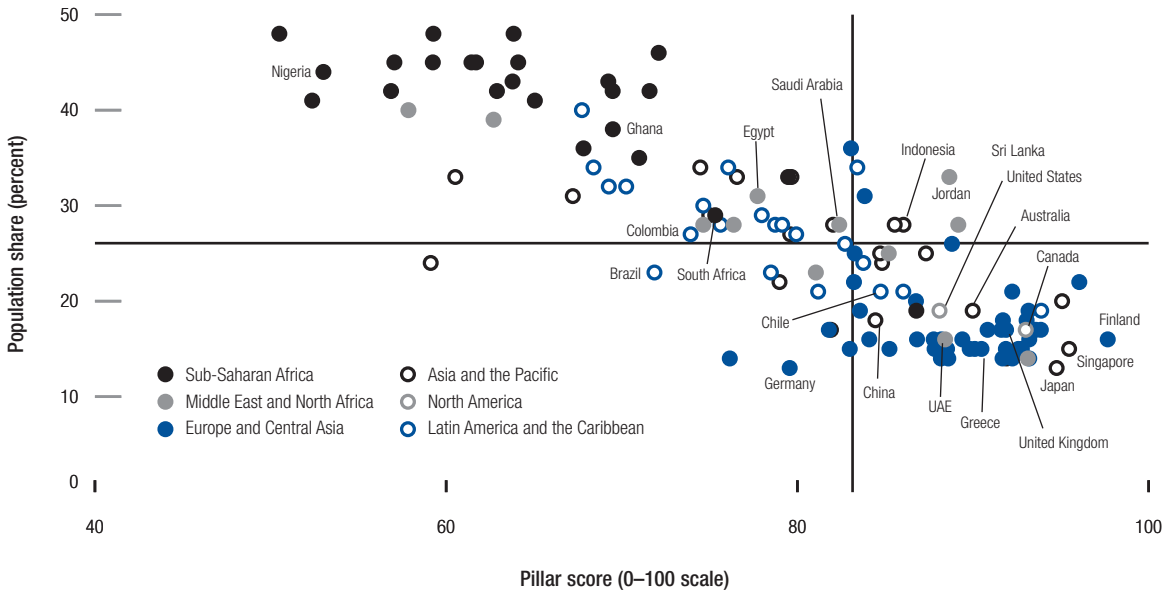
Armenia (43), **Austria** (11) and **Italy** (35) have the largest gap among countries for which data was available for this analysis. These countries pose a different type of “inefficiency”—Armenia indicates that the gap is due to “overeducation” and Austria and Italy indicate a level of “undereducation” for the types of occupations employed in the economy. While these gaps may be a result of temporary economic cycles, they often point to longer term underlying issues that prevent countries from achieving their full human capital potential. Appendix C provides a full overview of countries' educational attainment rates and employment share by skill level.

Results by Demographic Structure

Figures 17 through 21 (pages 26–28) map the size of each age group as a proportion of a country's total population against countries' Index scores for the corresponding Age Group pillar. To provide visual orientation, each diagram has been divided into quadrants based on the world average proportion of each age group (y-axis) and the median Index score for the corresponding Age Group pillar (x-axis). In each diagram, if a country falls on the horizontal line, its proportional share of the age group concerned is close to the world average. If it falls above the horizontal line, the country's demographic makeup exhibits a higher share of its population in the age group concerned than for the world average. If it falls below the horizontal line, the country's demographic makeup exhibits a lower share of its population in the age group concerned than for the world average. The vertical line represents the median Index score for the corresponding Age Group pillar. If a country falls to the left of the vertical line, its “distance to the ideal state” on that pillar ranks in the lower half of countries. If a country falls to the right of the vertical line, its “distance to the ideal state” on that pillar ranks in the upper half of countries.

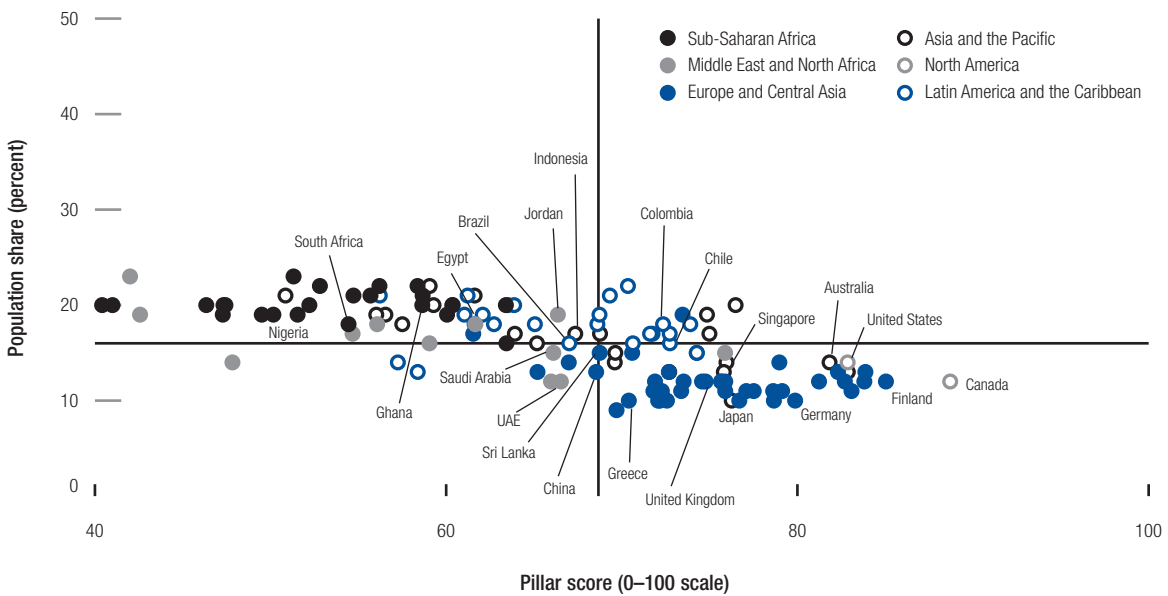
As indicated in Figure 17, there is wide variation in both the range of the Under 15 Age Group's population share as well as in the human capital outcomes measured by the pillar scores. In the 15–24 and 55–64 age groups (Figures 18 and 20), the age group size has a lower variation globally, whereas the pillar scores still have a marked spread. The 25–54 age group (Figure 19) is generally the largest portion of the population for most countries. The 65 and over age group also exhibits a wide

Figure 17: Population share and pillar score
Under 15 Age Group



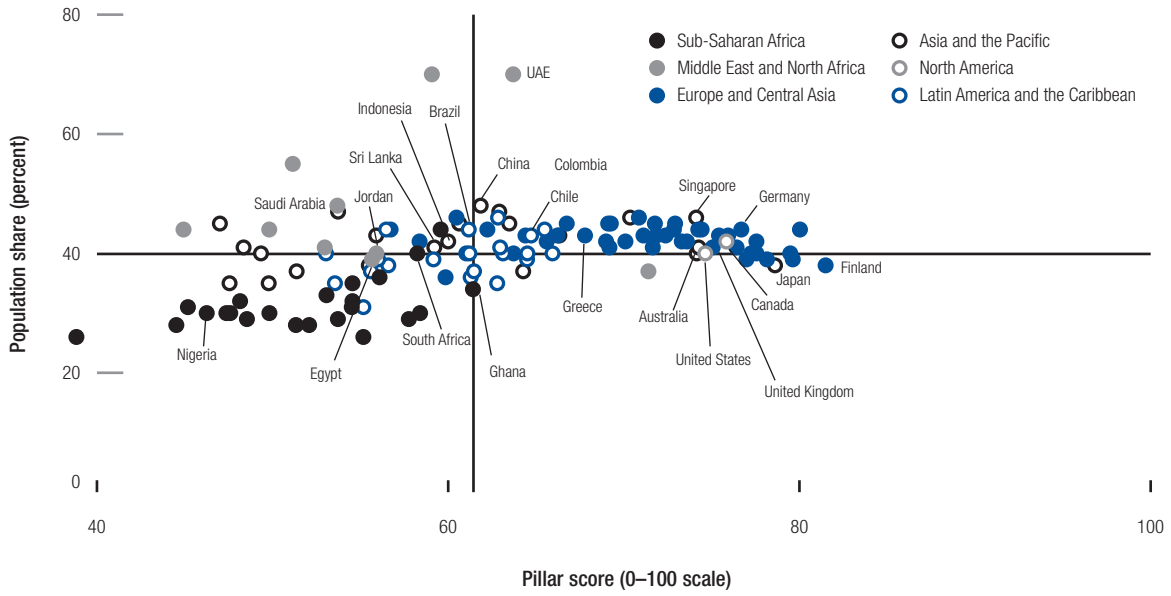
Source: Human Capital Index 2015 and UNDESA Population Division.

Figure 18: Population share and pillar score
15–24 Age Group



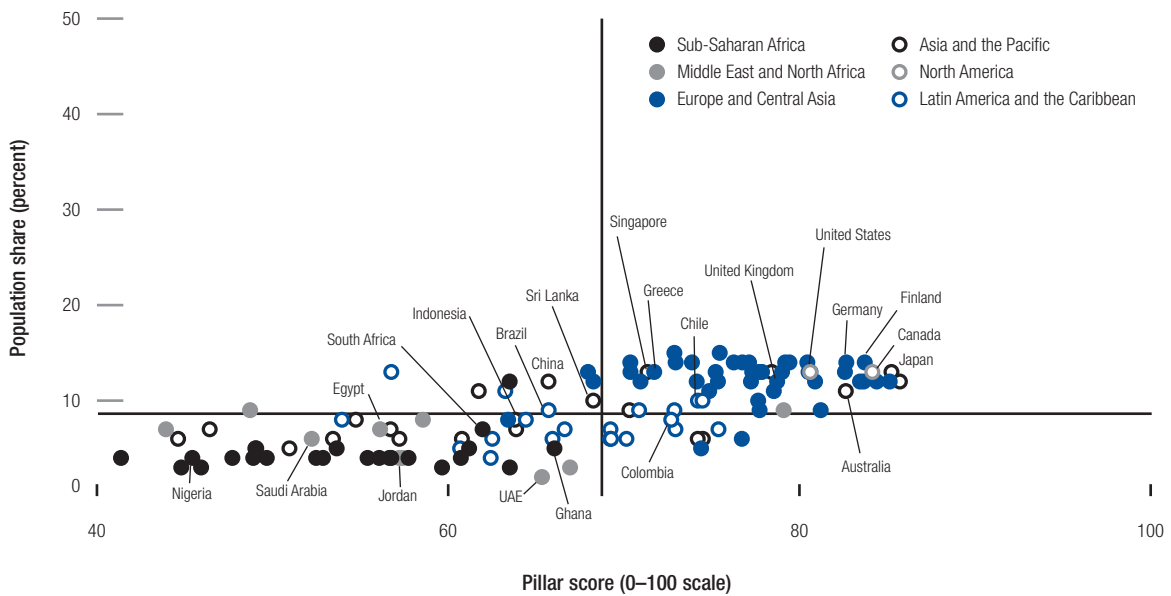
Source: Human Capital Index 2015 and UNDESA Population Division.

Figure 19: Population share and pillar score
25–54 Age Group



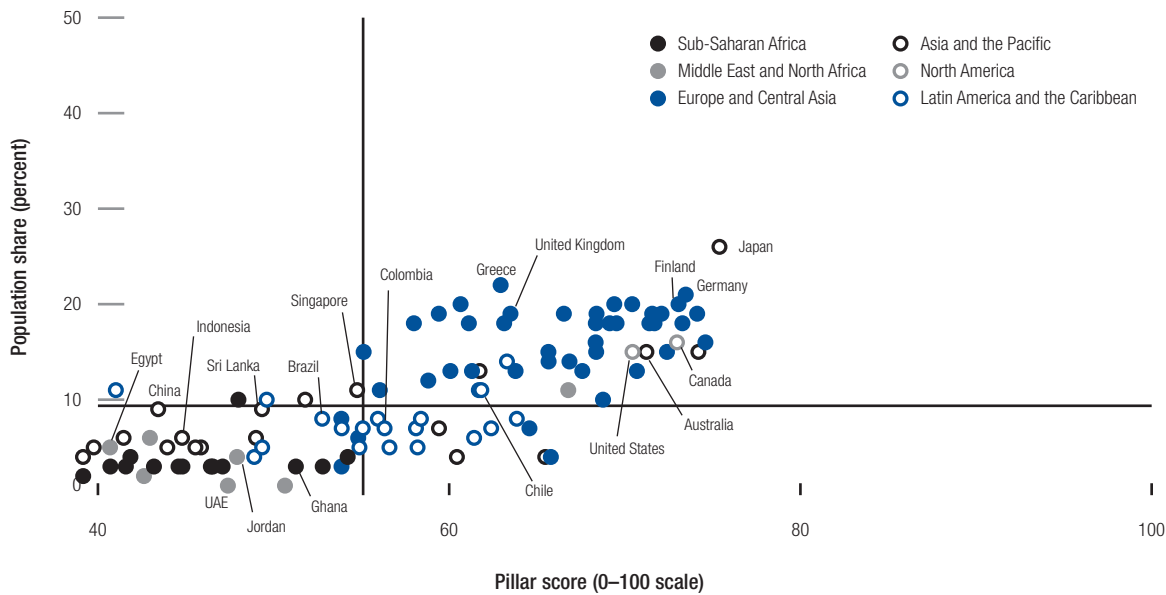
Source: Human Capital Index 2015 and UNDESA Population Division.

Figure 20: Population share and pillar score
55–64 Age Group



Source: Human Capital Index 2015 and UNDESA Population Division.

Figure 21: Population share and pillar score
65 and Over Age Group



Source: Human Capital Index 2015 and UNDESA Population Division.

variation with regard to its total share in countries' overall population makeup.

It may appear from a first glance—particularly at the Under 15 and 65 and Over Age Group pillar results—that the proportional share of the age group in a country correlates with its pillar score. However, on closer inspection, both the income and the regional affiliation of a country have a much stronger effect on the Human Capital Index performance of a country than the size of the age group. A deeper analysis of the results does not find any strong support for the notion that certain demographic structures, such as youth bulges or ageing populations, are inherently beneficial or detrimental to a country's ability to develop or leverage its human capital potential. Accordingly, the population diagrams included in the Country Profiles in Part II of this *Report* aim to familiarize the reader and call visual attention to the importance for human capital development and planning of understanding and considering demographic structures and dynamics (such as child and old-age dependency ratios), without taking a prescriptive stance regarding what should be done about them. Human capital planning and investment choices have the biggest role to play in determining whether a country is able to harness the full human capital potential inherent in its unique demographic structure, income profile or geographic location.

CONCLUSION

The Human Capital Index reveals several trends and challenges in the current education, skills and jobs agenda and the future outlook for major economies. These developments imply that we need to rethink how

the world's human capital endowment is invested in and leveraged for social and economic prosperity and the well-being of all. Similar to all global challenges in which our existing systems, structures and formal institutions no longer suffice, the world needs a new level of global cooperation on education, skills and jobs. Governments, business leaders, educational institutions and individuals must each understand the magnitude of the change underway and fundamentally rethink the global talent value chain. In order to be proactive in our response to both the current predicaments and a highly uncertain future, we must re-think what it means to learn, what it means to work and what is the role of various stakeholders in ensuring that people are able to fulfil their potential.

Many of today's education systems are disconnected from the skills needed to function in today's labour markets and the exponential rate of technological and economic change is further increasing the gap between education and labour markets. The premise of current education systems is on developing cognitive skills, yet behavioural and non-cognitive skills that nurture an individual's capacity to collaborate, innovate, self-direct and problem-solve are increasingly important. Current education systems are also time-compressed in a way that may not be suited to current or future labour markets. They force narrow career and expertise decisions in early youth. The lines between academia and the labour market may need to blur or disappear entirely as learning, R&D, knowledge-sharing, retraining and innovation take place simultaneously throughout the work life cycle, regardless of the job, level or industry.

Education delivery and financing mechanisms have gone through little change over the last decades. In many countries, many youth and children may find their paths constrained depending on the type of education they are able to afford, while others may not have access to even basic literacy and learning. On the other hand, many developed world education systems have made enormous increases in spending with little return. Early childhood education and teacher quality remain neglected areas in many developed and developing countries, despite their proven impact on learning outcomes; both areas also suffer from lack of objective, global data. The emergence of potential disruptors is only just starting to open the space for re-imagining education delivery mechanisms.

Business must re-think its role as a consumer of 'ready-made' human capital. Some companies understand this and are already investing in the continuous learning, re-skilling and up-skilling of their employees, but most employers still expect to obtain pre-trained talent from schools, universities and other companies. Instead, business must work with educators and governments to help education systems keep up with the needs of the labour market. At the same time, given the rapid and ongoing changes in the skill sets required for many occupations, business must re-direct investment to on-the-job training and lifelong learning in order to remain competitive and talent management must be a critical part of any company's growth and innovation strategy. And while business cycles can naturally lead to peaks and troughs in employment, any socially responsible business in today's deeply interconnected and transparent world must consider how it can contribute to mitigating unemployment and enhancing people's abilities to earn a livelihood.

Rapid demographic changes and the ability to forecast them offer a valuable opportunity for planning, while creating unprecedented pressures in markets and societies, and adapting to these changes requires a mindset from policymakers that transcends political cycles. Ageing economies will face a historical first, as more and more of their populations cross into the 65 and over age group and their workforces shrink further, necessitating a better integration of youth, female workers, migrants and older workers. Youth-bulge economies face burdens of a different kind as a very large cohort of the next generation—one that is more connected and globalized than ever before—enters the workforce and with very different aspirations, expectations and worldviews than their predecessors.

Addressing the challenges of the current system requires a fundamental and holistic re-thinking of what it means to learn, to work and to fulfil one's potential as an individual, of how companies should plan for and invest in talent, of how education is delivered and what its substance and timing should be, and of how governments should be addressing not just today's short-term concerns but also planning now for the needs of tomorrow's

generations. The Human Capital Index is among the set of tools that we hope will enable better decision-making in this direction.

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- 5 For example, Delgado et al., (2012) demonstrate that “mean test scores ... provide a more reliable measure of human capital than mean years of schooling”, emphasizing the importance of quality over mere formal qualifications alone.
- 6 See Hausmann, R., et al.
- 7 We find a positive correlation between the Human Capital Index and the World Economic Forum’s Global Gender Gap Index (R = 0.59; see Figure D1 in Annex D).
- 8 See World Economic Forum, “Appendix F: Detailed Results of National Policy Frameworks Survey”, in: *Global Gender Gap Report 2014*, <http://reports.weforum.org/global-gender-gap-report-2014>.
- 9 See UNU-IHDP and UNEP, 2014.
- 10 See Department for Work and Pensions, 2015.
- 11 See White, G., 2015.
- 12 While within this 47% of countries, for 20 countries—all of them in the Sub-Saharan African region—low healthy life expectancy also already negatively impacts the human capital potential of the 25–54 age group.
- 13 See Brynjolfsson, E., et al., 2014.
- 14 See Walk Free Foundation, 2014.
- 15 A more conservative estimate would suggest that the actual maximum value cannot exceed 98% as no country can maximize employment, vocational training and tertiary education at the same time in the 15–24 Age Group pillar.
- 16 A full overview of the spread and range of indicator scores, as well as average scores for each indicator, is provided in Figures B1–B5 and Table B1 in Appendix B.
- 17 For further details, see OECD and JRC, 2008.
- 18 In order to arrive at the final weighting scheme, several other schemes were considered. The population distribution of many countries—such as those experiencing youth bulges or significantly ageing populations—diverges from the average global distribution. To the extent that the objective of the index weighting scheme is to be reflective of countries’ demographic structure, one possibility considered was to apply a unique individual weighting to each country based on the exact percentage share of the five Age Group pillars in each country. However, applying each country’s individual weights would have added significant complexity to the Index, distracting from key concepts for the user. Another option considered was the grouping of countries according to an “ageing”, “youthful” or “intermediate” scheme. This would have provided a midpoint between the global weighting approach and the “individual country weights” approach and reduced the deviation from each country’s specific population distribution. However, results for countries at the borderlines of potential thresholds for such classifications were found to be highly sensitive to the thresholds chosen. The global average distribution was thus found to be the most relevant method for the intuition behind the weighting.
- 19 See, for example, Moody’s Investors Service, 2014.
- 20 Since the indicators ‘incidence of overeducation’ and ‘incidence of undereducation’ are both component parts of the ILO’s “skills mismatch” Key Indicator of the Labour Market (KILM), they are considered one joint indicator for data coverage purposes. See ILO, *Key Indicators of the Labour Market (KILM)*, 2011, <http://kilm.ilo.org/2011/download/kilm15EN.pdf>.
- 21 Our special thanks are due to Michaela Saisana, Vincent Van Roy and Fiammetta Rossetti of the European Commission Joint Research Centre (JRC) Econometrics and Applied Statistics Unit. See Van Roy, V. et al., 2013.
- 22 See Oortwijn, W. et al., 2006.
- 23 In calculating countries’ sub-scores in the Learning and Employment themes, the overall global population weighting (see Table 2) is applied to the simple average of the indicator scores across the horizontal themes in each Age Group pillar. Countries are required to have at least 50% indicator coverage for both the Learning and Employment theme in order to be included in the graph and analysis.

NOTES

- 1 Source: World Economic Forum (2015), “Disrupting Unemployment: Business-led Solutions for Action”, <http://reports.weforum.org/disrupting-unemployment>; and <http://www.ilo.org/inform/online-information-resources/research-guides/youth-employment/lang--en/index.htm> (accessed April 2015).
- 2 See Acemoglu, D. et al., 2012.
- 3 See Cuaresma, J.C., et al., 2011.
- 4 See UNESCO, 2015.

Appendix A: Regional and Income Group Classifications, 2015

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

Table A1: Human Capital Index regional classifications, 2015

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

Table A2: Human Capital Index income group classifications, 2015

LOW INCOME	LOWER-MIDDLE INCOME	UPPER-MIDDLE INCOME	HIGH INCOME
US\$ 1,045 or less	US\$ 1,045–4,125	US\$ 4,126–12,745	US\$ 12,746 or more
Bangladesh	Armenia	Albania	Australia
Burkina Faso	Bhutan	Algeria	Austria
Burundi	Bolivia	Argentina	Barbados
Cambodia	Cameroon	Azerbaijan	Belgium
Chad	Côte d'Ivoire	Botswana	Canada
Ethiopia	Egypt	Brazil	Chile
Guinea	El Salvador	Bulgaria	Croatia
Kenya	Ghana	China	Cyprus
Madagascar	Guatemala	Colombia	Czech Republic
Malawi	Guyana	Costa Rica	Denmark
Mali	Honduras	Dominican Republic	Estonia
Mozambique	India	Hungary	Finland
Myanmar	Indonesia	Iran, Islamic Rep.	France
Nepal	Kyrgyz Republic	Jamaica	Germany
Rwanda	Lao PDR	Jordan	Greece
Tajikistan	Lesotho	Kazakhstan	Iceland
Tanzania	Mauritania	Macedonia, FYR	Ireland
Uganda	Moldova	Malaysia	Israel
	Mongolia	Mauritius	Italy
	Morocco	Mexico	Japan
	Nicaragua	Namibia	Korea, Rep.
	Nigeria	Panama	Kuwait
	Pakistan	Peru	Latvia
	Paraguay	Romania	Lithuania
	Philippines	Serbia	Luxembourg
	Senegal	South Africa	Malta
	Sri Lanka	Thailand	Netherlands
	Ukraine	Tunisia	New Zealand
	Vietnam	Turkey	Norway
	Yemen	Venezuela	Poland
	Zambia		Portugal
			Qatar
			Russian Federation
			Saudi Arabia
			Singapore
			Slovak Republic
			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. Classification as of 1 July 2014.

Appendix B: Range of Indicator Scores and Average Scores by Income Group

Figures B1–B5 show the spread of the minimum and maximum scores for each of the 46 indicators of the Human Capital Index. Scores calculations are based on percentage rates with a minimum value of 0% and a maximum value of 100%. Indicators based on the World Economic Forum’s Executive Opinion Survey have been re-scaled to conform to the 0–100 scale. For the Healthy life years beyond age 65 indicator, the maximum score is allocated to the country with the best performance on this indicator (Singapore), with other countries scored on distance to this frontier. For further details, please refer to the “How to Read the Country Profiles” section in Part 2 of the *Report*.

Table B1 reports average scores for each of the 46 indicators of the Human Capital Index by income group as well as the global mean Index score of each indicator.

Figure B1: Spread of scores, Under 15 Age Group pillar

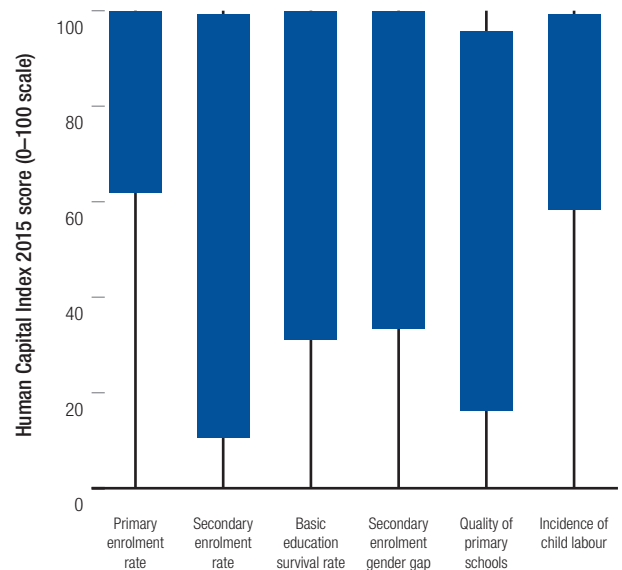


Figure B2: Spread of scores, 15–24 Age Group pillar

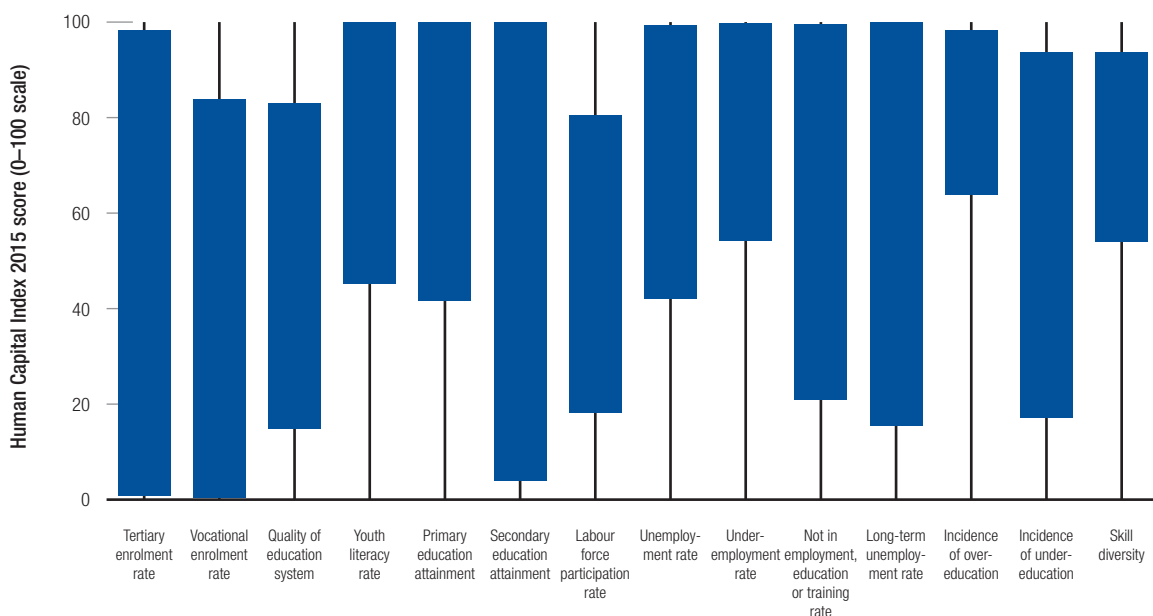


Figure B3: Spread of scores, 25–54 Age Group pillar

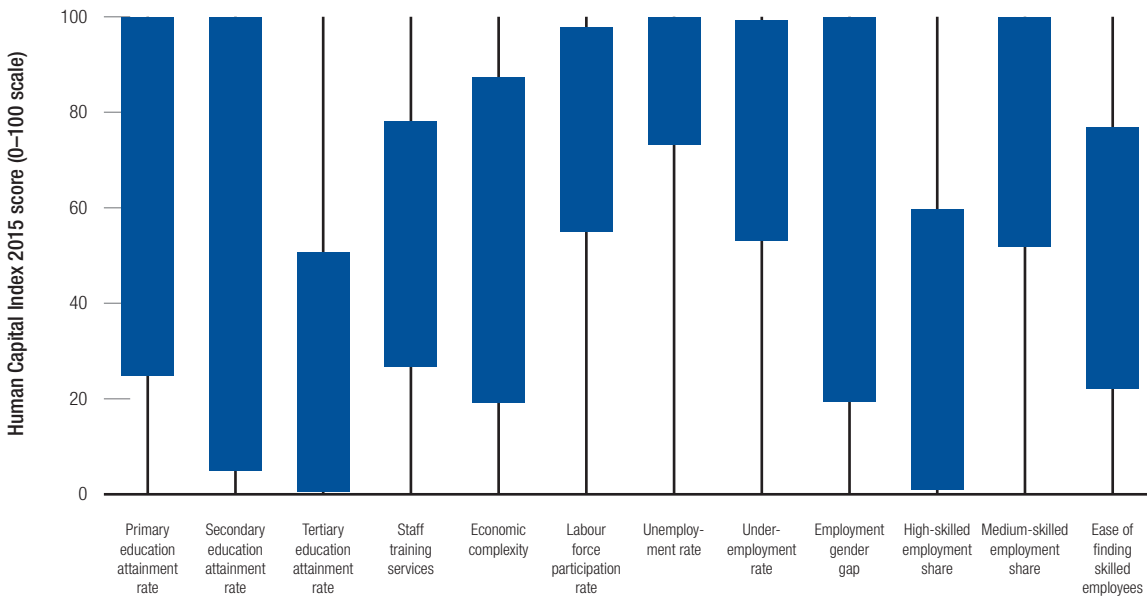


Figure B4: Spread of scores, 55–64 Age Group pillar

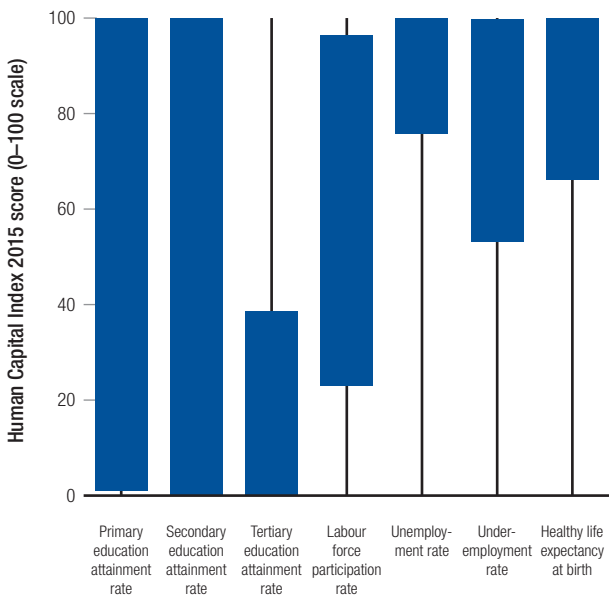


Figure B5: Spread of scores, 65 and Over Age Group pillar

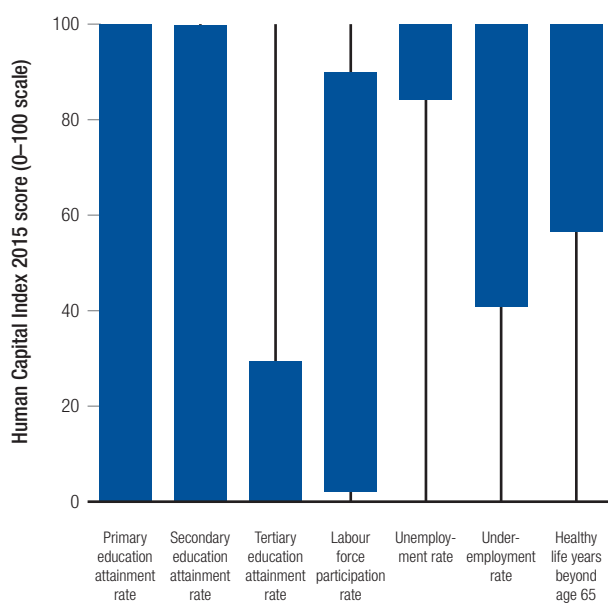


Table B1: Average scores by income group

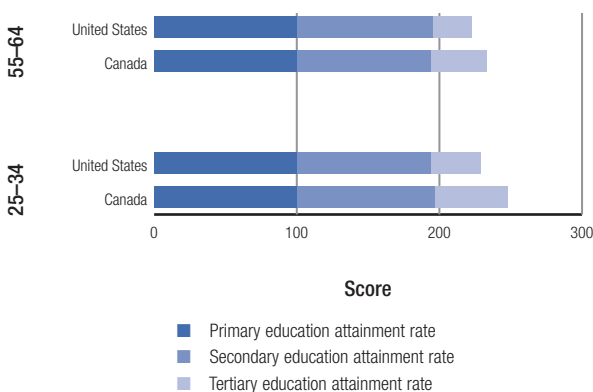
Indicator	Average score by income group (0–100)				
	High income	Upper-middle income	Lower-middle income	Low income	Mean
UNDER 15 AGE GROUP					
<i>Enrolment in education</i>					
Primary enrolment rate	98.09	94.21	88.21	85.95	92.98
Secondary enrolment rate	90.46	76.44	60.12	35.60	72.00
Basic education survival rate	94.32	85.61	83.89	69.47	85.51
Secondary enrolment gender gap	99.77	98.95	95.06	86.44	96.36
<i>Quality of education</i>					
Quality of primary schools	65.64	43.73	39.91	31.52	48.95
<i>Vulnerability</i>					
Incidence of child labour	98.65	92.59	83.48	76.10	89.98
15–24 AGE GROUP					
<i>Enrolment in education</i>					
Tertiary enrolment rate	66.02	43.27	23.65	7.73	40.85
Vocational enrolment rate	38.40	26.59	20.80	17.98	28.40
<i>Quality of education</i>					
Quality of education system	57.25	40.80	40.61	36.69	46.12
Youth literacy rate	99.80	98.34	88.97	75.69	93.18
<i>Educational attainment</i>					
Primary education attainment	98.70	97.84	88.39	78.51	92.98
Secondary education attainment	82.91	69.63	63.11	36.75	68.05
<i>Economic participation</i>					
Labour force participation rate	45.92	40.59	46.73	64.02	47.46
Unemployment rate	80.15	76.75	85.23	90.30	82.07
Underemployment rate	91.19	91.08	89.60	54.70	89.84
Not in employment, education or training rate	87.38	77.68	81.08	77.82	83.25
Long-term unemployment rate	76.59	68.39	68.80	71.25	72.64
<i>Skills</i>					
Incidence of overeducation	87.04	82.94	80.91	94.60	86.29
Incidence of undereducation	76.51	75.34	79.35	38.83	71.89
Skill diversity	79.03	75.66	74.32	71.03	76.29
25–54 AGE GROUP					
<i>Educational attainment</i>					
Primary education attainment rate	96.87	94.55	80.22	66.70	87.77
Secondary education attainment rate	84.85	65.61	54.60	29.31	64.57
Tertiary education attainment rate	25.50	14.23	13.57	5.57	16.90
<i>Workplace learning</i>					
Staff training services	58.22	49.58	47.36	40.77	50.88
Economic complexity	66.62	55.02	44.22	36.90	53.72
<i>Economic participation</i>					
Labour force participation rate	85.60	78.08	76.91	90.43	82.31
Unemployment rate	92.47	89.70	93.39	94.97	92.26
Underemployment rate	95.03	94.03	92.16	57.25	92.96
Employment gender gap	83.59	63.73	68.28	79.26	75.25
<i>Skills</i>					
High-skilled employment share	39.05	22.23	14.90	4.06	23.86
Medium-skilled employment share	90.33	83.16	80.79	85.84	85.56
Ease of finding skilled employees	56.32	45.92	45.48	44.02	49.31
55–64 AGE GROUP					
<i>Educational attainment</i>					
Primary education attainment rate	95.46	85.34	68.00	53.50	80.05
Secondary education attainment rate	77.34	48.93	39.26	20.37	52.68
Tertiary education attainment rate	19.64	11.21	9.81	4.41	12.93
<i>Economic participation</i>					
Labour force participation rate	58.02	52.08	62.69	81.39	61.15
Unemployment rate	93.83	93.85	96.27	96.57	94.68
Underemployment rate	96.01	93.91	90.49	57.55	93.28
Healthy life expectancy at birth	99.73	97.49	88.93	81.20	93.80
65 AND OVER AGE GROUP					
<i>Educational attainment</i>					
Primary education attainment rate	90.27	73.93	56.31	36.60	70.03
Secondary education attainment rate	61.59	32.29	27.04	11.01	38.52
Tertiary education attainment rate	13.85	7.15	6.95	2.46	8.85
<i>Economic participation</i>					
Labour force participation rate	11.27	18.16	33.79	54.86	24.89
Unemployment rate	97.79	97.43	96.69	97.23	97.41
Underemployment rate	96.88	94.01	90.09	55.75	93.71
Healthy life years beyond age 65	92.02	84.52	76.10	69.44	82.95

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. Classification as of 1 July 2014.

Appendix C: Educational Attainment Rates and Employment Share by Skill Level

Figures C1–C6 report the cumulative educational attainment rates of the 55–64 age group and 25–34 age group by geographic region as classified by the Index. Higher overall attainment rates in the younger age group can be interpreted as a measure of progress made by the country over time.

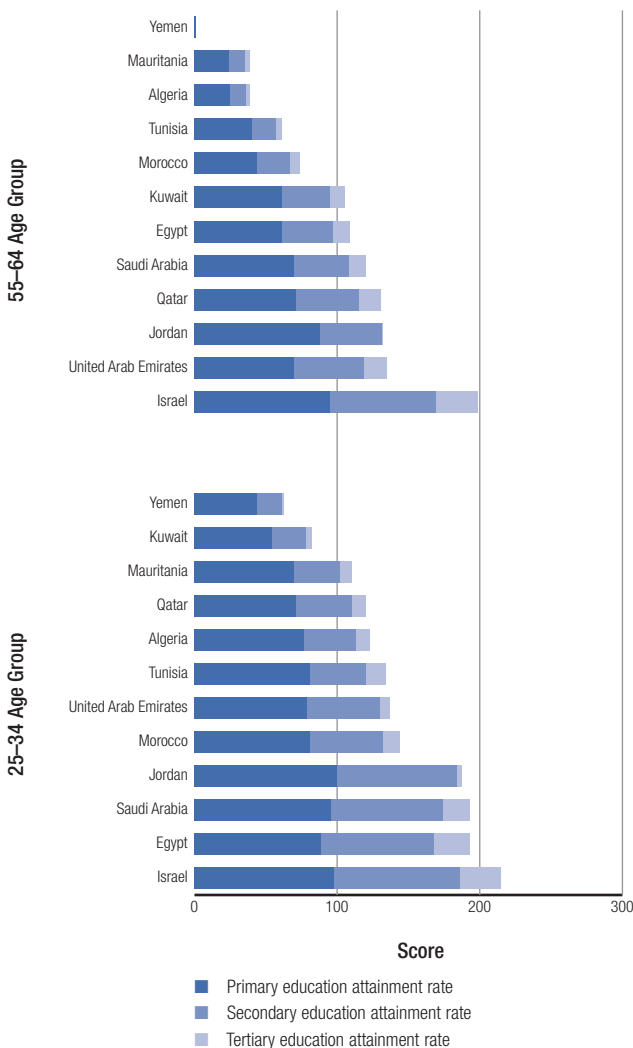
Figure C1: Educational attainment rate: 25–34, 55–64 Age Groups, North America



Source: Human Capital Report 2015.

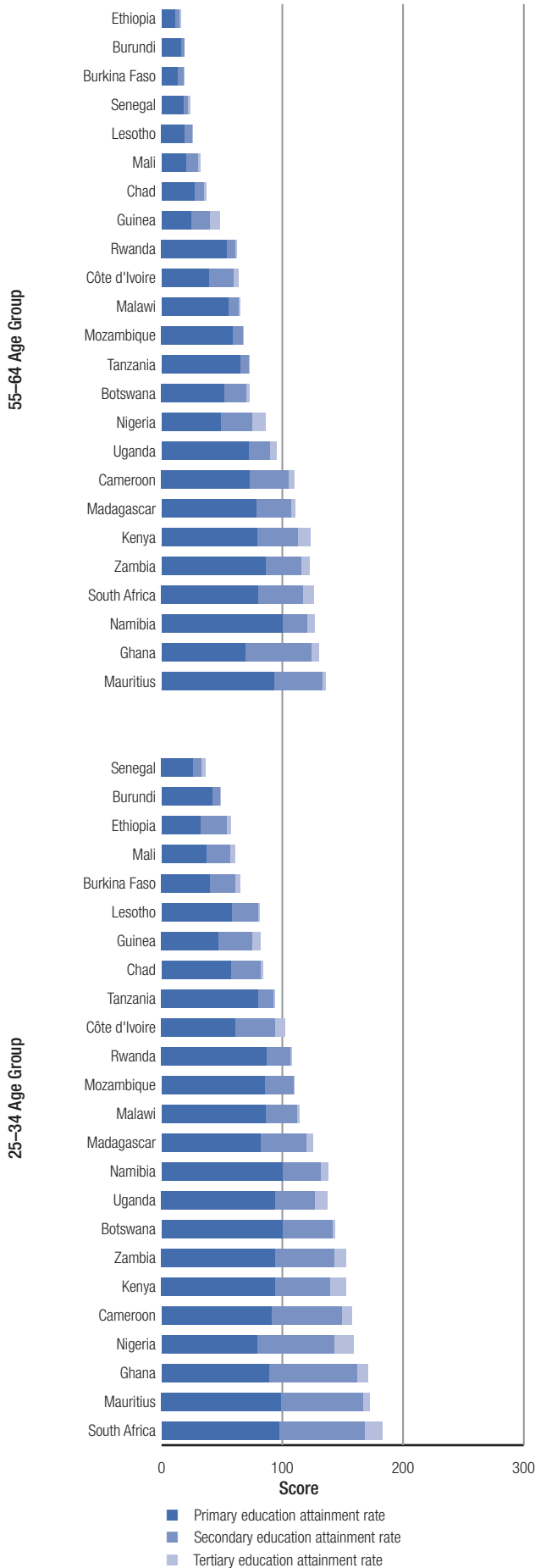
Figures C7–C12 report countries' breakdown of employment by high-skilled, medium-skilled and low-skilled employment share, arranged by proportion of high-skilled employment in a country.

Figure C2: Educational attainment rate: 25–34, 55–64 Age Groups, Middle East and North Africa



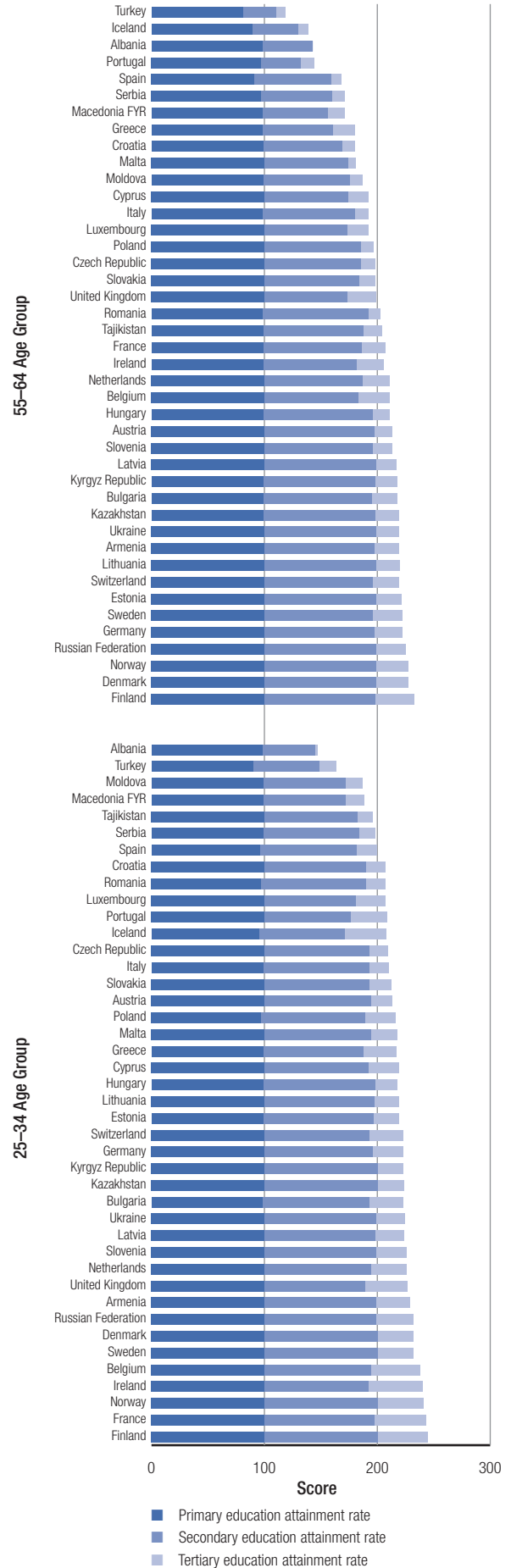
Source: Human Capital Report 2015.

Figure C3: Educational attainment rate: 25–34, 55–64 Age Groups, Sub-Saharan Africa



Source: Human Capital Report 2015.

Figure C4: Educational attainment rate: 25–34, 55–64 Age Groups, Europe and Central Asia



Source: Human Capital Report 2015.

Figure C5: Educational attainment rate: 25–34, 55–64 Age Groups, Asia and the Pacific

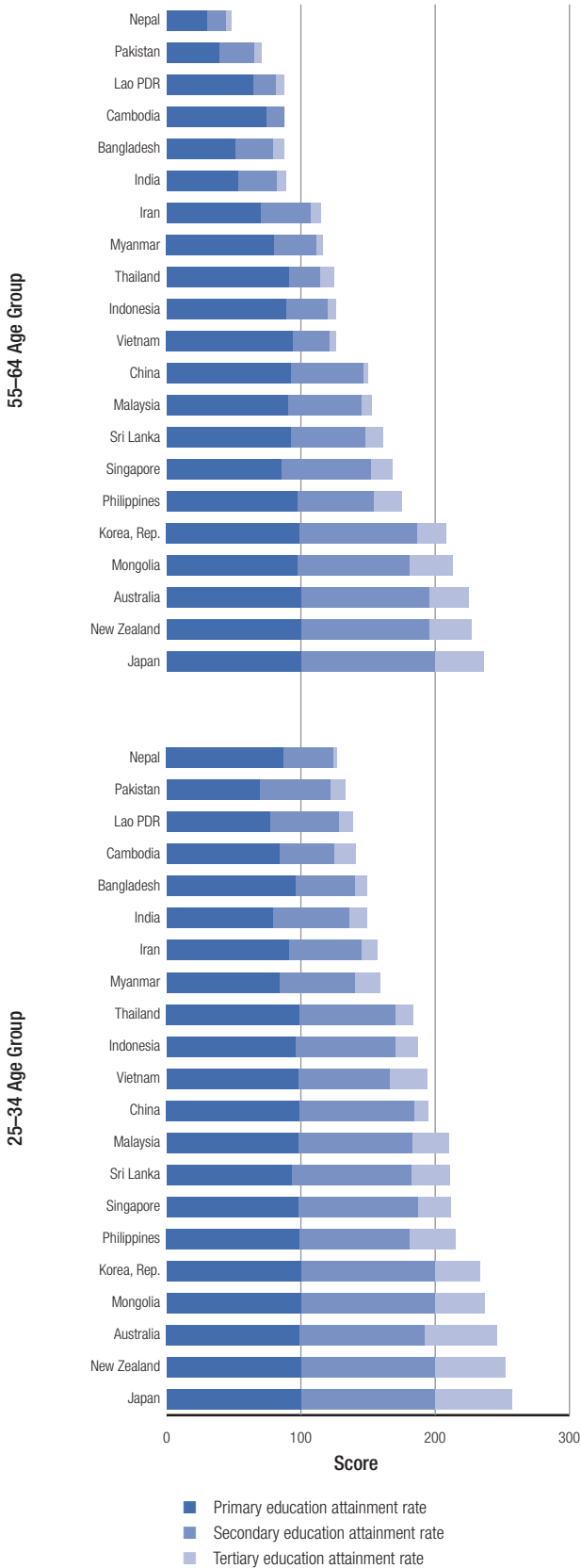
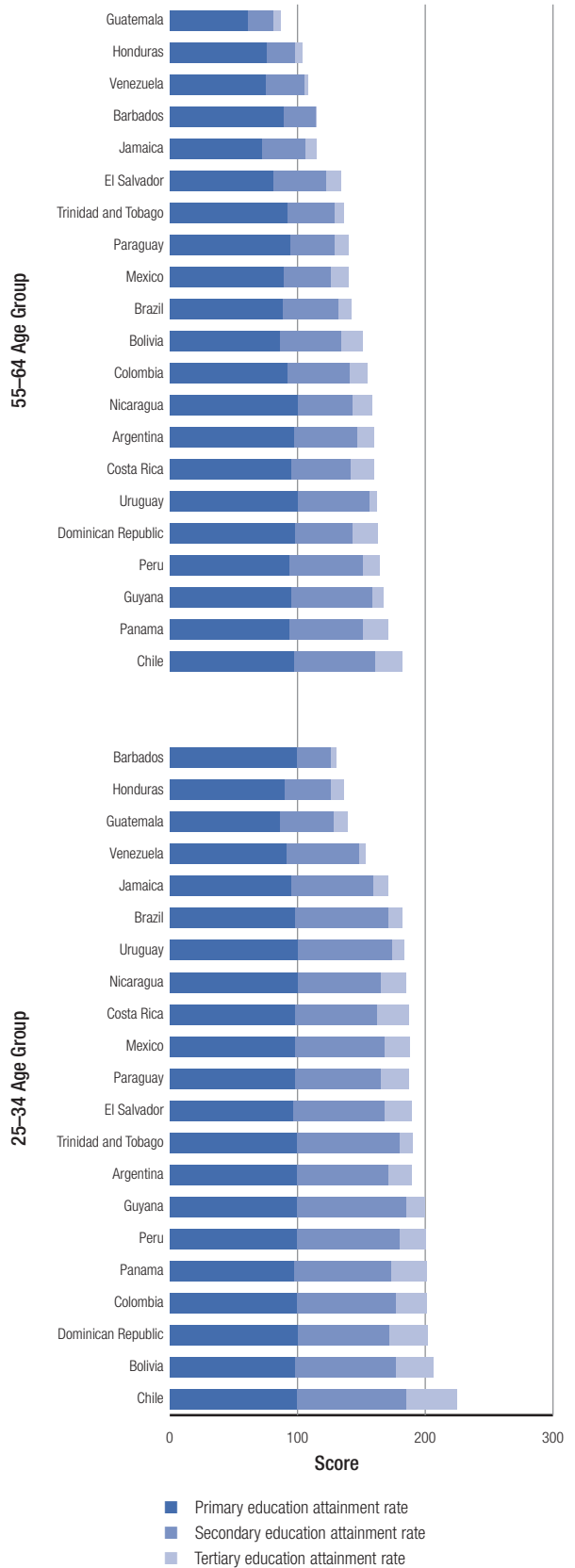


Figure C6: Educational attainment rate: 25–34, 55–64 Age Groups, Latin America and the Caribbean

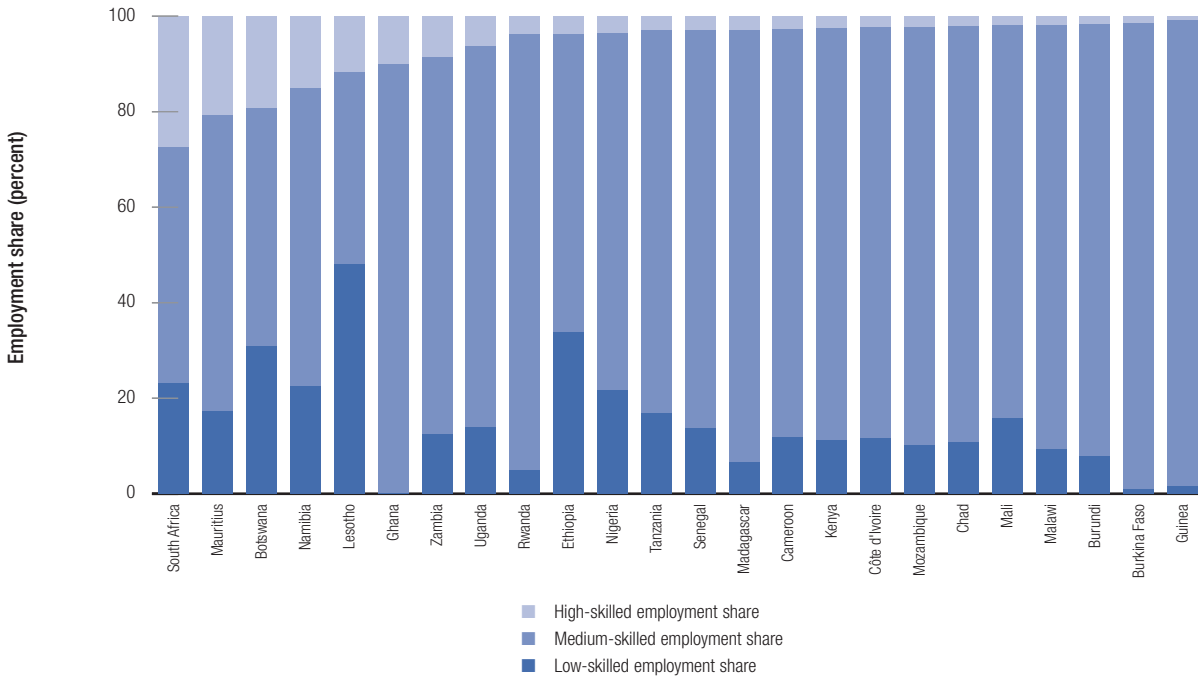


Source: Human Capital Report 2015.

Source: Human Capital Report 2015.

Figure C7: Skilled employment share

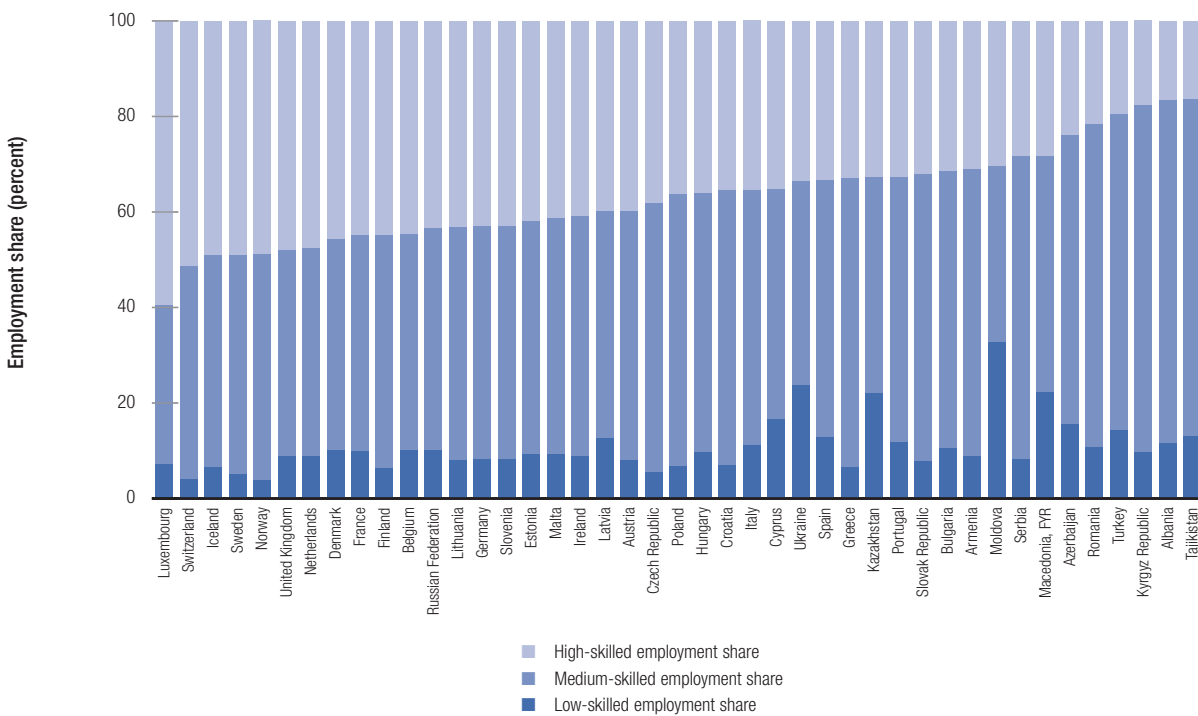
Sub-Saharan Africa



Source: Human Capital Index 2015 and ILOSTAT.

Figure C8: Skilled employment share

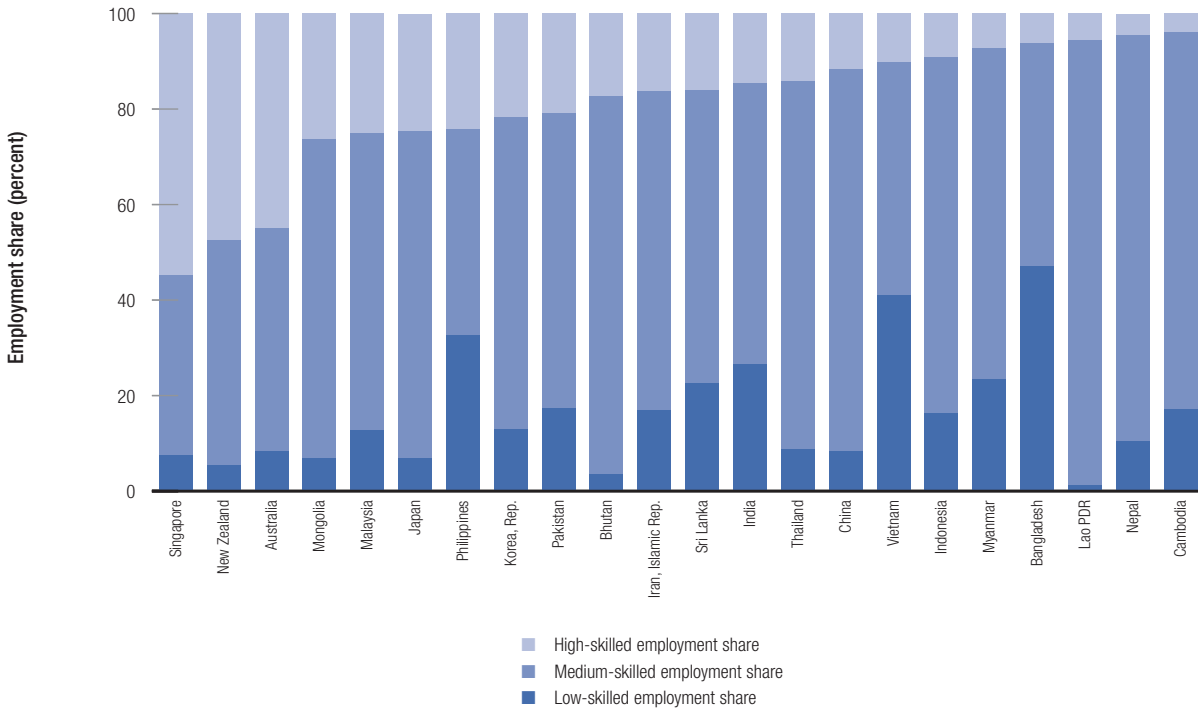
Europe and Central Asia



Source: Human Capital Index 2015 and ILOSTAT.

Figure C9: Skilled employment share

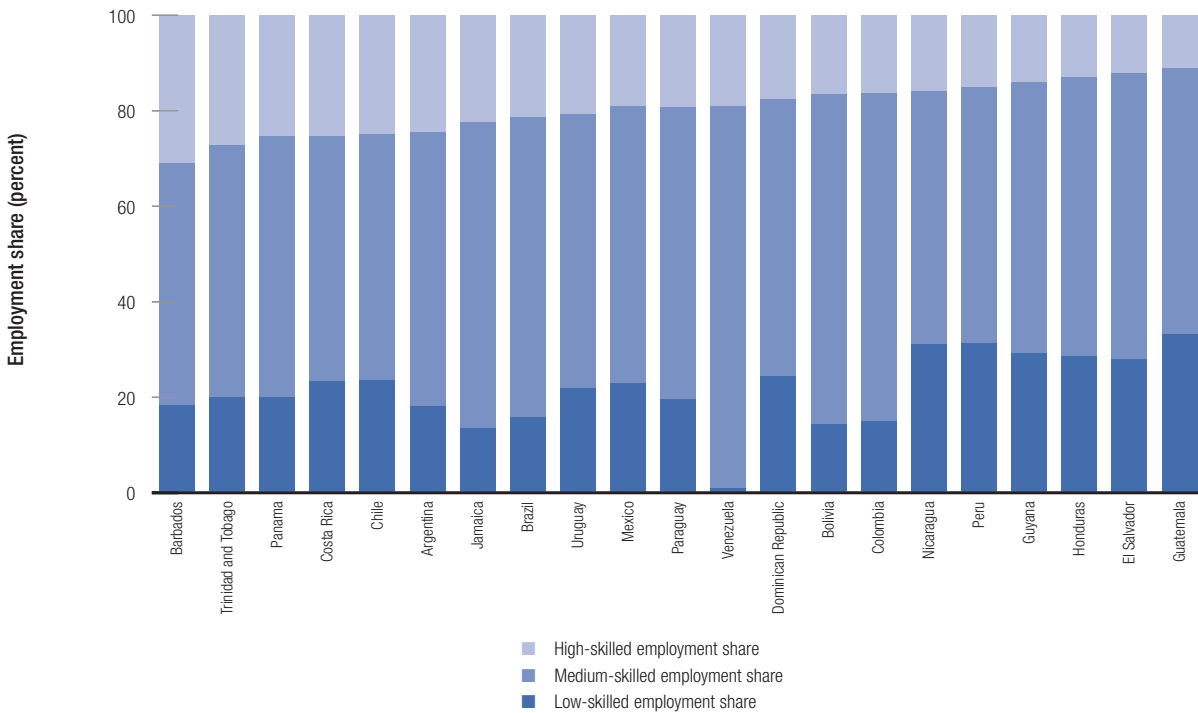
Asia and the Pacific



Source: Human Capital Index 2015 and ILOSTAT.

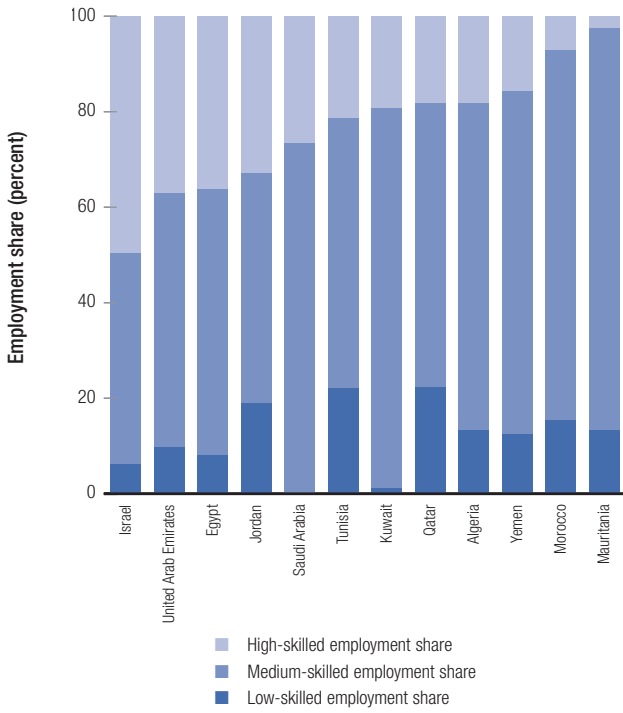
Figure C10: Skilled employment share

Latin America and the Caribbean



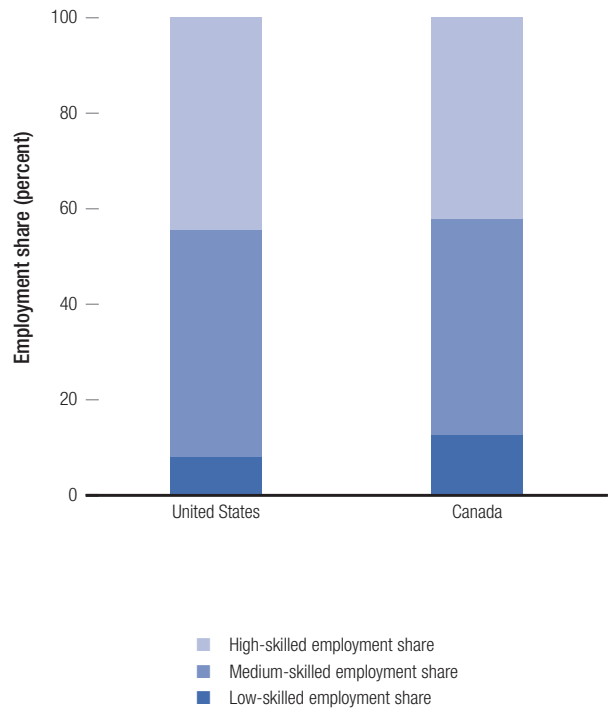
Source: Human Capital Index 2015 and ILOSTAT.

Figure C11: Skilled employment share
Middle East



Source: Human Capital Index 2015 and ILOSTAT.

Figure C12: Skilled employment share
North America

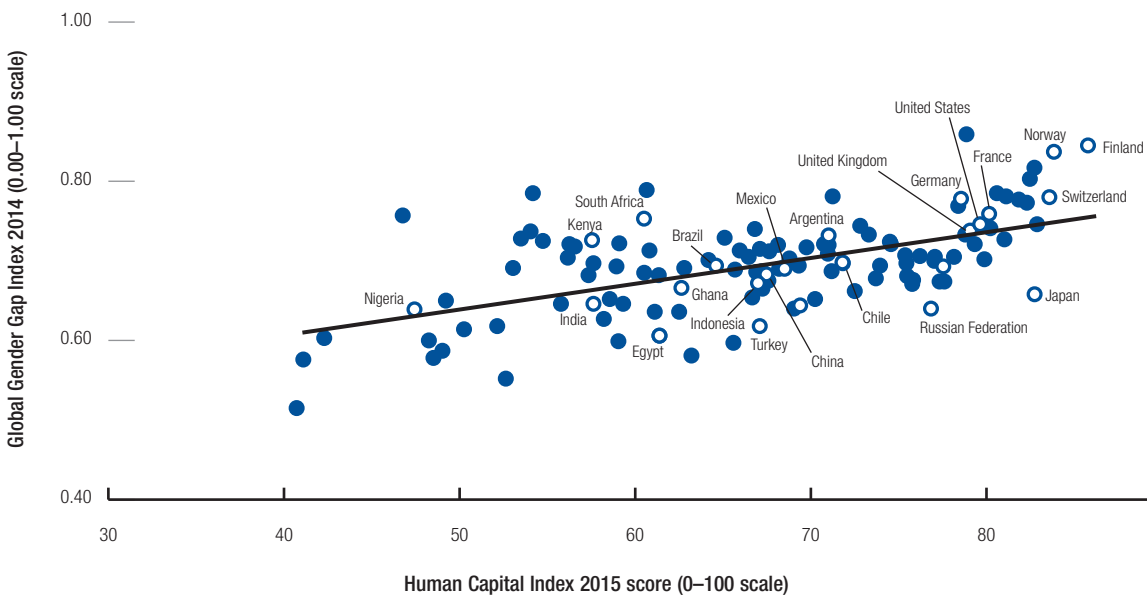


Source: Human Capital Index 2015 and ILOSTAT.

Appendix D: Relationship between the Human Capital Index 2015 and Selected Composite Indices

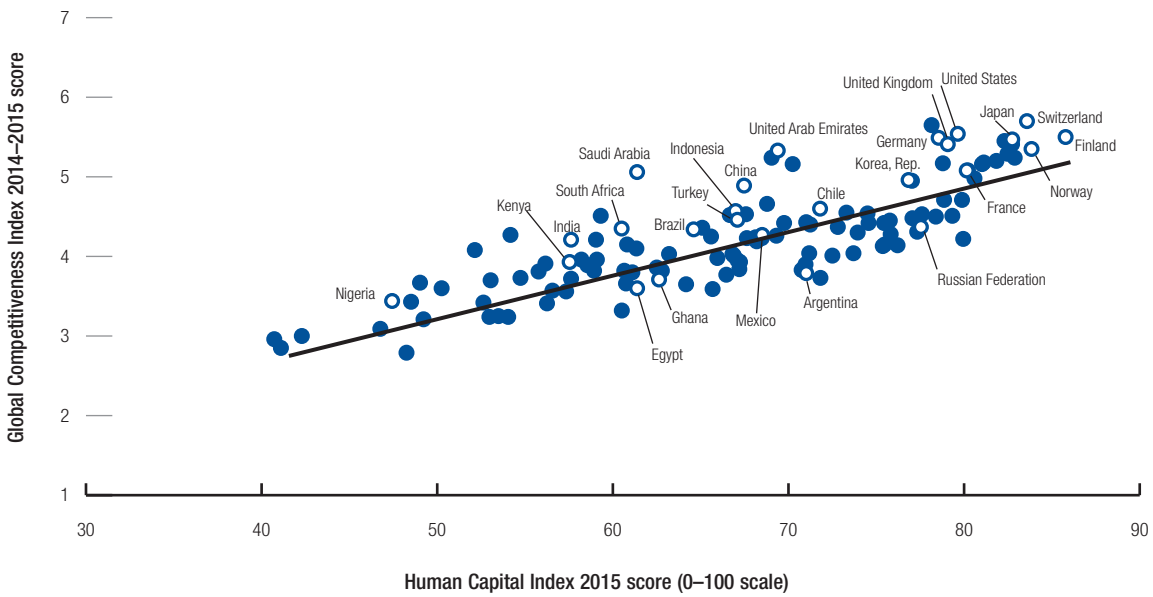
Figures D1, D2 and D3 report the correlation between the Human Capital Index and various other thematically related composite indices.

Figure D1: Relationship between the Global Gender Gap Index 2014 and the Human Capital Index 2015



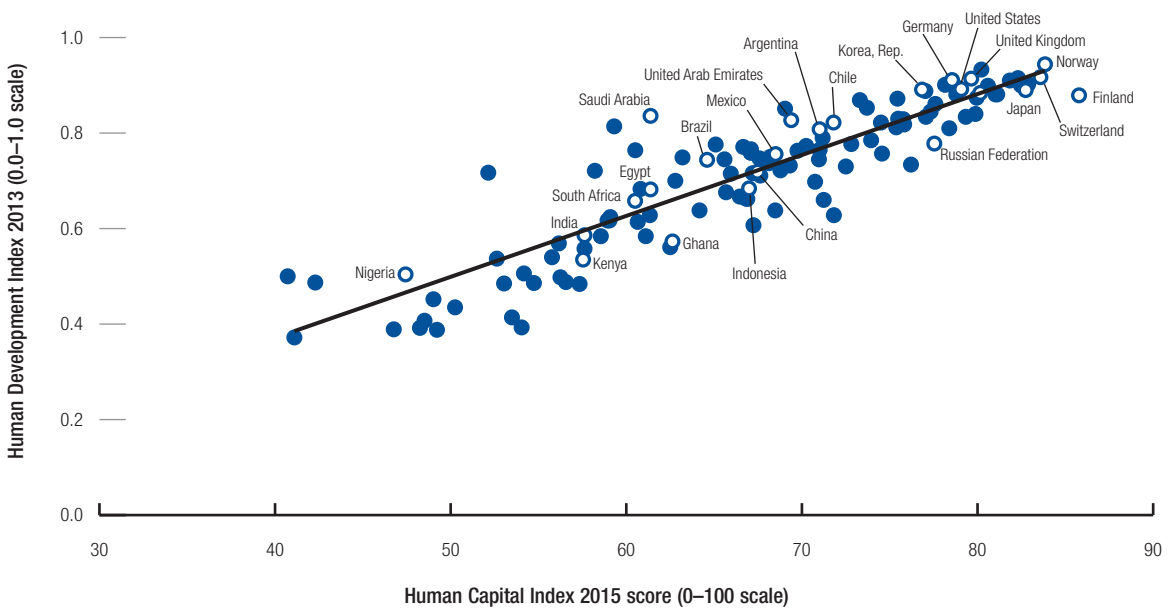
Source: Human Capital Index 2015 and Global Gender Gap Index 2014.

Figure D2: Relationship between the Global Competitiveness Index 2014–2015 and the Human Capital Index 2015



Source: Human Capital Index 2015 and Global Competitiveness Index 2014–2015.

Figure D3: Relationship between the Human Development Index 2013 and the Human Capital Index 2015



Source: Human Capital Index 2015 and UNDP, *International Human Development Indicators* online database 2013, accessed April 2015.

Part 2

Country Profiles

User's Guide: How to Read the Country Profiles

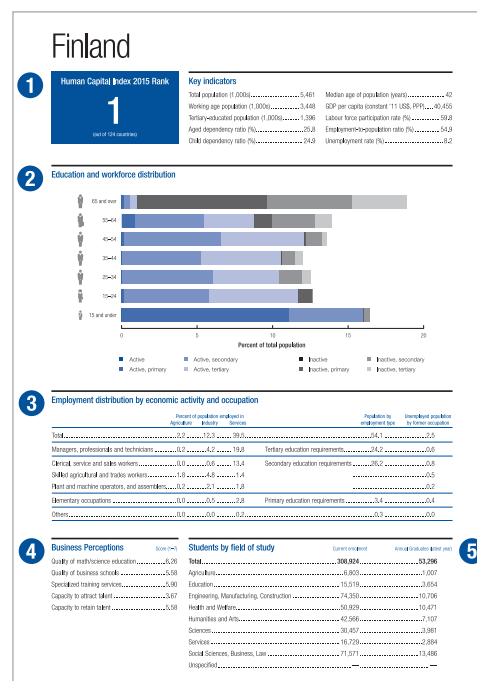
COUNTRY PROFILES: PAGE 1

1 RANKS AND KEY INDICATORS

The first section presents each country's overall Human Capital Index 2015 rank out of the 124 reviewed countries, as well as the values of a number of key indicators.

Key Indicators

- Total population (thousands of inhabitants):** People of all ages living in the country as of July 2015, regardless of residency status or citizenship. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).
- Working age population (thousands of inhabitants):** People age 15–64 living in the country as of July 2015. United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).
- Tertiary-educated population (thousands of inhabitants):** People of all ages living in the country who have completed tertiary education, classified according to the International Standard Classification of Education (ISCED-97). Source: ILOSTAT, Annual Indicators, Working-age population by sex, age and education (accessed April 2015); Lutz et al., IIASA/VID Educational Attainment Model, GET Projection, 2015, Wittgenstein Centre for Demography and Global Human Capital (accessed April 2015); Barro and Lee, "A New Data Set of Educational Attainment in the World, 1950-2010", *Journal of Development Economics*, 2010 (accessed April 2015).
- Aged dependency ratio (%):** The ratio of people living in the country ages above 65 as a percentage of the population between age 15 and 64 as of July 2010. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).
- Child dependency ratio (%):** The ratio of persons living in the country age 15 years as a percentage of the population between age 15 and 64 as of



July 2010. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).

- Median age of population (years).** Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).
- GDP per capita PPP (constant 2011 international dollars).** Source: International Monetary Fund, World Economic Outlook Database, October 2014 (accessed April 2015).
- Labour force participation rate (%):** The proportion of the country's working-age population that engages actively in the labour market, either by working or looking for work. Source: International Labour Organization, Estimates and Projections of the Economically Active Population (EAPEP), 2013 Edition (accessed March 2015).

- **Employment-to-population ratio (%):** The proportion of the country's working age population that is currently employed as a percentage of the total population. Source: International Labour Organization, Trends Econometric Models, October 2014 (accessed March 2015).
- **Unemployment rate (%):** The number of unemployed persons as a percentage of the total number of employed and unemployed persons (i.e., the labour force). Source: International Labour Organization, Trends Econometric Models, October 2014 (accessed March 2015).

Occasional minor inconsistencies between the indicators Labour force participation rate, Employment-to-population ratio and Unemployment rate are due to different data sources or discrepancies in latest base years available. Every effort was made to report the most consistent data available.

2 EDUCATION AND WORKFORCE DISTRIBUTION

The population diagram in the upper half of the page is a graphical representation of the demographic structure of the country, overlaid with data on educational attainment, enrolment and workforce participation. It provides a visual snapshot of some of the core elements of the Index, such as the degree to which a country leverages the educational attainment of its people in its economic activity and the current degree of underutilization of the human capital potential embodied in the skills and learning of its people.

The bars on the vertical axis list the country's working age population in 10-year age cohorts—with the exception of the top and bottom bars which combine the country's population aged, respectively, above 65 years and under 15 years into a single cohort. The horizontal axis displays the percentage of the total population represented by each age cohort.

Note that the length of the “65 and over” and “Under 15” population diagram bars relative to the length of the five working age bars combined (15-64) is a graphical representation of, respectively, the “aged dependency ratio” and “child dependency ratio” reported in the key indicators section.

The legend below the population diagram shows the different shades of bars used in the chart.

For the five cohorts age 25 years and above, the blue-shaded part of the bar represents total labour force participation (both male and female) by persons in each of these age cohorts. The black-shaded part of the bar represents economic inactivity.¹

For the majority of countries, three distinct shades of blue and black—to be read from left to right—indicate the distribution of labour force participation (blue) and economic inactivity (black) of persons according to their highest level of educational attainment: primary (and

below), secondary, or tertiary, classified according to the International Standard Classification of Education (ISCED-97). These detailed shades are absent from population diagrams in Profiles of countries for whom this data was not available.

For the cohort aged 15-24 years, the blue shade corresponding to “active, tertiary” represents both those persons having attained tertiary education and currently in the labour force as well as those currently enrolled in tertiary education programmes. While tertiary enrolment rates are “gross” rates and therefore do not fully align with the 15-24 age bracket, it is the closest representative age group.² Labour force statistics normally classify full-time students as “inactive” in the sense of being outside the labour force. To avoid double-counting, the reported number of persons enrolled in tertiary education programmes has been deducted from the reported inactivity figures for this age group.³

For the cohort under 15, the blue shade corresponding to “active, primary” represents both children age 0-4 that are not yet in school and children age 5-9 currently enrolled in primary school. The black shade corresponding to “inactive, primary” represents children age 5-9 currently out-of-school. The blue shade corresponding to “active, secondary” represents adolescents age 10-14 currently enrolled in (lower) secondary education and the black shade corresponding to “inactive, secondary” represents adolescents age 10-14 years currently out-of-school. Although official school ages do not always fully align with these age brackets internationally, they are the closest representative age group (Source: UNESCO, Institute for Statistics).

Sources of population diagram data⁴

- **Working age population by age and education, both sexes.** Source: ILOSTAT, Annual Indicators, data from 2012 or latest available (accessed April 2015).
- **Labour force by age and education, both sexes.** Source: ILOSTAT, Annual Indicators, data from 2012 or latest available (accessed April 2015).
- **Enrolment in tertiary education, all programmes, both sexes.** Source: UNESCO, *Institute for Statistics*, online database, data from 2012 or latest available (accessed March 2015).
- **Out-of-school children of primary school age, both sexes.** Source: UNESCO, *Institute for Statistics*, online database, data from 2012 or latest available (accessed March 2015).
- **Out-of-school adolescents of lower secondary school age, both sexes.** Source: UNESCO, *Institute for Statistics*, online database, data from 2012 or latest available (accessed March 2015).

- **Total population, both sexes combined, by five-year age group.** Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).
- Additional supplementary data imputed from World Bank, *World Development Indicators* (accessed April 2015); ILOSTAT, Estimates and Projections (accessed April 2015); Lutz et al., IIASA/VID Educational Attainment Model, GET Projection, 2015, Wittgenstein Centre for Demography and Global Human Capital (accessed April 2015); Barro and Lee, “A New Data Set of Educational Attainment in the World, 1950-2010”, *Journal of Development Economics*, 2010, <http://www.barrolee.com> (accessed April 2015).
- **Unemployment of previously employed persons by former occupation:** All persons of working age who were without work during the reference period and had taken specific steps to seek paid employment or self-employment. Data are disaggregated by the unemployed person’s former occupation according to the latest version of the International Standard Classification of Occupations (ISCO-08). Source: ILOSTAT, Annual Indicators, data from 2012 or latest available (accessed April 2015).
- Employment data is provided in thousands of jobs and divided by the total population age 15 and over to provide occupations held, or formerly held, as a percentage of this population. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2012* (accessed April 2015).

3 EMPLOYMENT DISTRIBUTION BY ECONOMIC ACTIVITY AND OCCUPATION

This section provides additional details on the actual types of jobs in which the country’s population are employed by broad sector (agriculture, manufacturing or services), broad occupational category and corresponding skill level. The table elaborates further on the blue-shaded part of the population diagram by disaggregating the economic activity of the “active” (blue) part of the country’s population.

Note that, conceptually, the sum total of the values reported in the employment distribution table should add up to the “employment-to-population ratio” reported in the Key Indicators section, the sum total of the values reported for the “unemployed population by former occupation” should add up to the “unemployment rate”, and the two added together should result in the value reported for the headline “labour force participation rate”. However, the data is frequently not fully aligned due to omissions, occasional discrepancies in base year and minor inconsistencies between sources. “—” is listed in profiles of countries for which this data was not or only partially available.

Data sources

- **Employment by economic activity and occupation:** All persons of working age who, during the reference period, were in a) paid employment or b) self-employment. Data are disaggregated by economic activity and occupation, according to the latest versions of the International Standard Industrial Classification of All Economic Activities (ISIC Rev.4; ‘broad sector’) and International Standard Classification of Occupations (ISCO-08; ‘aggregate categories of occupation’), respectively. Source: ILOSTAT, Annual Indicators, data from 2012 or latest available (accessed April 2015).

The ILO has referenced each of the major occupational groups of the International Standard Classification of Occupations (ISCO-08) to one of four skill levels, ‘defined as a function of the complexity and range of tasks and duties to be performed in an occupation’. Each skill level has, in turn, been referenced to the level of formal education of the International Standard Classification of Education (ISCED-97) typically required for competent performance in the occupation.⁵

For the purposes of inclusion in the Country Profiles, we have grouped together skill levels 3 and 4, resulting in the following classification scheme:

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

- Managers, professionals and technicians

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

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

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

- Elementary occupations

Unclassified occupations, which consist of jobs (including armed forces occupations) that cannot be assigned to any of the listed employment types, are reported under the heading “Others”.

When read against the educational attainment data from the population diagram (blue-shaded bars) and the reported values for the age groups’ corresponding educational attainment rate Index core indicators, the column “population by employment type” according to “tertiary, secondary and primary education requirements”

provides a measure of the degree of “skill mismatch” (i.e. “incidence of overeducation” and “incidence of undereducation”) between the educational attainment of a country’s population and the actual types of jobs held by persons in the country.⁶ Similarly, the column “unemployed population by former occupation” provides insights regarding the degree and nature of a country’s underutilization of its human capital potential as expressed in the skill level of its unemployed.

Furthermore, the proportion of the country’s population employed in jobs with tertiary education requirements and secondary education requirements is also used to calculate the “high-skilled employment share” and “medium-skilled employment share” Index core indicators in the 25-54 Age Group pillar, providing a measure of the degree to which the country is actually leveraging its core working age population’s skills and learning in its economic activity.

4 BUSINESS PERCEPTIONS

This short section provides a snapshot of perceptions of the country’s business community regarding its human capital competitiveness and enabling environment for talent. In addition to providing context, such perceptions may also be interesting in and of themselves for human resources professionals, policymakers and others.

Data sources

- **Quality of math/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, 2014-2015.
- **Quality of business schools:** 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, 2014-2015.
- **Specialized 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, 2014-2015.
- **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, 2014-2015.

- **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, 2014-2015.

5 STUDENTS BY FIELD OF STUDY

This section provides additional details on the number of students currently enrolled in tertiary education programmes in the country as well as on the number of graduates by discipline for the latest year in which data was available. The table elaborates further on the blue-shaded “active, tertiary” segment of the 15-24 age group in the population diagram. In conjunction with the corresponding “tertiary enrolment rate” core indicator in the Index, the section provides a snapshot of the range of tertiary skills available in the country and of the capability of a country’s young high-skilled population to make the most of its human capital potential. “—” is listed in profiles of countries for which this data was not or only partially available.

Data sources

- **Enrolment in tertiary education, all programmes, both sexes.** Source: UNESCO, Institute for Statistics, online database, data from 2012 or latest available (accessed March 2015).
- **Graduates from tertiary education, both sexes.** Source: UNESCO, Institute for Statistics, online database, data from 2012 or latest available (accessed March 2015).

Information from this section is also used to calculate the “skill diversity” Index core indicator in the 15-24 Age Group pillar, providing a measure of the diversity, or lack thereof, of tertiary skills available in the country, without prejudice towards one particular set of skills or another.

While the proportion of tertiary enrolment of young persons as a share of the 15-24 age group is evident from the population diagram and core Index value, the *absolute number* of graduates of a certain discipline a country produces annually is also often interesting for human resources professionals, policymakers and others for comparative and planning purposes. This data has been calculated by disaggregating the total number of tertiary graduates according to the percentage of graduates by discipline reported by UNESCO for the latest year available.

Tertiary fields of education are categorized by UNESCO’s International Standard Classification of Education (ISCED-97) as follows:⁷

Agriculture

- Agriculture, forestry and fishery
- Veterinary

Education

- Teacher training and education science

Engineering, manufacturing and construction

- Engineering and engineering trades
- Manufacturing and processing
- Architecture and building

Health and welfare

- Health
- Social services

Humanities and Arts

- Arts
- Humanities

Sciences

- Life sciences
- Physical sciences
- Mathematics and statistics
- Computing

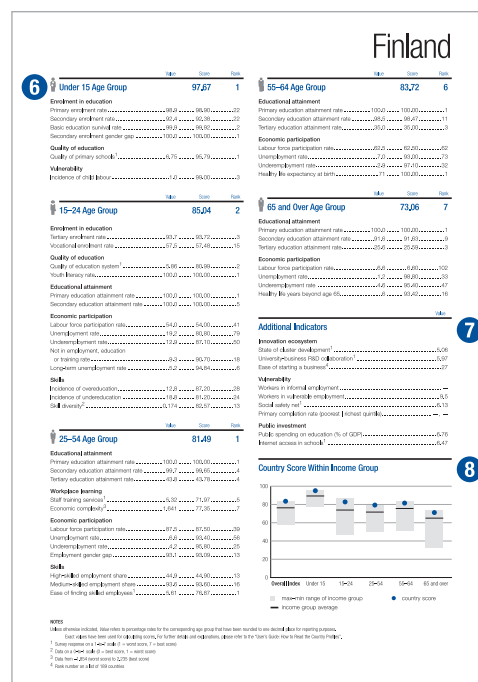
Services

- Personal services
- Transport services
- Environmental protection
- Security services

Social sciences, business and law

- Social and behavioural science
- Business and administration
- Journalism and information
- Law

Not known or unspecified



can be clearly defined and frequently takes on intuitive minimum and maximum values. For example, a “primary school enrolment rate” of 100% represents the ideal—and several countries have nearly been able to achieve this goal. Sometimes the “ideal”-scale is reversed. For example, a 0% “unemployment rate” or 0% “incidence of child labour” would constitute the ideal state.

Indicators taken from the World Economic Forum’s Executive Opinion Survey, normally ranked on a 1-7 scale, have been re-scaled to conform to the 0-100 scale. There are two special cases. Firstly, the raw value for the indicator “economic complexity” (included under the 25-54 Age Group pillar), a proxy for the country’s level of specialist knowledge and skills as embodied in the sophistication of its export products, is stated as a z-score. To stay true to the “distance to the ideal” approach, values for this indicator are scored assuming minimum and maximum values of +/- 3 standard deviations. Secondly, there is no obvious maximum value for the Healthy life expectancy indicator, which appears in both the 55-64 and 65 and Over Age Group pillars. The reasoning behind this indicator is twofold. For the 55-64 Age Group, it is a measure of whether individuals in this age group can reasonably expect to live through these years in continued good health. Accordingly, every country passing the threshold of achieving 65 years of healthy life expectancy at birth for its people is deemed to have reached the ideal. For the 65 and Over Age Group pillar, the highest-ranked country in the sample (Singapore, with 11 years of additional healthy life expectancy beyond the age of 65, followed by Japan) is

COUNTRY PROFILES: PAGE 2

6 AGE GROUP RANKS AND CORE INDICATORS

The second page of each Country Profile provides a full overview of the country’s Human Capital Index 2015 performance. For each of the five age groups, every indicator’s value (the original data for the indicator); score (on a 0–100 scale); and rank (out of 124 countries) are listed in detail on this page. “—” is listed in profiles of countries for whom data for a particular indicator was not available.

Every indicator’s score is a function of the country’s “distance to the ideal” for the dimension measured. As many of the concepts measured by the Human Capital Index are expressed as percentage rates for the corresponding age group, the “distance to the ideal”

allocated the maximum score of 100, with other countries scored on the distance to this frontier.

For the 15-24 Age Group pillar, it is conceptually impossible to achieve simultaneous maximum scores for the Tertiary enrolment rate, Vocational enrolment rate and Labour force participation rate indicators, reflecting the complexity of choices faced by individuals at that age. The Human Capital Index recognizes this by including all three measures, rewarding countries for maximizing their score across the three dimensions without prejudice towards one or the other. Finally, the overall score for each Age Group pillar is derived from the simple average of all non-missing indicators measured for that age group.

Under 15 Age Group

Enrolment in education

- **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, data from 2013 or latest available (accessed March 2015).
- **Secondary enrolment rate:** Percentage of children in the official age range for lower secondary education who are enrolled in secondary education. Source: UNESCO, Institute for Statistics, data from 2013 or latest available (accessed March 2015).
- **Basic education survival rate:** Percentage of a cohort of students enrolled in the first grade of lower secondary (ISCED 2) education in a given school year who are expected to reach the last grade of lower secondary education, regardless of repetition. Lower secondary programmes are defined by the International Standard Classification of Education (ISCED-97) as normally designed to complete the provision of compulsory basic education, resulting in the full acquisition of basic skills. In most countries, the educational aim is to lay the foundation for lifelong learning. Source: UNESCO, Institute for Statistics, data from 2012 or latest available (accessed March 2015).
- **Secondary enrolment gender gap:** Ratio of female enrolment rate in lower secondary education over male value, expressed as a percentage, capped at parity. A value equal to 100 indicates gender parity; a value less than 100 indicates a disparity in favour of boys.

Source: UNESCO, Institute for Statistics, data from 2013 or latest available (accessed March 2015).

Quality of education

- **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, 2014-2015.

Vulnerability

- **Incidence of child labour:** Percentage of children aged 5-14 engaged in child labour, defined as a specified minimum level of either economic work or unpaid household services. Source: UNICEF, Statistics by Topic, Child Protection, latest available data, <http://data.unicef.org/child-protection/child-labour>.

15–24 Age Group

Enrolment in education

- **Tertiary enrolment rate:** 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, data from 2013 or latest available (accessed March 2015).
- **Vocational enrolment rate:** Technical/vocational enrolment as a percentage of total enrolment in secondary school (ISCED 2 and 3). Source: UNESCO, Institute for Statistics, data from 2013 or latest available (accessed March 2015).

Quality of education

- **Quality of education system:** Response to the survey question, “How well does the educational system in your country meet the needs of a competitive economy? (1 = not well at all, 7 = very well)”. Source: World Economic Forum, Executive Opinion Survey, 2014-2015.
- **Youth literacy rate:** Percentage of people age 15-24 who can both read and write with understanding a short simple statement on their everyday life. Generally, ‘literacy’ also encompasses ‘numeracy’, the ability to make simple arithmetic calculations. A high youth literacy rate among the 15–24 year-olds suggests a high level of participation and retention in basic education, and its effectiveness in imparting the basic skills of reading and writing. Source: UNESCO,

Institute for Statistics, data from 2015 or latest available (accessed March 2015).

Educational attainment

- **Primary education attainment rate:** Percentage of the population with at least a primary education (ISCED 1), people age 15-24, both sexes. This data is cumulative, which means that those with secondary education and above are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., IIASA/VID Educational Attainment Model, GET Projection, 2015, Wittgenstein Centre for Demography and Global Human Capital (accessed April 2015); Barro and Lee, "A New Data Set of Educational Attainment in the World, 1950-2010", *Journal of Development Economics*, 2010, <http://www.barrolee.com> (accessed April 2015).
- **Secondary education attainment rate:** Percentage of the population with at least a secondary education (ISCED 2-4), people age 15-24, both sexes. This data is cumulative, which means that those with tertiary education are counted in the secondary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).

Economic participation

- **Labour force participation rate:** Percentage of the country's population that engages actively in the labour market, either by working or looking for work, persons aged 15-24, both sexes. Source: ILOSTAT, Annual Indicators, Labour force participation rate by sex and age, data from 2014 or latest available (accessed March 2015).
- **Unemployment rate:** Number of unemployed people as a percentage of the total number of employed and unemployed (i.e. the labour force), people age 15-24, both sexes. Source: ILOSTAT, Annual Indicators, Unemployment by sex and age, data from 2014 or latest available (accessed March 2015).
- **Underemployment rate:** People in time-related underemployment (also known as involuntary part-time employment) comprise all people in employment during the reference period who are willing and available to work additional hours as a percentage of the total number of persons in employment, people age 15-24, both sexes. Source: ILOSTAT, Annual Indicators, Time-related underemployment rate by sex

and age, data from 2013 or latest available (accessed March 2015).

- **Not in employment, education or training rate:** Proportion of people age 15-24 not in employment and not in education or training. Source: ILOSTAT, Youth, Share of youth not in employment and not in education, data from 2013 or latest available (accessed March 2015).
- **Long-term unemployment rate:** Number of people age 15-24 unemployed for more than 12 months as a percentage of total unemployed persons, both sexes. Source: ILOSTAT, Annual Indicators, Unemployment, Long-term unemployment rate by sex and age, data from 2013 or latest available (accessed March 2015).

Skills

- **Incidence of overeducation (people age 15-29):** Consists of mismatch between the qualification requirements of jobs held by workers and the qualifications these workers possess, as defined by ISCO-08 and ISCED-97. Workers in a particular group who have the assigned level of education are considered well matched. Those who have a higher level of education are considered overeducated. Source: ILO, Key Indicators of the Labour Market (KILM), data from 2011 or latest available (accessed April 2015).
- **Incidence of undereducation (people age 15-29):** Consists of mismatch between the qualification requirements of jobs held by workers and the qualifications these workers possess, as defined by ISCO-08 and ISCED-97. Workers in a particular group who have the assigned level of education are considered well matched. Those who have a lower level of education are considered undereducated. Source: ILO, Key Indicators of the Labour Market (KILM), data from 2011 or latest available (accessed April 2015).
- **Skill diversity:** Calculated as a Herfindahl-Hirschman Index (HHI) of concentration of graduates among the nine broad fields of study listed by ISCED-97. A perfectly equal distribution of graduates among disciplines would result in an HHI value of zero whilst a complete concentration of graduates in just one discipline would result in an HHI value of one. For

further details see, for example, http://www.wikipedia.org/wiki/Herfindahl_index (accessed April 2015).

of *Economic Complexity*, <http://atlas.cid.harvard.edu/rankings>, data from 2012 (accessed April 2015).

25–54 Age Group

Educational attainment

- **Primary education attainment rate:** Percentage of the population with at least a primary education (ISCED 1), people age 25-54, both sexes. This data is cumulative, which means that those with secondary education and above are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Secondary education attainment rate:** Percentage of the population with at least a secondary education (ISCED 2-4), people age 25-54, both sexes. This data is cumulative, which means that those with tertiary education are counted in the secondary education figures. Therefore, total figures across more than one category may add up to more than a hundred percent. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Tertiary education attainment rate:** Percentage of the population with at least a tertiary education (ISCED 5 and 6), people age 25-54, both sexes. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).

Workplace learning

- **Staff training services:** 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, 2014–2015.
- **Economic complexity:** Derived from the *Atlas of Economic Complexity*, which attempts to measure the amount of productive knowledge and skills a country holds, as embodied in the sophistication of its export products. As stated by the Atlas, ‘Modern societies can amass large amounts of productive knowledge because they distribute bits and pieces of it among its many members. ... Thus, individual specialization begets diversity at the national and global level. Our most prosperous modern societies are wiser, not because their citizens are individually brilliant, but because these societies hold a diversity of know-how and because they are able to recombine it to create a larger variety of smarter and better products’. Source: Hausmann, R., Hidalgo, C., et al., *The Atlas*

Economic participation

- **Labour force participation rate:** Percentage of the country’s population that engages actively in the labour market, either by working or looking for work, people age 25-54, both sexes. Source: ILOSTAT, Annual Indicators, Labour force participation rate by sex and age, data from 2014 or latest available (accessed March 2015).
- **Unemployment rate:** Number of people unemployed as a percentage of the total number of employed and unemployed (i.e. the labour force), age 25-54, both sexes. Source: ILOSTAT, Annual Indicators, Unemployment by sex and age, data from 2014 or latest available (accessed March 2015).
- **Underemployment rate:** People in time-related underemployment (also known as involuntary part-time employment) comprise all persons in employment during the reference period who are willing and available to work additional hours as a percentage of the total number of persons in employment, people age 25-54, both sexes. Source: ILOSTAT, Annual Indicators, Time-related underemployment rate by sex and age, data from 2013 or latest available (accessed March 2015).
- **Employment gender gap:** Ratio of female employment-to-population ratio over male value, people age 25-54, expressed as a percentage, capped at parity. A value equal to 100 indicates gender parity; a value less than 100 indicates a disparity in favor of men. Source: ILOSTAT, Annual Indicators, Employment-to-population ratio by sex and age, data from 2013 or latest available (accessed March 2015).

Skills

- **High-skilled employment share:** Number of persons employed in occupations with tertiary (ISCED 5-6) education requirements as a percentage of the total number of employed people, both sexes. Source: ILOSTAT, Annual Indicators, Employment, Employment by occupation and sex (ISCO-08; ‘aggregate categories of occupation’), data from 2014 or latest available (accessed March 2015).
- **Medium-skilled employment share:** Number people employed in occupations with at least secondary (ISCED 2-6) education requirements as a percentage of the total number of employed persons, both sexes. Source: ILOSTAT, Annual Indicators, Employment, Employment by occupation and sex (ISCO-08;

'aggregate categories of occupation'), data from 2014 or latest available (accessed March 2015).

- **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, 2014-2015.



55–64 Age Group

Educational attainment

- **Primary education attainment rate:** Percentage of the population with at least a primary education (ISCED 1), people age 55-64, both sexes. This data is cumulative, which means that those with secondary education and above are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Secondary education attainment rate:** Percentage of the population with at least a secondary education (ISCED 2-4), people age 55-64, both sexes. This data is cumulative, which means that those with tertiary education are counted in the secondary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Tertiary education attainment rate:** Percentage of the population with at least a tertiary education (ISCED 5 and 6), people age 55-64, both sexes. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).

Economic participation

- **Labour force participation rate:** Percentage of the country's population that engages actively in the labour market, either by working or looking for work, people age 55-64, both sexes. Source: ILOSTAT, Annual Indicators, Labour force participation rate by sex and age, data from 2014 or latest available (accessed March 2015).
- **Unemployment rate:** Number of people unemployed as a percentage of the total number of employed and unemployed persons (i.e. the labour force), people age 55-64, both sexes. Source: ILOSTAT, Annual

Indicators, Unemployment by sex and age, data from 2014 or latest available (accessed March 2015).

- **Underemployment rate:** Persons in time-related underemployment (also known as involuntary part-time employment) comprise all persons in employment during the reference period who are willing and available to work additional hours as a percentage of the total number of persons in employment, people age 55-64, both sexes. Source: ILOSTAT, Annual Indicators, Time-related underemployment rate by sex and age, data from 2013 or latest available (accessed March 2015).

- **Healthy life expectancy at birth:** Health-adjusted life expectancy (HALE) is a measurement developed by the World Health Organization that attempts to capture a more complete estimate of health than standard life expectancy rates. It applies weightings to compute the equivalent number of years of life expected to be lived in full health, providing a measure of quality of life and an individual's potential to remain active and productive into older age. Score capped at a value of 65. Source: WHO Global Health Observatory, World Health Statistics, 2013 (accessed March 2015).



65 and Over Age Group

Educational attainment

- **Primary education attainment rate:** Percentage of the population with at least a primary education (ISCED 1), people age 65 and over, both sexes. This data is cumulative, which means that those with secondary education and above are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Secondary education attainment rate:** Percentage of the population with at least a secondary education (ISCED 2-4), people aged 65 and over, both sexes. This data is cumulative, which means that those with tertiary education are counted in the secondary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).
- **Tertiary education attainment rate:** Percentage of the population with at least a tertiary education (ISCED 5 and 6), people age 65 and over, both sexes. Source: Lutz et al., 2015 and Barro-Lee, 2010, op. cit. (accessed April 2015).

Economic participation

- **Labour force participation rate:** Percentage of the country's population that engages actively in the labour market, either by working or looking for work, people age 65 and over, both sexes. Source: ILOSTAT, Annual Indicators, Labour force participation rate by sex and age, data from 2014 or latest available (accessed March 2015).
- **Unemployment rate:** Number of unemployed people as a percentage of the total number of employed and unemployed persons (i.e. the labour force), people age 65 and over, both sexes. Source: ILOSTAT, Annual Indicators, Unemployment by sex and age, data from 2014 or latest available (accessed March 2015).
- **Underemployment rate:** Persons in time-related underemployment (also known as involuntary part-time employment) comprise all persons in employment during the reference period who are willing and available to work additional hours as a percentage of the total number of persons in employment, people age 65 and over, both sexes. Source: ILOSTAT, Annual Indicators, Time-related underemployment rate by sex and age, data from 2013 or latest available (accessed March 2015).
- **Healthy life years beyond age 65:** The number of years by which the country's health-adjusted life expectancy (HALE) exceeds the value of 65 years, if any. HALE is a measurement developed by the World Health Organization that attempts to capture a more complete estimate of health than standard life expectancy rates. It applies weightings to compute the equivalent number of years of life expected to be lived in full health, providing a measure of quality of life and an individual's potential to remain active and productive into older age. Score calculated as distance from best-ranked country. Source: WHO Global Health Observatory, World Health Statistics, 2013 (accessed March 2015).

7 ADDITIONAL INDICATORS

Following the Human Capital Index core indicators, a short section of additional indicators provides further context on enabling environment and socio-economic factors affecting the creation and deployment of a country's human capital. "—" is listed in profiles of countries for which data for a particular indicator was not available.

Innovation ecosystem

- **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, 2014-2015.

- **University-business 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, 2014-2015.
- **Ease of starting a business:** The country's rank (out of 189) on the Starting a Business pillar of the World Bank's *Doing Business* report, data from 2014 (accessed April 2015). Source: World Bank, <http://www.doingbusiness.org/data/exploretopics/starting-a-business>.

Vulnerability

- **Workers in informal employment:** Employment in the informal sector as percentage of total non-agricultural employment (i.e., excluding employment in agriculture, hunting, forestry and fishing activities), latest year available. Source: ILO, Women and Men in the Informal Economy: A Statistical Picture, Second Edition, 2013 (accessed April 2015).
- **Workers in vulnerable employment:** Share of own-account workers, who don't hire paid employees on a continuous basis, but may have assistance from contributing family workers (unpaid employed who usually live in same household and are related to family members) as a percentage of all persons employed. Source: ILOSTAT, Annual Indicators, Share of own-account and contributing family workers in total employment, both sexes, data from 2013 or latest available (accessed April 2015).
- **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, 2014-2015.
- **Primary completion rate (poorest | richest quintile).** Source: World Bank, *World Development Indicators*, Table 2.14: Education gaps by income, gender and area, 2013 or latest year available, <http://wdi.worldbank.org/table/2.14> (accessed April 2015).

Public investment

- **Public spending on education (% of GDP):**
Source: World Bank, *World Development Indicators*, Table 2.10: Education inputs, 2013 or latest year available, <http://wdi.worldbank.org/table/2.10> (accessed April 2015).
- **Internet access in schools:** Response to the survey question, “In your country, how widespread is Internet access in schools? (1 = non-existent; 7 = extremely widespread)”. Source: World Economic Forum, Executive Opinion Survey, 2014-2015.

8 COUNTRY SCORE WITHIN INCOME GROUP

The graph at the bottom of the second page of each Country Profile gives an overview of the country’s scores for each of the five Age Group pillars and the overall Human Capital Index in relation to the scores of all other countries within the income group to which the country belongs. Income groups follow the World Bank’s classification and are detailed in the Appendix A.

The light grey bars represent the total spread of scores across countries in the same income group. The top of the grey bar indicates the score of the top performing country for that Age Group pillar within the income group. The bottom limit of the grey bar indicates the score of the bottom performing country for that Age Group pillar within the income group. The black line represents the position of the average of the country’s income group.

The vertical position of the blue circle indicates the country’s distance from the “ideal” situation as well as its relative position in relation to other countries in the Index. The higher the vertical position of the blue circle the closer the country has come to fully utilizing the human capital potential embodied in the skills, know-how and learning of its people. The “distance to the ideal” measure is not a relative scoring method. That is to say, it is perfectly possible (and indeed desirable) for several countries to simultaneously close in on the “ideal” state and the only relative ranking that occurs is in relation to how far short of this “ideal” state individual countries are falling.

NOTES

- 1 The inactivity rate is the proportion of the working-age population that is not in the labour force (Source: ILO, *Key Indicators of the Labour Market*, 2011). Employment and unemployment rates alone are an incomplete measure of the degree to which a country utilizes the human capital potential embodied in the skills and learning of its people, unless expressed as a share of the total population who *could be active* and contributing to economic activity. There are a variety of reasons why individuals of all ages might fall into the “economically inactive” category. They may be sick or disabled or may be occupied in caring for family members for whom this is the case. Another important subgroup comprises those known as “discouraged workers”, defined as persons no longer looking for work because they think they will not find any. In developing countries, high inactivity rates might be a reflection of persons in informal employment not being captured by official statistics. In some situations, a higher inactivity rate for certain groups of the population should not necessarily be viewed as “bad”; they may be retired, for example, or may be only temporarily leaving the labour force to attend to family responsibilities such as childcare. (See: ILO, *Key Indicators of the Labour Market (KILM)*, 2011, <http://kilm.ilo.org/2011/download/kilm13EN.pdf> [accessed April 2015].) Nevertheless, the conceptual foundation and scoring of the Human Capital Index rests on the conviction that those who wish to be “active” should be enabled to do so, for their own benefit and that of the economy as a whole.
- 2 The UNESCO Institute for Statistics (UIS) defines a “gross enrolment rate” as ‘students enrolled in a given level of education, regardless of age, expressed as a percentage of the official school-age population corresponding to the same level of education’. As there is no ‘official school-age’ for tertiary education, UNESCO expresses tertiary enrolment as a percentage of ‘the 5-year age group starting from the official secondary school graduation age’. Source: UIS, *Metadata, Gross Tertiary Enrolment* (accessed April 2015).
- 3 This is a simplifying assumption, since some students might also concurrently be working or registered as unemployed and should therefore be deducted from the “active” (blue) part of the population instead. However, no data is available to ascertain the share of students working-while-studying. The 15-24 Age Group bar might therefore understate the number of “inactive” young people for certain countries.
- 4 The age-disaggregated labour force educational attainment data visualized in the population diagrams represent a recent data collection innovation by the International Labour Organization and are based mainly on labour force surveys, with other sources (population censuses and nationally reported estimates) used when no survey data were available. Labour force data from population censuses are often based on a limited number of questions on the economic characteristics of individuals. Establishment censuses and surveys provide data on the employed population only, not unemployed workers, workers in small establishments, or workers in the informal sector (Source: ILO, *Key Indicators of the Labour Market 2001-2002*). Besides data sources, there are other factors affecting data comparability, such as census or survey reference period, definition of working age, and geographic coverage. By contrast, labour force participation rates and population educational attainment rates used in the computation of the core Human Capital Index are based on modelled estimates from ILOSTAT and other sources. These harmonized estimates use strict data selection criteria and enhanced methods to ensure comparability across countries and over time to avoid the inconsistencies mentioned above. Caution should therefore be used when directly comparing modelled labour force participation and population educational attainment data (such as reported in the core Human Capital Index indicators) with that from other sources (such as visualized in the population diagrams).
- 5 ISCO defines “skill” as ‘the ability to carry out the tasks and duties of a given job’ whilst cautioning that ‘the use of ISCED categories to assist in defining ... skill levels does not imply that the skills necessary to perform the tasks and duties of a given job can be acquired only through formal education. The skills may be, and often are, acquired through [informal on-the-job training or previous experience in a related occupation]. ... Formal education and training requirements are thus only one component of the measurement of skill level and should be seen as indicative’. (Source: “Conceptual framework, design, structure and content of ISCO-08”, in: *International Standard Classification of Occupations, ISCO-08* [accessed April 2015].)
- 6 The same procedure is used by the International Labour Organisation to formally calculate its “Key Indicator of the Labour Market (KILM) 15: Skills mismatch”. Note that this measure has been included as a core indicator in the Human Capital Index on the 15-24 Age Group pillar (to reflect the critical importance of possessing in-demand skills for first-time labour markets entrants) but not for the other age groups, due to the impossibility of further disaggregating this information by age and data coverage limitations. See: ILO, *Key Indicators of the Labour Market (KILM)*, 2011, <http://kilm.ilo.org/2011/download/kilm15EN.pdf> (accessed April 2015).
- 7 See: UNESCO, Institute for Statistics, <http://www.uis.unesco.org/Library/Documents/iscd97-en.pdf>.

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Côte d'Ivoire	110	Kenya	172	Panama	234	United States	296
Croatia	112	Korea, Rep.	174	Paraguay	236	Uruguay	298
Cyprus	114	Kuwait	176	Peru	238	Venezuela	300
Czech Republic	116	Kyrgyz Republic	178	Philippines	240	Vietnam	302
Denmark	118	Lao PDR	180	Poland	242	Yemen	304
Dominican Republic	120	Latvia	182	Portugal	244	Zambia	306

Albania

Human Capital Index 2015 Rank

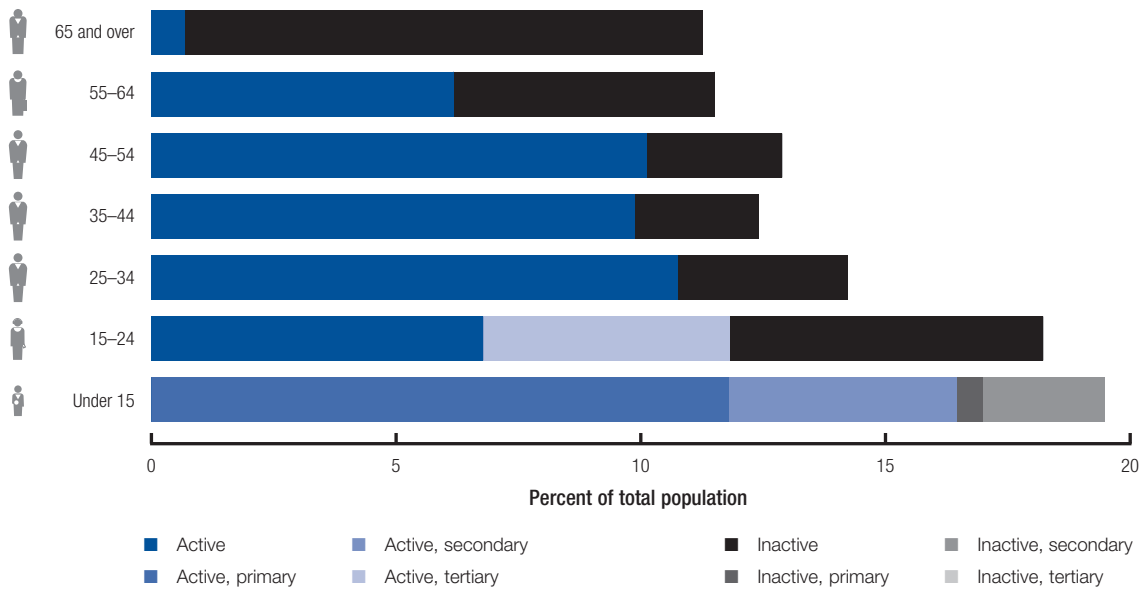
66

(out of 124 countries)

Key indicators

Total population (1,000s).....	3,197	Median age of population (years)	32
Working age population (1,000s)	2,214	GDP per capita (constant '11 US\$, PPP).....	11,055
Tertiary-educated population (1,000s).....	259	Labour force participation rate (%).....	55.1
Aged dependency ratio (%).....	15.1	Employment-to-population ratio (%).....	46.3
Child dependency ratio (%).....	34.0	Unemployment rate (%).....	16.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.29
Quality of business schools	3.91
Specialized training services.....	3.81
Capacity to attract talent	2.94
Capacity to retain talent	3.08

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	160,839	23,046
Agriculture.....	11,159	1,246
Education	32,797	2,312
Engineering, Manufacturing, Construction	15,002	1,624
Health and Welfare.....	20,522	4,406
Humanities and Arts.....	9,490	1,855
Sciences	11,585	1,553
Services	5,147	233
Social Sciences, Business, Law	51,624	9,817
Unspecified.....	3,513	—

Albania

	Value	Score	Rank
Under 15 Age Group		83.56	50
Enrolment in education			
Primary enrolment rate	91.2	91.25	90
Secondary enrolment rate	65.1	65.12	76
Basic education survival rate	99.4	99.38	7
Secondary enrolment gender gap	96.2	96.21	83
Quality of education			
Quality of primary schools ¹	4.27	54.50	47
Vulnerability			
Incidence of child labour	5.1	94.90	54

	Value	Score	Rank
15–24 Age Group		61.62	83
Enrolment in education			
Tertiary enrolment rate	55.5	55.50	44
Vocational enrolment rate	15.7	15.73	69
Quality of education			
Quality of education system ¹	4.11	51.86	39
Youth literacy rate	99.0	99.03	58
Educational attainment			
Primary education attainment rate	98.4	98.36	76
Secondary education attainment rate	48.4	48.40	96
Economic participation			
Labour force participation rate	36.7	36.70	94
Unemployment rate	29.2	70.80	102
Underemployment rate	20.2	79.80	66
Not in employment, education or training rate	30.5	69.50	67
Long-term unemployment rate	61.5	38.52	73
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.247	75.29	58

	Value	Score	Rank
25–54 Age Group		61.03	67
Educational attainment			
Primary education attainment rate	98.4	98.45	51
Secondary education attainment rate	49.5	49.48	83
Tertiary education attainment rate	1.4	1.40	121
Workplace learning			
Staff training services ¹	4.43	57.21	29
Economic complexity ³	-0.195	46.74	74
Economic participation			
Labour force participation rate	77.8	77.80	96
Unemployment rate	15.2	84.80	88
Underemployment rate	13.0	87.00	52
Employment gender gap	80.2	80.17	44
Skills			
High-skilled employment share	16.7	16.70	79
Medium-skilled employment share	88.4	88.40	59
Ease of finding skilled employees ¹	3.65	44.17	80

NOTES

Unless otherwise indicated, *Value* refers to percentage rates for the corresponding age group that have been rounded to one decimal place for reporting purposes.

Exact values have been used for calculating scores. For further details and explanations, please refer to the "User's Guide: How to Read the Country Profiles".

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

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

³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		68.27	63
Educational attainment			
Primary education attainment rate	98.1	98.08	47
Secondary education attainment rate	45.1	45.11	65
Tertiary education attainment rate	0.4	0.40	123
Economic participation			
Labour force participation rate	53.8	53.80	86
Unemployment rate	9.2	90.80	82
Underemployment rate	10.3	89.70	59
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		56.05	60
Educational attainment			
Primary education attainment rate	86.0	86.03	55
Secondary education attainment rate	21.7	21.66	75
Tertiary education attainment rate	0.2	0.21	120
Economic participation			
Labour force participation rate	5.8	5.80	106
Unemployment rate	1.4	98.60	35
Underemployment rate	5.5	94.50	51
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.00
University-business R&D collaboration ¹	2.34
Ease of starting a business ⁴	41

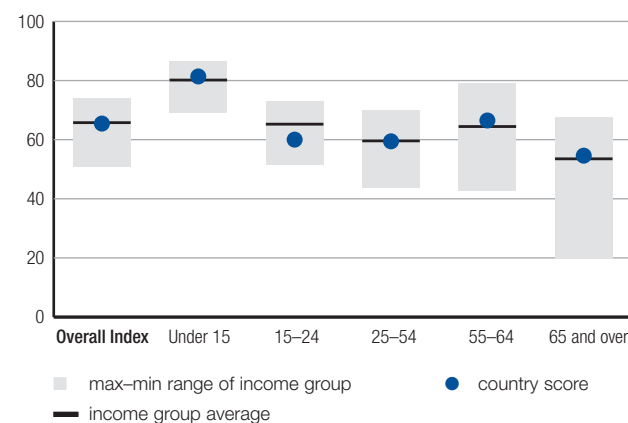
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	57.9
Social safety net ¹	3.09
Primary completion rate (poorest | richest quintile)	71, 88

Public investment

Public spending on education (% of GDP)	3.27
Internet access in schools ¹	4.12

Country Score Within Income Group



Algeria

Human Capital Index 2015 Rank

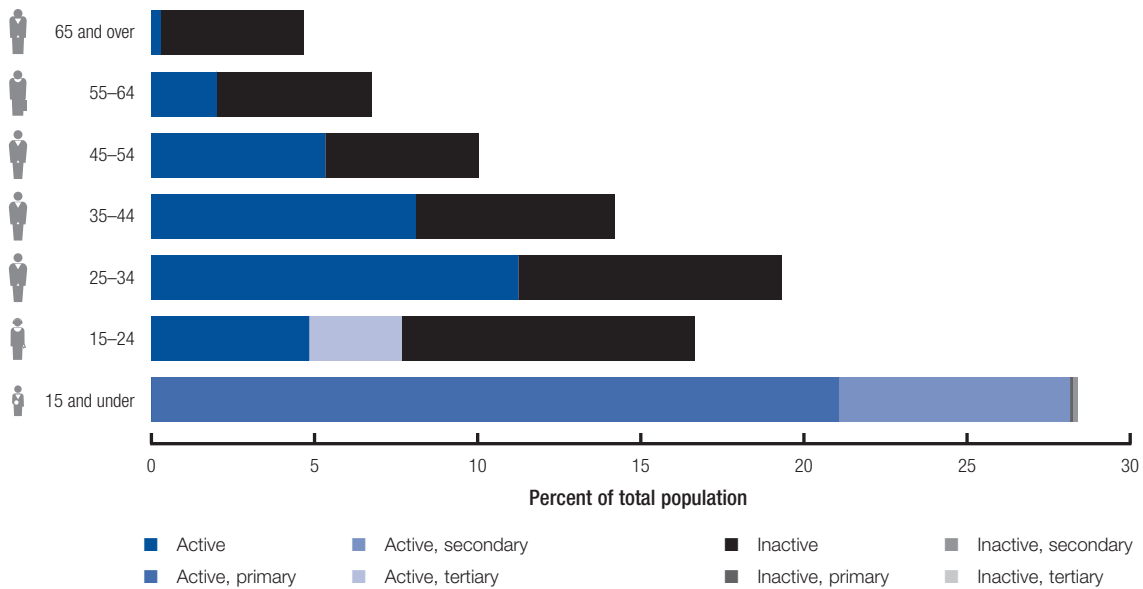
114

(out of 124 countries)

Key indicators

Total population (1,000s).....	40,633	Median age of population (years)	26
Working age population (1,000s)	27,202	GDP per capita (constant '11 US\$, PPP).....	14,256
Tertiary-educated population (1,000s).....	1,653	Labour force participation rate (%).....	43.9
Aged dependency ratio (%).....	6.9	Employment-to-population ratio (%).....	39.6
Child dependency ratio (%).....	39.8	Unemployment rate (%).....	9.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.16
Quality of business schools	3.48
Specialized training services.....	3.15
Capacity to attract talent	2.26
Capacity to retain talent	2.26

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,144,271	208,536
Agriculture.....	19,904	3,403
Education	20,406	3,819
Engineering, Manufacturing, Construction	99,897	27,627
Health and Welfare.....	56,638	7,228
Humanities and Arts.....	—	49,767
Sciences	86,084	24,406
Services	6,907	3,210
Social Sciences, Business, Law	441,486	85,531
Unspecified.....	155,303	3,545

Algeria

	Value	Score	Rank
Under 15 Age Group		74.64	90
Enrolment in education			
Primary enrolment rate	99.1	99.14	12
Secondary enrolment rate	—	—	—
Basic education survival rate	74.8	74.79	90
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	2.76	29.35	105
Vulnerability			
Incidence of child labour	4.7	95.30	53

	Value	Score	Rank
15–24 Age Group		54.67	107
Enrolment in education			
Tertiary enrolment rate	31.5	31.46	68
Vocational enrolment rate	9.7	9.72	84
Quality of education			
Quality of education system ¹	2.98	32.96	100
Youth literacy rate	95.6	95.59	88
Educational attainment			
Primary education attainment rate	78.5	78.53	111
Secondary education attainment rate	36.8	36.82	105
Economic participation			
Labour force participation rate	29.0	29.00	117
Unemployment rate	20.0	80.00	83
Underemployment rate	—	—	—
Not in employment, education or training rate	21.5	78.50	57
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.259	74.12	62

	Value	Score	Rank
25–54 Age Group		44.93	119
Educational attainment			
Primary education attainment rate	64.4	64.41	109
Secondary education attainment rate	29.2	29.19	107
Tertiary education attainment rate	7.6	7.58	97
Workplace learning			
Staff training services ¹	3.41	40.13	102
Economic complexity ³	-0.850	35.84	98
Economic participation			
Labour force participation rate	56.6	56.60	122
Unemployment rate	7.3	92.70	59
Underemployment rate	—	—	—
Employment gender gap	19.5	19.47	84
Skills			
High-skilled employment share	18.2	18.20	75
Medium-skilled employment share	86.6	86.60	71
Ease of finding skilled employees ¹	3.61	43.50	82

NOTES

Unless otherwise indicated, *Value* refers to percentage rates for the corresponding age group that have been rounded to one decimal place for reporting purposes.

Exact values have been used for calculating scores. For further details and explanations, please refer to the "User's Guide: How to Read the Country Profiles".

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

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

³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		43.93	120
Educational attainment			
Primary education attainment rate	25.4	25.37	115
Secondary education attainment rate	11.1	11.08	111
Tertiary education attainment rate	3.4	3.44	106
Economic participation			
Labour force participation rate	29.8	29.80	123
Unemployment rate	1.5	98.50	18
Underemployment rate	—	—	—
Healthy life expectancy at birth	62	95.38	77

	Value	Score	Rank
65 and Over Age Group		20.29	123
Educational attainment			
Primary education attainment rate	9.2	9.15	117
Secondary education attainment rate	3.3	3.33	114
Tertiary education attainment rate	1.3	1.30	104
Economic participation			
Labour force participation rate	6.1	6.10	104
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	81.58	77

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.32
University-business R&D collaboration ¹	2.26
Ease of starting a business ⁴	141

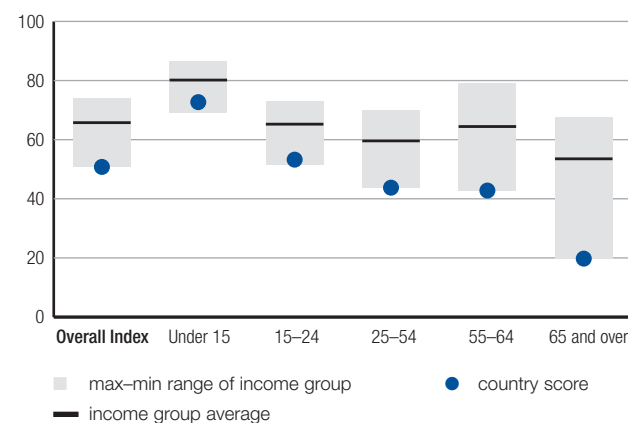
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	27.0
Social safety net ¹	3.29
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.34
Internet access in schools ¹	2.41

Country Score Within Income Group



Argentina

Human Capital Index 2015 Rank

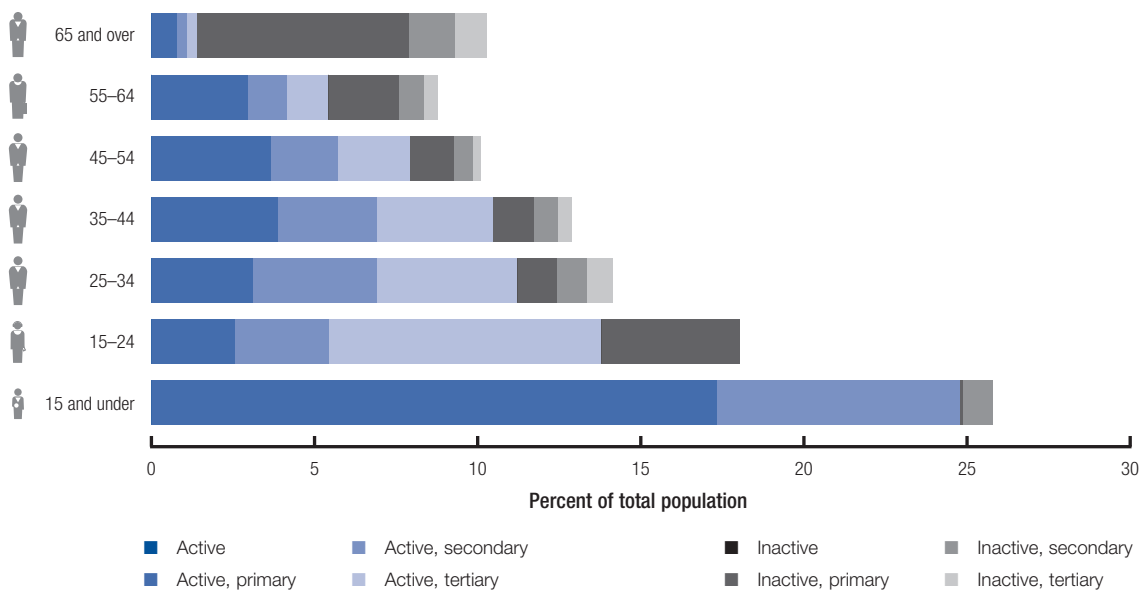
48

(out of 124 countries)

Key indicators

Total population (1,000s).....	42,155	Median age of population (years).....	30
Working age population (1,000s).....	27,375	GDP per capita (constant '11 US\$, PPP).....	22,101
Tertiary-educated population (1,000s).....	7,110	Labour force participation rate (%).....	60.8
Aged dependency ratio (%).....	16.5	Employment-to-population ratio (%).....	56.5
Child dependency ratio (%).....	38.6	Unemployment rate (%).....	7.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.7	13.2	40.2	55.1	3.4	
Managers, professionals and technicians.....	0.2	1.5	11.9	Tertiary education requirements.....	13.6	0.3
Clerical, service and sales workers.....	0.2	1.4	15.3	Secondary education requirements.....	31.3	1.2
Skilled agricultural and trades workers.....	0.7	6.2	2.0			0.7
Plant and machine operators, and assemblers.....	0.3	2.3	3.0			0.2
Elementary occupations.....	0.3	1.9	7.8	Primary education requirements.....	10.0	0.9
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.22
Quality of business schools.....	4.82
Specialized training services.....	4.21
Capacity to attract talent.....	2.50
Capacity to retain talent.....	3.32

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,660,514	222,000
Agriculture.....	86,453	4,850
Education.....	317,702	36,200
Engineering, Manufacturing, Construction.....	241,167	14,487
Health and Welfare.....	348,063	39,465
Humanities and Arts.....	332,643	22,086
Sciences.....	249,952	15,439
Services.....	92,308	12,889
Social Sciences, Business, Law.....	980,851	76,576
Unspecified.....	11,375	16

Argentina

	Value	Score	Rank
Under 15 Age Group		83.75	49
Enrolment in education			
Primary enrolment rate	99.1	99.12	13
Secondary enrolment rate	89.1	89.06	33
Basic education survival rate	80.9	80.91	79
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.27	37.83	87
Vulnerability			
Incidence of child labour	4.4	95.60	51

	Value	Score	Rank
15–24 Age Group		70.63	52
Enrolment in education			
Tertiary enrolment rate	80.3	80.31	9
Vocational enrolment rate	14.6	14.64	73
Quality of education			
Quality of education system ¹	2.98	33.06	99
Youth literacy rate	99.3	99.30	51
Educational attainment			
Primary education attainment rate	99.8	99.80	44
Secondary education attainment rate	74.9	74.87	62
Economic participation			
Labour force participation rate	41.1	41.10	74
Unemployment rate	21.3	78.70	88
Underemployment rate	13.9	86.10	54
Not in employment, education or training rate	18.6	81.40	46
Long-term unemployment rate	21.7	78.29	37
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.200	80.00	32

	Value	Score	Rank
25–54 Age Group		64.51	48
Educational attainment			
Primary education attainment rate	98.6	98.65	47
Secondary education attainment rate	66.3	66.31	65
Tertiary education attainment rate	17.5	17.46	56
Workplace learning			
Staff training services ¹	3.73	45.51	85
Economic complexity ³	0.304	55.07	53
Economic participation			
Labour force participation rate	80.8	80.80	83
Unemployment rate	5.2	94.80	41
Underemployment rate	9.3	90.70	43
Employment gender gap	69.8	69.82	63
Skills			
High-skilled employment share	24.6	24.60	57
Medium-skilled employment share	81.8	81.80	90
Ease of finding skilled employees ¹	3.92	48.60	62

NOTES

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

³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		72.88	50
Educational attainment			
Primary education attainment rate	96.7	96.74	54
Secondary education attainment rate	50.1	50.10	59
Tertiary education attainment rate	13.4	13.43	51
Economic participation			
Labour force participation rate	63.5	63.50	58
Unemployment rate	3.8	96.20	49
Underemployment rate	9.8	90.20	57
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group		61.83	42
Educational attainment			
Primary education attainment rate	94.5	94.47	45
Secondary education attainment rate	36.4	36.40	55
Tertiary education attainment rate	9.3	9.31	50
Economic participation			
Labour force participation rate	16.1	16.10	71
Unemployment rate	3.0	97.00	63
Underemployment rate	8.6	91.40	55
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.12
University-business R&D collaboration ¹	3.64
Ease of starting a business ⁴	146

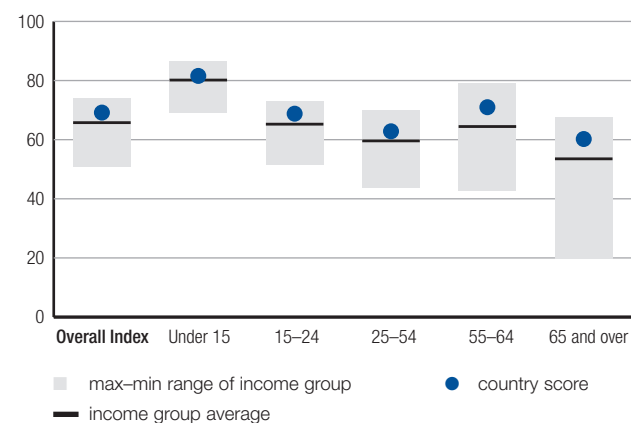
Vulnerability

Workers in informal employment	49.7
Workers in vulnerable employment	19.2
Social safety net ¹	3.12
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.26
Internet access in schools ¹	4.12

Country Score Within Income Group



Armenia

Human Capital Index 2015 Rank

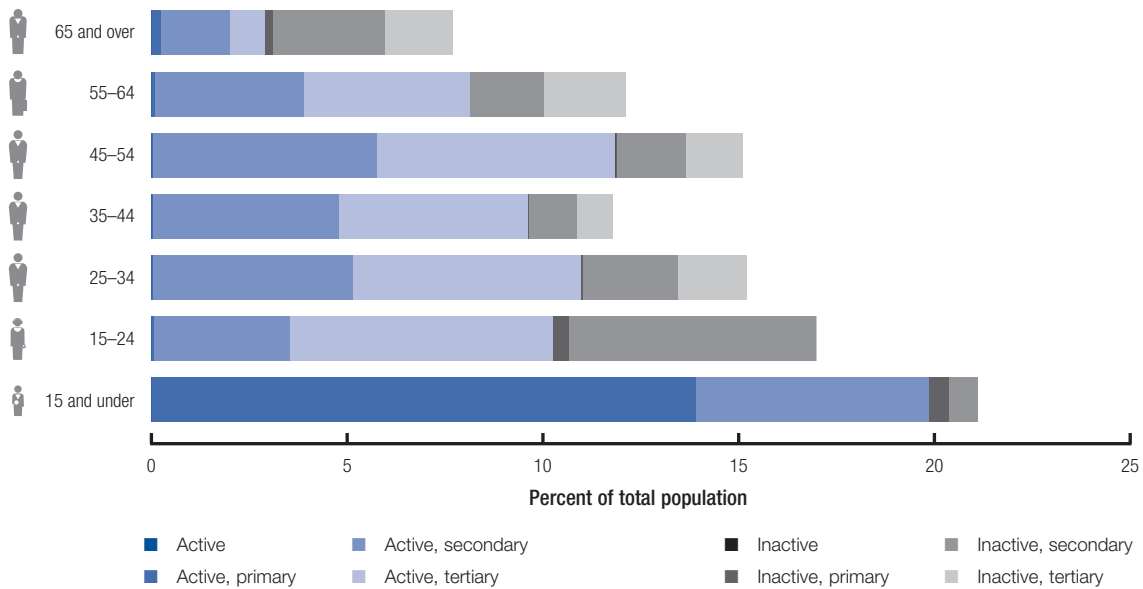
43

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,989	Median age of population (years).....	32
Working age population (1,000s).....	2,073	GDP per capita (constant '11 US\$, PPP).....	7,365
Tertiary-educated population (1,000s).....	984	Labour force participation rate (%).....	63.4
Aged dependency ratio (%).....	15.3	Employment-to-population ratio (%).....	53.2
Child dependency ratio (%).....	29.8	Unemployment rate (%).....	16.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.18
Quality of business schools	3.47
Specialized training services.....	3.28
Capacity to attract talent	2.52
Capacity to retain talent	2.57

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	121,265	35,002
Agriculture.....	—	1,277
Education	—	—
Engineering, Manufacturing, Construction	—	2,940
Health and Welfare.....	—	4,663
Humanities and Arts.....	—	9,111
Sciences	—	2,631
Services.....	—	782
Social Sciences, Business, Law	—	6,682
Unspecified.....	—	1,260

Armenia

	Value	Score	Rank
Under 15 Age Group		86.75	46
Enrolment in education			
Primary enrolment rate	92.9	92.93	82
Secondary enrolment rate	89.1	89.06	32
Basic education survival rate	97.1	97.06	27
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.72	45.36	70
Vulnerability			
Incidence of child labour	3.9	96.10	49

	Value	Score	Rank
15–24 Age Group		68.74	61
Enrolment in education			
Tertiary enrolment rate	46.1	46.11	54
Vocational enrolment rate	22.8	22.78	62
Quality of education			
Quality of education system ¹	3.46	40.92	74
Youth literacy rate	99.7	99.73	40
Educational attainment			
Primary education attainment rate	100.0	99.98	26
Secondary education attainment rate	97.7	97.75	14
Economic participation			
Labour force participation rate	37.9	37.90	88
Unemployment rate	35.1	64.90	112
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	38.4	61.64	60
Skills			
Incidence of overeducation	21.5	78.50	47
Incidence of undereducation	11.6	88.40	6
Skill diversity ²	0.138	86.22	4

	Value	Score	Rank
25–54 Age Group		64.40	50
Educational attainment			
Primary education attainment rate	99.9	99.85	22
Secondary education attainment rate	98.4	98.37	15
Tertiary education attainment rate	26.6	26.64	23
Workplace learning			
Staff training services ¹	3.40	39.98	103
Economic complexity ³	0.545	59.08	41
Economic participation			
Labour force participation rate	77.9	77.90	95
Unemployment rate	19.0	81.00	94
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	31.2	31.20	43
Medium-skilled employment share	91.1	91.10	38
Ease of finding skilled employees ¹	3.34	38.92	104

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		78.54	23
Educational attainment			
Primary education attainment rate	99.8	99.82	19
Secondary education attainment rate	97.4	97.42	12
Tertiary education attainment rate	22.1	22.13	22
Economic participation			
Labour force participation rate	70.5	70.50	31
Unemployment rate	14.0	86.00	95
Underemployment rate	—	—	—
Healthy life expectancy at birth	62	95.38	77

	Value	Score	Rank
65 and Over Age Group		68.76	21
Educational attainment			
Primary education attainment rate	99.4	99.41	24
Secondary education attainment rate	86.7	86.75	17
Tertiary education attainment rate	20.2	20.23	11
Economic participation			
Labour force participation rate	32.8	32.80	35
Unemployment rate	8.2	91.80	85
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	81.58	77

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.22
University-business R&D collaboration ¹	3.05
Ease of starting a business ⁴	4

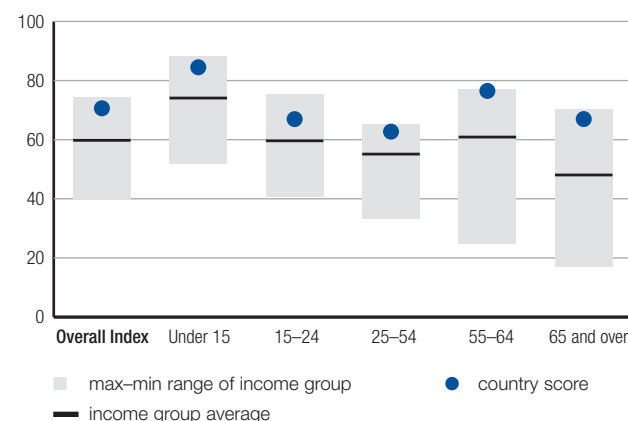
Vulnerability

Workers in informal employment	19.8
Workers in vulnerable employment	41.8
Social safety net ¹	2.84
Primary completion rate (poorest | richest quintile)	118, 86

Public investment

Public spending on education (% of GDP)	3.28
Internet access in schools ¹	4.31

Country Score Within Income Group



Australia

Human Capital Index 2015 Rank

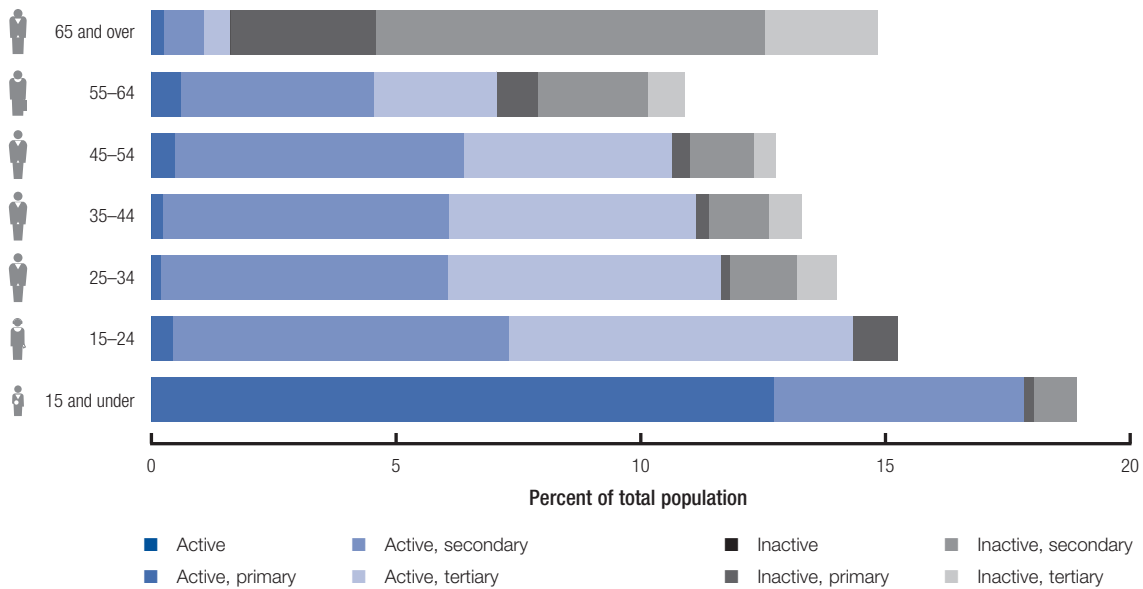
13

(out of 124 countries)

Key indicators

Total population (1,000s).....	23,923	Median age of population (years)	37
Working age population (1,000s)	15,756	GDP per capita (constant '11 US\$, PPP).....	46,631
Tertiary-educated population (1,000s).....	5,688	Labour force participation rate (%).....	65.2
Aged dependency ratio (%).....	19.9	Employment-to-population ratio (%).....	61.5
Child dependency ratio (%).....	28.0	Unemployment rate (%).....	5.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.61
Quality of business schools	5.05
Specialized training services.....	5.21
Capacity to attract talent	4.79
Capacity to retain talent	4.24

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,364,203	386,625
Agriculture.....	15,178	3,949
Education	113,764	29,348
Engineering, Manufacturing, Construction	137,110	29,469
Health and Welfare.....	270,083	64,684
Humanities and Arts.....	147,292	39,286
Sciences	122,085	32,113
Services	53,935	12,467
Social Sciences, Business, Law	501,913	174,335
Unspecified.....	2,843	974

Australia

	Value	Score	Rank
Under 15 Age Group	89.98	29	
Enrolment in education			
Primary enrolment rate	96.9	96.93	57
Secondary enrolment rate	85.3	85.27	46
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.12	68.72	19
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	82.87	6	
Enrolment in education			
Tertiary enrolment rate	86.3	86.33	5
Vocational enrolment rate	50.5	50.47	21
Quality of education			
Quality of education system ¹	4.80	63.32	19
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	100.00	1
Economic participation			
Labour force participation rate	67.9	67.90	10
Unemployment rate	13.1	86.90	54
Underemployment rate	16.3	83.70	58
Not in employment, education or training rate	4.7	95.30	5
Long-term unemployment rate	13.4	86.63	22
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.261	73.87	64

	Value	Score	Rank
25–54 Age Group	74.26	19	
Educational attainment			
Primary education attainment rate	100.0	99.99	19
Secondary education attainment rate	99.8	99.84	2
Tertiary education attainment rate	32.4	32.40	12
Workplace learning			
Staff training services ¹	4.52	58.72	27
Economic complexity ³	-0.045	49.25	69
Economic participation			
Labour force participation rate	83.0	83.00	69
Unemployment rate	4.8	95.20	37
Underemployment rate	6.1	93.90	34
Employment gender gap	83.9	83.86	36
Skills			
High-skilled employment share	45.0	45.00	12
Medium-skilled employment share	91.7	91.70	33
Ease of finding skilled employees ¹	4.49	58.22	30

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	82.64	10	
Educational attainment			
Primary education attainment rate	99.8	99.81	20
Secondary education attainment rate	96.0	95.96	19
Tertiary education attainment rate	29.1	29.07	8
Economic participation			
Labour force participation rate	64.1	64.10	57
Unemployment rate	4.1	95.90	52
Underemployment rate	6.4	93.60	50
Healthy life expectancy at birth	73	100.00	1

	Value	Score	Rank
65 and Over Age Group	71.23	14	
Educational attainment			
Primary education attainment rate	99.2	99.22	27
Secondary education attainment rate	78.2	78.20	21
Tertiary education attainment rate	19.3	19.34	14
Economic participation			
Labour force participation rate	12.6	12.60	80
Unemployment rate	2.2	97.80	52
Underemployment rate	4.6	95.40	47
Healthy life years beyond age 65	8	96.05	4

Value

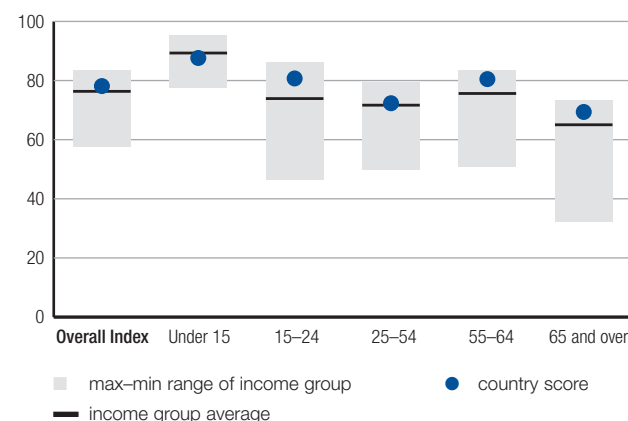
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.18
University-business R&D collaboration ¹	4.84
Ease of starting a business ⁴	7

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	8.1
Social safety net ¹	5.21
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	5.12
Internet access in schools ¹	6.16

Country Score Within Income Group



Austria

Human Capital Index 2015 Rank

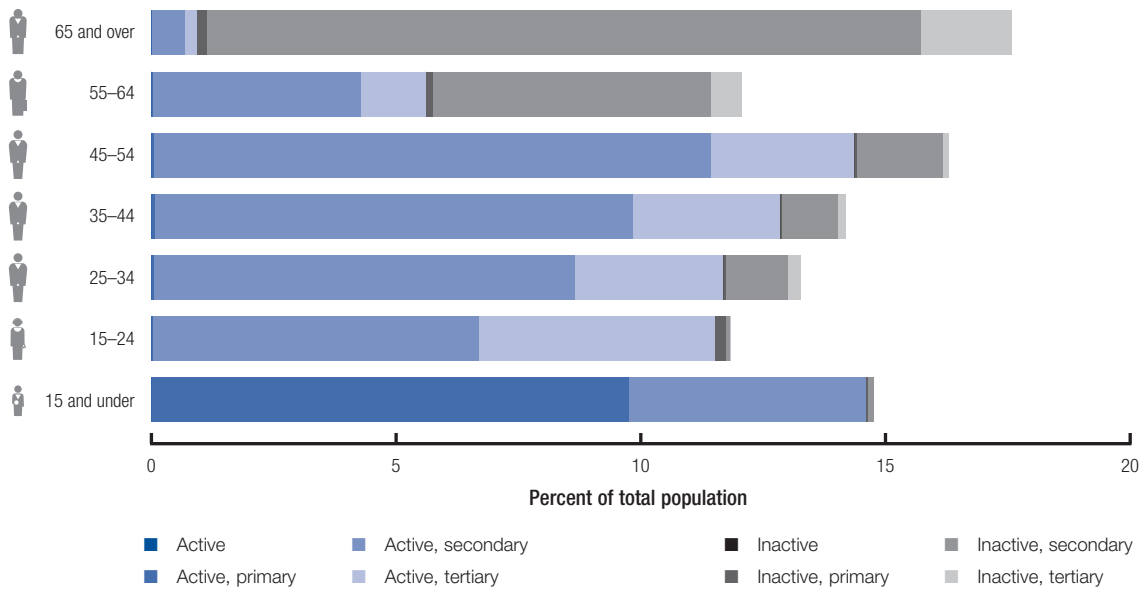
11

(out of 124 countries)

Key indicators

Total population (1,000s).....	8,558	Median age of population (years)	42
Working age population (1,000s)	5,726	GDP per capita (constant '11 US\$, PPP).....	45,411
Tertiary-educated population (1,000s).....	1,180	Labour force participation rate (%).....	61.0
Aged dependency ratio (%).....	26.4	Employment-to-population ratio (%).....	58.0
Child dependency ratio (%).....	21.9	Unemployment rate (%).....	4.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.8	15.2	40.6	58.5	1.6	
Managers, professionals and technicians	0.1	4.6	18.6	Tertiary education requirements.....	23.3	0.4
Clerical, service and sales workers	0.0	1.8	14.5	Secondary education requirements.....	30.4	0.6
Skilled agricultural and trades workers.....	2.6	5.9	2.2			0.3
Plant and machine operators, and assemblers.....	0.0	1.5	1.8			0.1
Elementary occupations	0.1	1.3	3.3	Primary education requirements	4.7	0.3
Others.....	0.0	0.0	0.2		0.2	0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.61
Quality of business schools	4.63
Specialized training services.....	5.93
Capacity to attract talent	4.12
Capacity to retain talent	4.36

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	376,498	69,385
Agriculture.....	4,886	1,271
Education	56,334	11,226
Engineering, Manufacturing, Construction	54,830	11,459
Health and Welfare.....	28,488	6,315
Humanities and Arts.....	47,096	6,623
Sciences	41,164	6,198
Services	8,921	1,930
Social Sciences, Business, Law	133,878	24,003
Unspecified.....	901	360

Austria

	Value	Score	Rank
Under 15 Age Group	92.24	18	
Enrolment in education			
Primary enrolment rate ⁵	99.0	99.00	16
Secondary enrolment rate ⁵	97.7	97.70	5
Basic education survival rate.....	99.6	99.60	4
Secondary enrolment gender gap.....	—	—	—
Quality of education			
Quality of primary schools ¹	4.95	65.88	25
Vulnerability			
Incidence of child labour.....	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	82.70	8	
Enrolment in education			
Tertiary enrolment rate.....	72.4	72.44	21
Vocational enrolment rate.....	76.0	76.05	2
Quality of education			
Quality of education system ¹	4.49	58.20	29
Youth literacy rate.....	100.0	100.00	1
Educational attainment			
Primary education attainment rate.....	100.0	100.00	1
Secondary education attainment rate.....	86.2	86.23	39
Economic participation			
Labour force participation rate.....	60.3	60.30	25
Unemployment rate.....	9.2	90.80	30
Underemployment rate.....	4.4	95.60	23
Not in employment, education or training rate.....	7.1	92.90	13
Long-term unemployment rate.....	14.9	85.10	24
Skills			
Incidence of overeducation.....	8.7	91.30	15
Incidence of undereducation.....	31.1	68.90	35
Skill diversity ²	0.200	80.04	31

	Value	Score	Rank
25–54 Age Group	75.42	15	
Educational attainment			
Primary education attainment rate.....	100.0	100.00	1
Secondary education attainment rate.....	94.8	94.77	22
Tertiary education attainment rate.....	17.5	17.53	55
Workplace learning			
Staff training services ¹	4.82	63.60	18
Economic complexity ³	1.633	77.22	9
Economic participation			
Labour force participation rate.....	88.7	88.70	26
Unemployment rate.....	4.4	95.60	31
Underemployment rate.....	4.5	95.50	27
Employment gender gap.....	91.8	91.75	16
Skills			
High-skilled employment share.....	39.9	39.90	25
Medium-skilled employment share.....	92.0	92.00	29
Ease of finding skilled employees ¹	3.91	48.45	63

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group	79.01	21	
Educational attainment			
Primary education attainment rate.....	100.0	100.00	1
Secondary education attainment rate.....	96.7	96.74	15
Tertiary education attainment rate.....	15.6	15.62	43
Economic participation			
Labour force participation rate.....	46.3	46.30	98
Unemployment rate.....	3.5	96.50	43
Underemployment rate.....	2.1	97.90	19
Healthy life expectancy at birth.....	71	100.00	1

	Value	Score	Rank
65 and Over Age Group	72.09	10	
Educational attainment			
Primary education attainment rate.....	100.0	100.00	1
Secondary education attainment rate.....	97.2	97.21	5
Tertiary education attainment rate.....	10.2	10.23	45
Economic participation			
Labour force participation rate.....	6.3	6.30	103
Unemployment rate.....	0.3	99.70	10
Underemployment rate.....	2.2	97.80	28
Healthy life years beyond age 65.....	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.95
University-business R&D collaboration ¹	4.68
Ease of starting a business ⁴	101

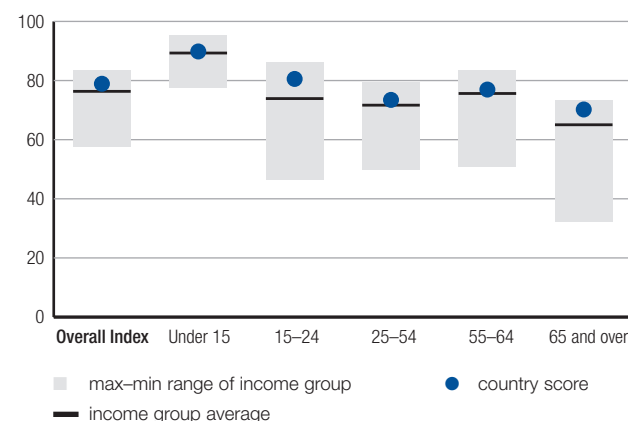
Vulnerability

Workers in informal employment.....	—
Workers in vulnerable employment.....	8.8
Social safety net ¹	5.85
Primary completion rate (poorest | richest quintile).....	—, —

Public investment

Public spending on education (% of GDP).....	5.80
Internet access in schools ¹	5.58

Country Score Within Income Group



Azerbaijan

Human Capital Index 2015 Rank

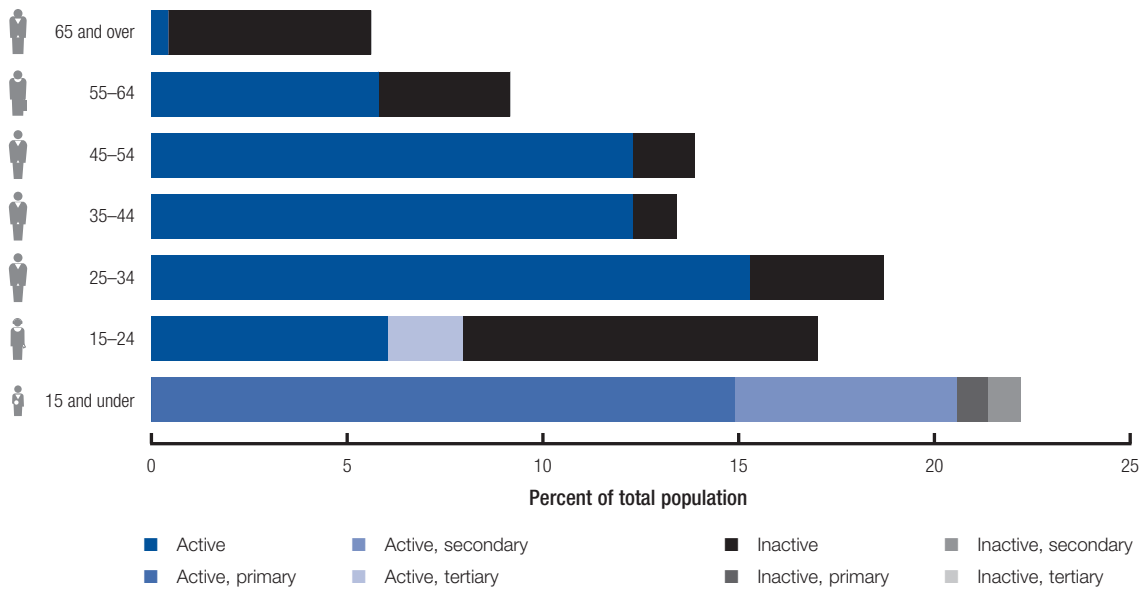
63

(out of 124 countries)

Key indicators

Total population (1,000s).....	9,613	Median age of population (years).....	29
Working age population (1,000s).....	6,939	GDP per capita (constant '11 US\$, PPP).....	17,943
Tertiary-educated population (1,000s).....	1,448	Labour force participation rate (%).....	66.1
Aged dependency ratio (%).....	8.3	Employment-to-population ratio (%).....	62.8
Child dependency ratio (%).....	31.8	Unemployment rate (%).....	5.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1–7)

Quality of math/science education	3.33
Quality of business schools	3.27
Specialized training services.....	3.98
Capacity to attract talent	3.99
Capacity to retain talent	3.52

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	184,834	47,038
Agriculture.....	728	122
Education	25,832	8,502
Engineering, Manufacturing, Construction	11,400	3,061
Health and Welfare.....	14,393	3,621
Humanities and Arts.....	38,922	9,094
Sciences	23,887	4,562
Services.....	13,356	3,465
Social Sciences, Business, Law	51,688	13,464
Unspecified.....	4,628	1,147

Azerbaijan

	Value	Score	Rank
Under 15 Age Group		83.22	62
Enrolment in education			
Primary enrolment rate	89.3	89.28	99
Secondary enrolment rate	86.8	86.82	39
Basic education survival rate	96.3	96.25	31
Secondary enrolment gender gap	98.1	98.07	76
Quality of education			
Quality of primary schools ¹	3.12	35.41	91
Vulnerability			
Incidence of child labour	6.5	93.50	58

	Value	Score	Rank
15–24 Age Group		61.54	85
Enrolment in education			
Tertiary enrolment rate	20.4	20.44	81
Vocational enrolment rate	48.0	48.00	27
Quality of education			
Quality of education system ¹	3.09	34.82	91
Youth literacy rate	99.9	99.94	26
Educational attainment			
Primary education attainment rate	99.7	99.71	51
Secondary education attainment rate	70.5	70.49	69
Economic participation			
Labour force participation rate	35.2	35.20	98
Unemployment rate	13.6	86.40	56
Underemployment rate	28.3	71.70	69
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	72.0	27.99	77
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.178	82.24	15

	Value	Score	Rank
25–54 Age Group		60.47	69
Educational attainment			
Primary education attainment rate	99.6	99.60	34
Secondary education attainment rate	93.4	93.36	27
Tertiary education attainment rate	25.7	25.66	28
Workplace learning			
Staff training services ¹	3.73	45.56	84
Economic complexity ³	-0.460	42.33	84
Economic participation			
Labour force participation rate	86.7	86.70	48
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	23.8	23.80	59
Medium-skilled employment share	84.3	84.30	80
Ease of finding skilled employees ¹	3.58	42.94	85

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		77.73	26
Educational attainment			
Primary education attainment rate	98.7	98.70	42
Secondary education attainment rate	86.2	86.17	29
Tertiary education attainment rate	32.9	32.85	4
Economic participation			
Labour force participation rate	63.5	63.50	58
Unemployment rate	—	—	—
Underemployment rate	11.8	88.20	63
Healthy life expectancy at birth	63	96.92	73

	Value	Score	Rank
65 and Over Age Group		54.82	65
Educational attainment			
Primary education attainment rate	89.4	89.44	50
Secondary education attainment rate	57.3	57.30	34
Tertiary education attainment rate	15.7	15.69	28
Economic participation			
Labour force participation rate	7.4	7.40	99
Unemployment rate	—	—	—
Underemployment rate	23.8	76.20	63
Healthy life years beyond age 65	0	82.89	73

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.40
University-business R&D collaboration ¹	3.16
Ease of starting a business ⁴	12

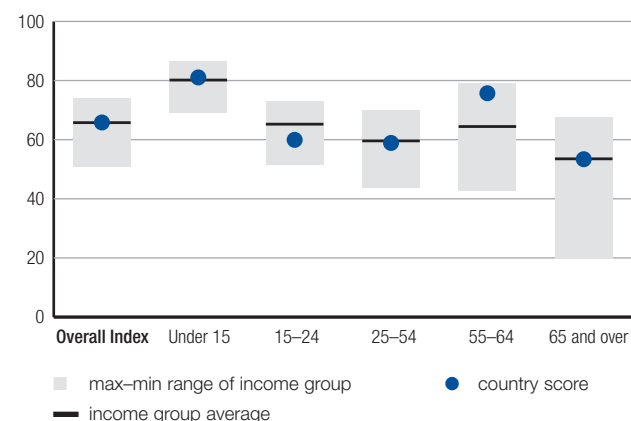
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	56.4
Social safety net ¹	3.35
Primary completion rate (poorest | richest quintile)	94, 109

Public investment

Public spending on education (% of GDP)	2.44
Internet access in schools ¹	4.29

Country Score Within Income Group



Bangladesh

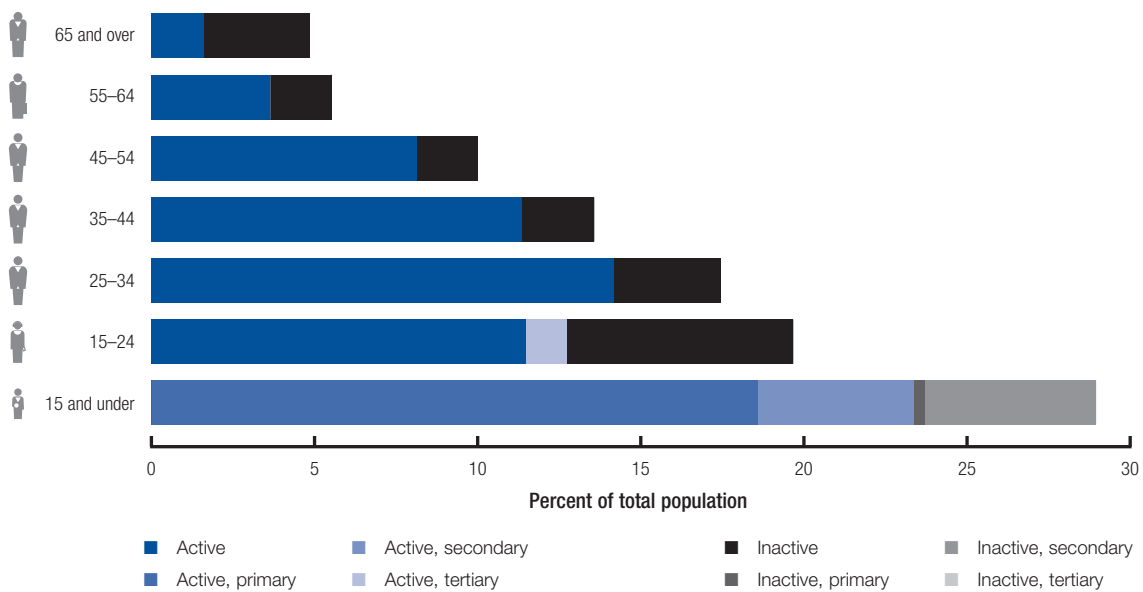
Human Capital Index 2015 Rank

99
(out of 124 countries)

Key indicators

Total population (1,000s).....	160,411	Median age of population (years)	24
Working age population (1,000s)	106,157	GDP per capita (constant '11 US\$, PPP).....	3,385
Tertiary-educated population (1,000s).....	16,419	Labour force participation rate (%).....	70.8
Aged dependency ratio (%).....	7.2	Employment-to-population ratio (%).....	67.7
Child dependency ratio (%).....	49.7	Unemployment rate (%).....	4.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.36
Quality of business schools	3.72
Specialized training services.....	3.11
Capacity to attract talent	2.40
Capacity to retain talent	2.71

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	2,008,337	316,024
Agriculture.....	21,519	3,946
Education	31,733	11,875
Engineering, Manufacturing, Construction	65,402	14,211
Health and Welfare.....	45,125	5,273
Humanities and Arts.....	606,956	109,941
Sciences	268,650	35,147
Services	—	—
Social Sciences, Business, Law	968,952	135,631
Unspecified.....	—	—

Bangladesh

	Value	Score	Rank
Under 15 Age Group		74.98	89
Enrolment in education			
Primary enrolment rate	96.2	96.18	64
Secondary enrolment rate	47.7	47.75	89
Basic education survival rate	84.0	84.01	72
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.09	34.76	93
Vulnerability			
Incidence of child labour	12.8	87.20	78

	Value	Score	Rank
15–24 Age Group		59.28	91
Enrolment in education			
Tertiary enrolment rate	13.2	13.23	94
Vocational enrolment rate	8.2	8.17	89
Quality of education			
Quality of education system ¹	3.29	38.22	83
Youth literacy rate	83.2	83.18	107
Educational attainment			
Primary education attainment rate	88.8	88.78	101
Secondary education attainment rate	65.7	65.70	76
Economic participation			
Labour force participation rate	58.5	58.50	31
Unemployment rate	9.1	90.90	29
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	2.4	97.60	2
Incidence of undereducation	60.1	39.90	52
Skill diversity ²	0.321	67.85	83

	Value	Score	Rank
25–54 Age Group		48.35	111
Educational attainment			
Primary education attainment rate	71.7	71.73	104
Secondary education attainment rate	45.7	45.72	89
Tertiary education attainment rate	15.8	15.77	60
Workplace learning			
Staff training services ¹	3.21	36.76	114
Economic complexity ³	-0.917	34.71	103
Economic participation			
Labour force participation rate	82.1	82.10	74
Unemployment rate	3.3	96.70	22
Underemployment rate	—	—	—
Employment gender gap	44.3	44.27	75
Skills			
High-skilled employment share	6.3	6.30	103
Medium-skilled employment share	53.0	53.00	123
Ease of finding skilled employees ¹	3.69	44.84	78

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		57.22	92
Educational attainment			
Primary education attainment rate	51.3	51.30	106
Secondary education attainment rate	27.7	27.65	93
Tertiary education attainment rate	9.0	8.97	74
Economic participation			
Labour force participation rate	65.8	65.80	48
Unemployment rate	2.7	97.30	30
Underemployment rate	—	—	—
Healthy life expectancy at birth	60	92.31	87

	Value	Score	Rank
65 and Over Age Group		45.87	87
Educational attainment			
Primary education attainment rate	40.5	40.50	102
Secondary education attainment rate	20.3	20.30	81
Tertiary education attainment rate	6.5	6.50	67
Economic participation			
Labour force participation rate	33.2	33.20	34
Unemployment rate	4.2	95.80	75
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	78.95	87

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.85
University-business R&D collaboration ¹	2.56
Ease of starting a business ⁴	115

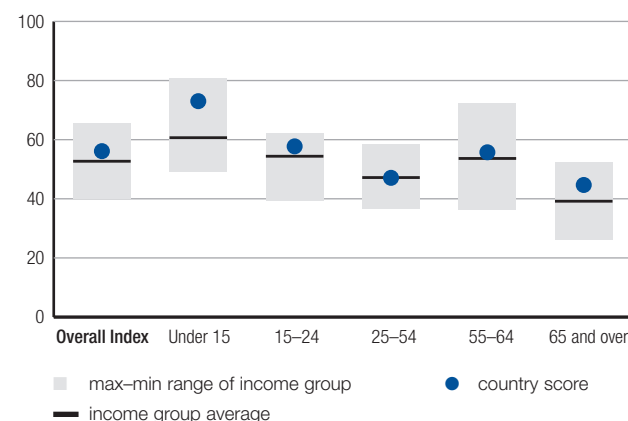
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	79.9
Social safety net ¹	2.30
Primary completion rate (poorest | richest quintile)	65, 97

Public investment

Public spending on education (% of GDP)	2.23
Internet access in schools ¹	3.09

Country Score Within Income Group



Barbados

Human Capital Index 2015 Rank

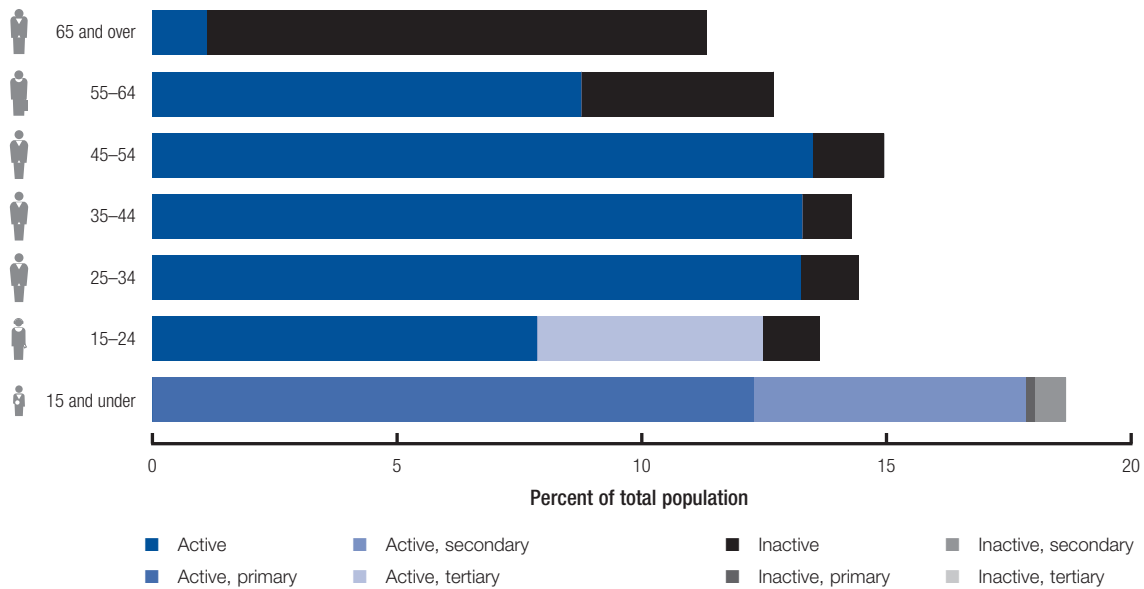
77

(out of 124 countries)

Key indicators

Total population (1,000s).....	287	Median age of population (years).....	36
Working age population (1,000s).....	201	GDP per capita (constant '11 US\$, PPP).....	16,153
Tertiary-educated population (1,000s).....	5	Labour force participation rate (%).....	71.2
Aged dependency ratio (%).....	14.8	Employment-to-population ratio (%).....	63.0
Child dependency ratio (%).....	27.5	Unemployment rate (%).....	11.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	5.46
Quality of business schools	5.02
Specialized training services.....	4.67
Capacity to attract talent	4.47
Capacity to retain talent	4.24

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	13,232	2,389
Agriculture.....	—	—
Education	2,605	283
Engineering, Manufacturing, Construction	—	44
Health and Welfare.....	175	194
Humanities and Arts.....	—	266
Sciences	2,254	—
Services.....	1,704	107
Social Sciences, Business, Law	5,358	1,180
Unspecified.....	13	—

Barbados

	Value	Score	Rank
Under 15 Age Group		93.88	6
Enrolment in education			
Primary enrolment rate	97.1	97.13	54
Secondary enrolment rate	89.7	89.71	31
Basic education survival rate	95.8	95.85	35
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.89	81.57	5
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		57.25	99
Enrolment in education			
Tertiary enrolment rate	60.8	60.84	38
Vocational enrolment rate	0.4	0.38	115
Quality of education			
Quality of education system ¹	5.04	67.34	15
Youth literacy rate	—	—	—
Educational attainment			
Primary education attainment rate	98.8	98.81	70
Secondary education attainment rate	28.0	27.96	110
Economic participation			
Labour force participation rate	57.4	57.40	34
Unemployment rate	26.8	73.20	100
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.279	72.07	73

	Value	Score	Rank
25–54 Age Group		56.47	82
Educational attainment			
Primary education attainment rate	96.4	96.37	68
Secondary education attainment rate	26.8	26.81	109
Tertiary education attainment rate	1.7	1.72	119
Workplace learning			
Staff training services ¹	4.39	56.44	36
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	91.7	91.70	16
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	30.9	30.90	44
Medium-skilled employment share	81.7	81.70	91
Ease of finding skilled employees ¹	4.97	66.10	11

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		56.76	94
Educational attainment			
Primary education attainment rate	89.0	88.99	71
Secondary education attainment rate	25.3	25.34	97
Tertiary education attainment rate	0.6	0.59	121
Economic participation			
Labour force participation rate	68.9	68.90	38
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		41.02	100
Educational attainment			
Primary education attainment rate	85.0	85.02	57
Secondary education attainment rate	23.3	23.33	73
Tertiary education attainment rate	0.6	0.62	109
Economic participation			
Labour force participation rate	9.3	9.30	94
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.77
University-business R&D collaboration ¹	4.00
Ease of starting a business ⁴	94

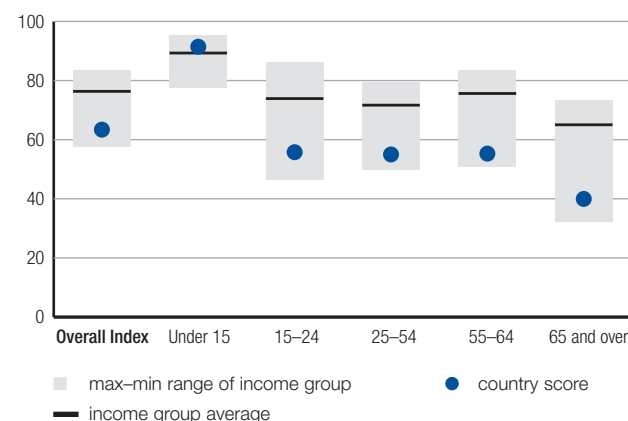
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	16.3
Social safety net ¹	5.21
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.61
Internet access in schools ¹	5.04

Country Score Within Income Group



Belgium

Human Capital Index 2015 Rank

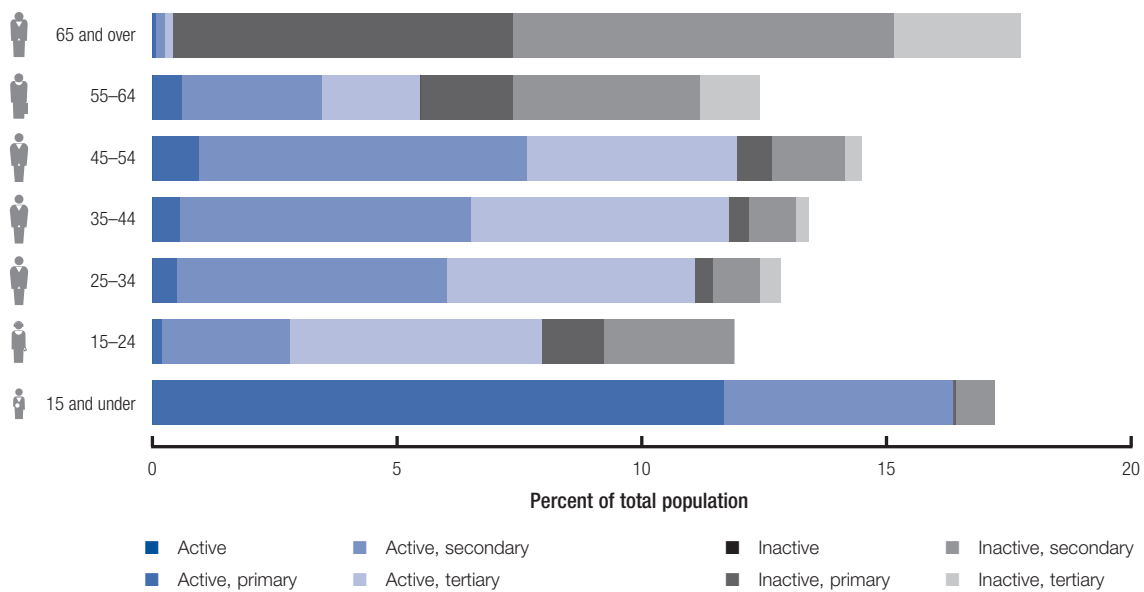
10

(out of 124 countries)

Key indicators

Total population (1,000s).....	11,183	Median age of population (years)	41
Working age population (1,000s)	7,182	GDP per capita (constant '11 US\$, PPP).....	41,741
Tertiary-educated population (1,000s).....	2,595	Labour force participation rate (%).....	53.3
Aged dependency ratio (%).....	26.0	Employment-to-population ratio (%).....	48.8
Child dependency ratio (%).....	25.4	Unemployment rate (%).....	8.4

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.7	10.6	37.7	49.0	—	
Managers, professionals and technicians	0.0	3.4	18.4	Tertiary education requirements.....	21.8	0.4
Clerical, service and sales workers	0.0	1.1	11.4	Secondary education requirements.....	22.0	0.5
Skilled agricultural and trades workers.....	0.5	4.0	1.8			0.3
Plant and machine operators, and assemblers.....	0.0	1.7	1.5			0.1
Elementary occupations	0.1	0.4	4.4	Primary education requirements	5.0	0.3
Others.....	0.0	0.0	0.3			—

Business Perceptions

Score (1-7)

Quality of math/science education	6.01
Quality of business schools	6.01
Specialized training services.....	6.00
Capacity to attract talent	4.03
Capacity to retain talent	4.50

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	477,712	110,419
Agriculture.....	11,324	2,444
Education	54,611	16,418
Engineering, Manufacturing, Construction	50,315	12,274
Health and Welfare.....	111,222	22,945
Humanities and Arts.....	47,583	11,829
Sciences	24,918	5,883
Services	8,772	2,098
Social Sciences, Business, Law	138,532	33,360
Unspecified.....	30,435	3,168

Belgium

	Value	Score	Rank
Under 15 Age Group		93.86	7
Enrolment in education			
Primary enrolment rate	99.0	98.97	21
Secondary enrolment rate	85.7	85.67	42
Basic education survival rate	95.8	95.81	38
Secondary enrolment gender gap	96.6	96.56	82
Quality of education			
Quality of primary schools ¹	6.23	87.16	2
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		78.62	16
Enrolment in education			
Tertiary enrolment rate	70.8	70.83	23
Vocational enrolment rate	54.6	54.62	16
Quality of education			
Quality of education system ¹	5.33	72.15	6
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	90.1	90.08	29
Economic participation			
Labour force participation rate	32.4	32.40	106
Unemployment rate	23.6	76.40	92
Underemployment rate	11.4	88.60	48
Not in employment, education or training rate	12.7	87.30	31
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	10.2	89.80	21
Incidence of undereducation	21.6	78.40	25
Skill diversity ²	0.185	81.51	21

	Value	Score	Rank
25–54 Age Group		77.24	9
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	91.4	91.43	33
Tertiary education attainment rate	39.2	39.23	7
Workplace learning			
Staff training services ¹	5.11	68.52	9
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	85.3	85.30	57
Unemployment rate	7.6	92.40	63
Underemployment rate	4.5	95.50	27
Employment gender gap	88.1	88.10	28
Skills			
High-skilled employment share	44.7	44.70	15
Medium-skilled employment share	89.8	89.80	52
Ease of finding skilled employees ¹	4.28	54.69	39

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	Value	Score	Rank
55–64 Age Group		77.87	25
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	83.2	83.15	35
Tertiary education attainment rate	27.6	27.56	12
Economic participation			
Labour force participation rate	42.3	42.30	106
Unemployment rate	5.4	94.60	57
Underemployment rate	2.5	97.50	25
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		68.39	22
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	65.2	65.24	27
Tertiary education attainment rate	18.7	18.68	17
Economic participation			
Labour force participation rate	2.9	2.90	121
Unemployment rate	0.6	99.40	17
Underemployment rate	0.9	99.10	11
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.70
University-business R&D collaboration ¹	5.58
Ease of starting a business ⁴	14

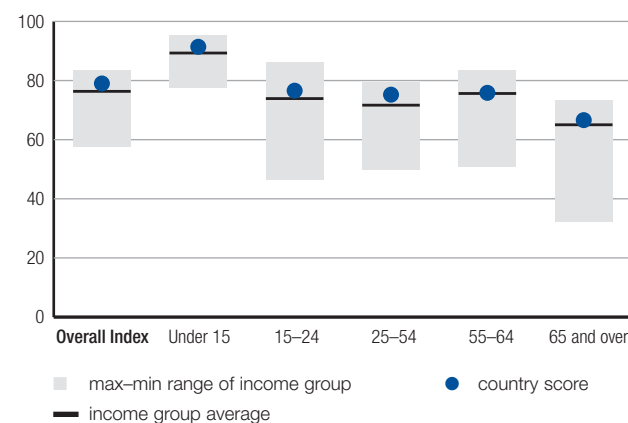
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	10.8
Social safety net ¹	6.19
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.55
Internet access in schools ¹	5.87

Country Score Within Income Group



Bhutan

Human Capital Index 2015 Rank

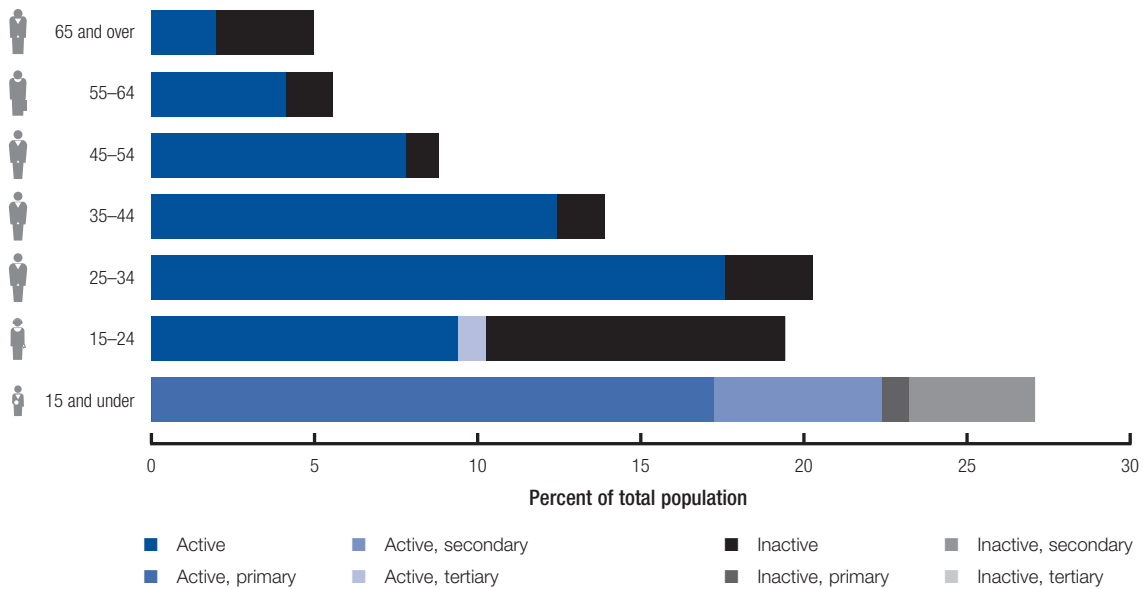
87

(out of 124 countries)

Key indicators

Total population (1,000s).....	776	Median age of population (years)	24
Working age population (1,000s)	527	GDP per capita (constant '11 US\$, PPP).....	7,657
Tertiary-educated population (1,000s).....	12	Labour force participation rate (%).....	72.5
Aged dependency ratio (%).....	6.9	Employment-to-population ratio (%).....	70.4
Child dependency ratio (%).....	45.3	Unemployment rate (%).....	2.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	39.1	7.6	22.7	69.4	—	
Managers, professionals and technicians	0.1	1.6	9.7	Tertiary education requirements.....	11.4	—
Clerical, service and sales workers	0.0	0.7	6.5	Secondary education requirements.....	53.4	—
Skilled agricultural and trades workers.....	39.0	3.3	0.5			—
Plant and machine operators, and assemblers.....	0.0	1.0	2.4			—
Elementary occupations	0.0	1.0	1.3	Primary education requirements	2.3	—
Others.....	0.0	0.0	2.2		2.2	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.87
Quality of business schools	3.61
Specialized training services.....	3.14
Capacity to attract talent	3.60
Capacity to retain talent	4.05

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	6,863	—
Agriculture.....	151	—
Education	1,506	—
Engineering, Manufacturing, Construction	890	—
Health and Welfare.....	355	—
Humanities and Arts.....	2,079	—
Sciences	344	—
Services	—	—
Social Sciences, Business, Law	1,314	—
Unspecified.....	224	—

Bhutan

	Value	Score	Rank
Under 15 Age Group		79.59	74
Enrolment in education			
Primary enrolment rate	90.7	90.66	94
Secondary enrolment rate	56.8	56.79	83
Basic education survival rate	79.6	79.59	82
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.20	53.38	50
Vulnerability			
Incidence of child labour	2.9	97.10	45

	Value	Score	Rank
15–24 Age Group		56.54	100
Enrolment in education			
Tertiary enrolment rate	9.4	9.43	104
Vocational enrolment rate	4.1	4.12	104
Quality of education			
Quality of education system ¹	4.03	50.56	44
Youth literacy rate	88.6	88.64	100
Educational attainment			
Primary education attainment rate	67.9	67.86	115
Secondary education attainment rate	37.1	37.10	104
Economic participation			
Labour force participation rate	48.3	48.30	54
Unemployment rate	10.0	90.00	37
Underemployment rate	2.7	97.30	10
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	27.9	72.09	44
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		55.90	86
Educational attainment			
Primary education attainment rate	30.5	30.54	122
Secondary education attainment rate	15.5	15.48	120
Tertiary education attainment rate	3.6	3.55	108
Workplace learning			
Staff training services ¹	3.61	43.47	95
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	87.9	87.90	35
Unemployment rate	2.2	97.80	9
Underemployment rate	2.9	97.10	19
Employment gender gap	94.0	93.96	10
Skills			
High-skilled employment share	17.3	17.30	78
Medium-skilled employment share	96.6	96.60	8
Ease of finding skilled employees ¹	2.87	31.16	119

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		53.44	104
Educational attainment			
Primary education attainment rate	8.0	8.00	123
Secondary education attainment rate	2.9	2.86	123
Tertiary education attainment rate	1.0	0.95	116
Economic participation			
Labour force participation rate	74.5	74.50	23
Unemployment rate	0.4	99.60	4
Underemployment rate	2.6	97.40	29
Healthy life expectancy at birth	59	90.77	92

	Value	Score	Rank
65 and Over Age Group		45.55	88
Educational attainment			
Primary education attainment rate	2.4	2.36	123
Secondary education attainment rate	0.8	0.79	123
Tertiary education attainment rate	0.3	0.26	119
Economic participation			
Labour force participation rate	39.7	39.70	26
Unemployment rate	0.0	100.00	1
Underemployment rate	1.9	98.10	25
Healthy life years beyond age 65	0	77.63	92

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.58
University-business R&D collaboration ¹	2.68
Ease of starting a business ⁴	92

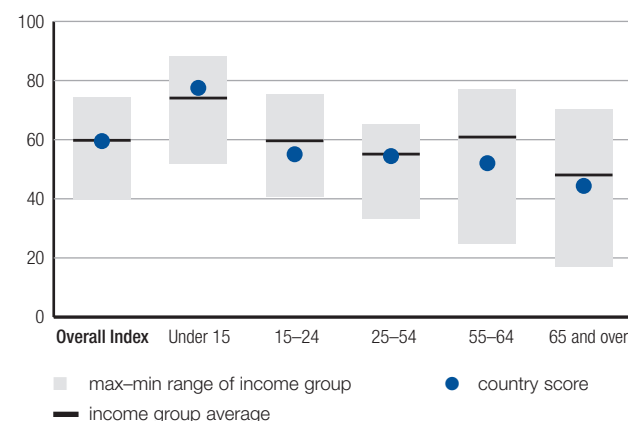
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	50.0
Social safety net ¹	3.43
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.65
Internet access in schools ¹	3.92

Country Score Within Income Group



Bolivia

Human Capital Index 2015 Rank

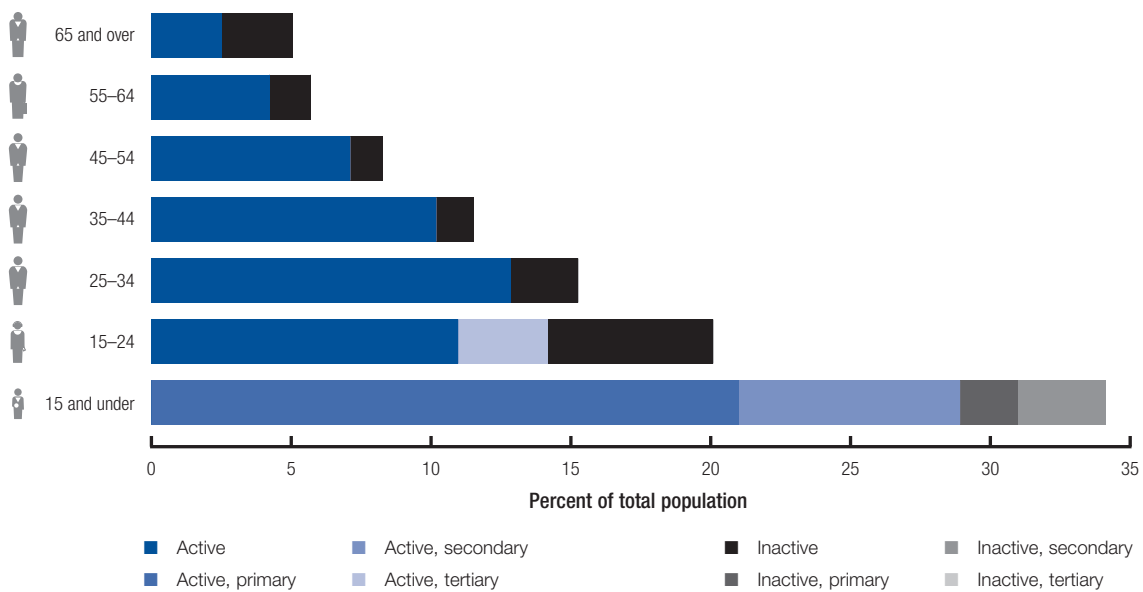
73

(out of 124 countries)

Key indicators

Total population (1,000s).....	11,025	Median age of population (years)	22
Working age population (1,000s)	6,704	GDP per capita (constant '11 US\$, PPP).....	6,222
Tertiary-educated population (1,000s).....	1,464	Labour force participation rate (%).....	72.5
Aged dependency ratio (%).....	7.9	Employment-to-population ratio (%).....	70.6
Child dependency ratio (%).....	60.8	Unemployment rate (%).....	2.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.07
Quality of business schools	2.95
Specialized training services.....	3.67
Capacity to attract talent	3.36
Capacity to retain talent	3.77

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	352,554	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Bolivia

	Value	Score	Rank
Under 15 Age Group		76.06	86
Enrolment in education			
Primary enrolment rate	81.6	81.60	110
Secondary enrolment rate	71.6	71.58	70
Basic education survival rate	96.0	95.96	33
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.02	33.63	96
Vulnerability			
Incidence of child labour	26.4	73.60	100

	Value	Score	Rank
15–24 Age Group		63.87	76
Enrolment in education			
Tertiary enrolment rate	37.7	37.69	63
Vocational enrolment rate	5.0	5.00	99
Quality of education			
Quality of education system ¹	3.35	39.15	81
Youth literacy rate	99.0	99.04	55
Educational attainment			
Primary education attainment rate	99.4	99.42	57
Secondary education attainment rate	81.2	81.24	49
Economic participation			
Labour force participation rate	54.6	54.60	39
Unemployment rate	5.2	94.80	11
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		62.79	59
Educational attainment			
Primary education attainment rate	96.6	96.62	66
Secondary education attainment rate	72.1	72.14	56
Tertiary education attainment rate	25.3	25.29	30
Workplace learning			
Staff training services ¹	3.52	42.02	100
Economic complexity ³	-0.335	44.42	80
Economic participation			
Labour force participation rate	85.9	85.90	54
Unemployment rate	2.0	98.00	6
Underemployment rate	—	—	—
Employment gender gap	76.1	76.05	51
Skills			
High-skilled employment share	16.4	16.40	80
Medium-skilled employment share	85.7	85.70	76
Ease of finding skilled employees ¹	3.89	48.09	65

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		69.22	62
Educational attainment			
Primary education attainment rate	86.3	86.29	76
Secondary education attainment rate	47.5	47.50	62
Tertiary education attainment rate	17.1	17.08	38
Economic participation			
Labour force participation rate	74.6	74.60	22
Unemployment rate	0.9	99.10	11
Underemployment rate	—	—	—
Healthy life expectancy at birth	59	90.77	92

	Value	Score	Rank
65 and Over Age Group		56.60	58
Educational attainment			
Primary education attainment rate	69.9	69.92	75
Secondary education attainment rate	31.1	31.06	57
Tertiary education attainment rate	11.9	11.90	37
Economic participation			
Labour force participation rate	50.2	50.20	19
Unemployment rate	1.1	98.90	31
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	77.63	92

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.46
University-business R&D collaboration ¹	3.54
Ease of starting a business ⁴	171

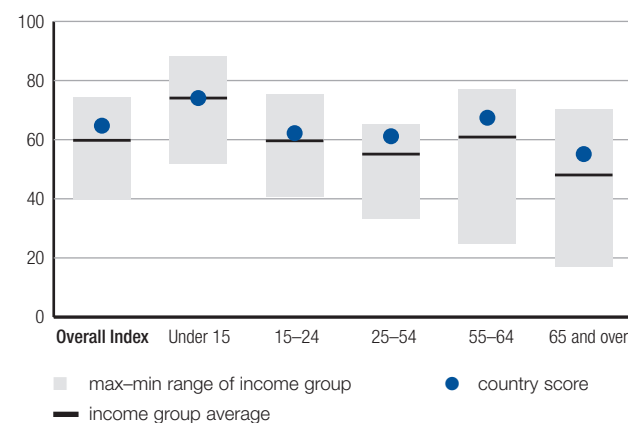
Vulnerability

Workers in informal employment	75.1
Workers in vulnerable employment	53.1
Social safety net ¹	3.52
Primary completion rate (poorest | richest quintile)	100, 101

Public investment

Public spending on education (% of GDP)	6.89
Internet access in schools ¹	3.61

Country Score Within Income Group



Botswana

Human Capital Index 2015 Rank

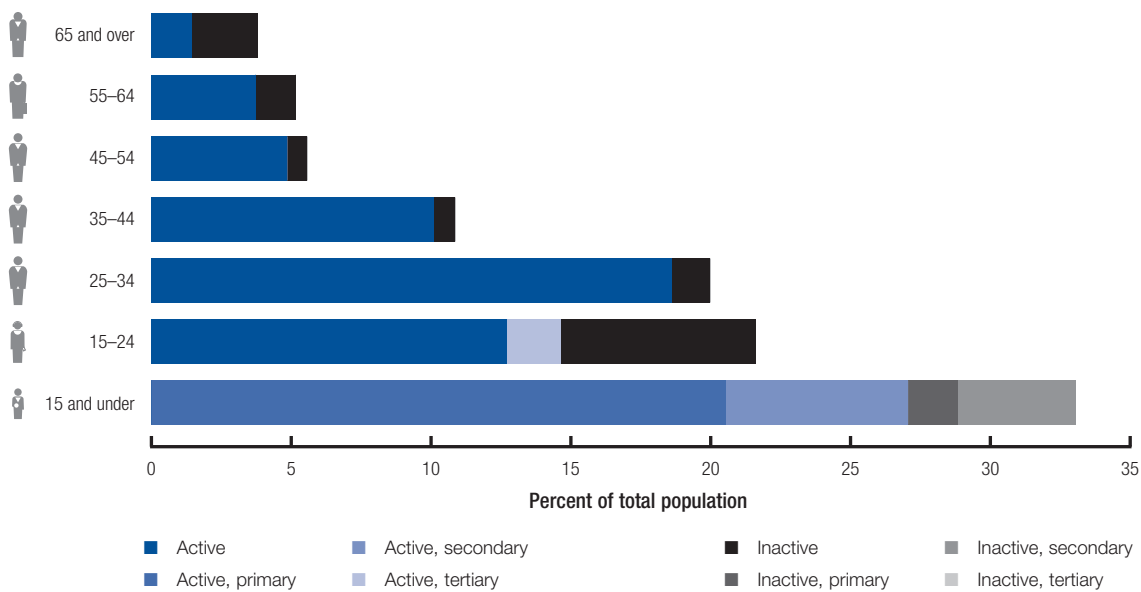
88

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,056	Median age of population (years).....	22
Working age population (1,000s).....	1,299	GDP per capita (constant '11 US\$, PPP).....	15,982
Tertiary-educated population (1,000s).....	154	Labour force participation rate (%).....	76.7
Aged dependency ratio (%).....	5.6	Employment-to-population ratio (%).....	63.2
Child dependency ratio (%).....	55.0	Unemployment rate (%).....	17.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	12.8	8.5	27.2	48.6	—
Managers, professionals and technicians.....	0.1	1.3	7.3	Tertiary education requirements.....8.7	0.5
Clerical, service and sales workers.....	0.1	0.8	9.0	Secondary education requirements.....25.1	1.9
Skilled agricultural and trades workers.....	6.5	3.8	2.0		2.1
Plant and machine operators, and assemblers.....	0.1	1.2	1.7		0.3
Elementary occupations.....	6.1	1.4	7.2	Primary education requirements.....14.7	2.3
Others.....	0.0	0.0	0.1		—

Business Perceptions

Score (1–7)

Quality of math/science education.....	3.57
Quality of business schools.....	3.57
Specialized training services.....	3.39
Capacity to attract talent.....	3.72
Capacity to retain talent.....	3.54

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	39,894	—
Agriculture.....	831	—
Education.....	5,148	—
Engineering, Manufacturing, Construction.....	2,519	—
Health and Welfare.....	2,107	—
Humanities and Arts.....	3,693	—
Sciences.....	8,406	—
Services.....	2,238	—
Social Sciences, Business, Law.....	14,952	—
Unspecified.....	—	—

Botswana

	Value	Score	Rank
Under 15 Age Group		79.47	76
Enrolment in education			
Primary enrolment rate	84.0	84.03	108
Secondary enrolment rate	60.8	60.79	81
Basic education survival rate	95.9	95.95	34
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.70	45.06	72
Vulnerability			
Incidence of child labour	9.0	91.00	68

	Value	Score	Rank
15–24 Age Group		56.20	102
Enrolment in education			
Tertiary enrolment rate	17.9	17.91	85
Vocational enrolment rate	14.6	14.58	74
Quality of education			
Quality of education system ¹	3.52	42.06	71
Youth literacy rate	97.9	97.85	83
Educational attainment			
Primary education attainment rate	98.9	98.89	66
Secondary education attainment rate	31.4	31.43	108
Economic participation			
Labour force participation rate	59.0	59.00	28
Unemployment rate	33.9	66.10	111
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.220	77.96	42

	Value	Score	Rank
25–54 Age Group		56.09	83
Educational attainment			
Primary education attainment rate	91.2	91.24	84
Secondary education attainment rate	40.0	40.03	96
Tertiary education attainment rate	2.7	2.70	110
Workplace learning			
Staff training services ¹	4.02	50.35	61
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	92.1	92.10	12
Unemployment rate	15.4	84.60	89
Underemployment rate	—	—	—
Employment gender gap	76.6	76.56	50
Skills			
High-skilled employment share	19.2	19.20	70
Medium-skilled employment share	69.2	69.20	115
Ease of finding skilled employees ¹	3.10	34.95	111

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		53.65	103
Educational attainment			
Primary education attainment rate	52.3	52.32	105
Secondary education attainment rate	18.5	18.48	104
Tertiary education attainment rate	3.5	3.47	105
Economic participation			
Labour force participation rate	72.5	72.50	26
Unemployment rate	6.4	93.60	71
Underemployment rate	—	—	—
Healthy life expectancy at birth	53	81.54	107

	Value	Score	Rank
65 and Over Age Group		41.85	97
Educational attainment			
Primary education attainment rate	32.3	32.26	106
Secondary education attainment rate	8.7	8.74	104
Tertiary education attainment rate	2.0	2.05	100
Economic participation			
Labour force participation rate	38.6	38.60	28
Unemployment rate	0.3	99.70	10
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	69.74	107

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.32
University-business R&D collaboration ¹	3.14
Ease of starting a business ⁴	149

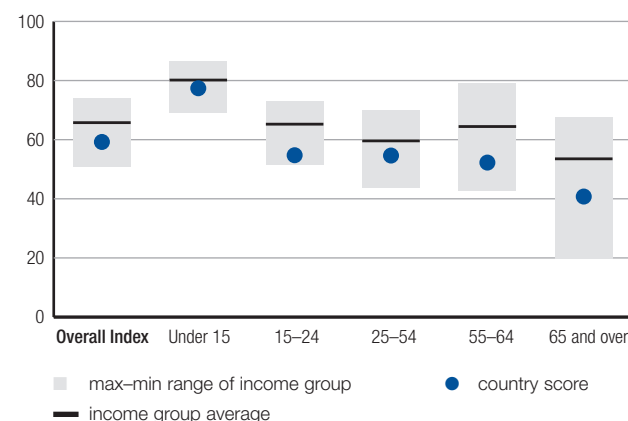
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	14.8
Social safety net ¹	3.50
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	9.49
Internet access in schools ¹	3.44

Country Score Within Income Group



Brazil

Human Capital Index 2015 Rank

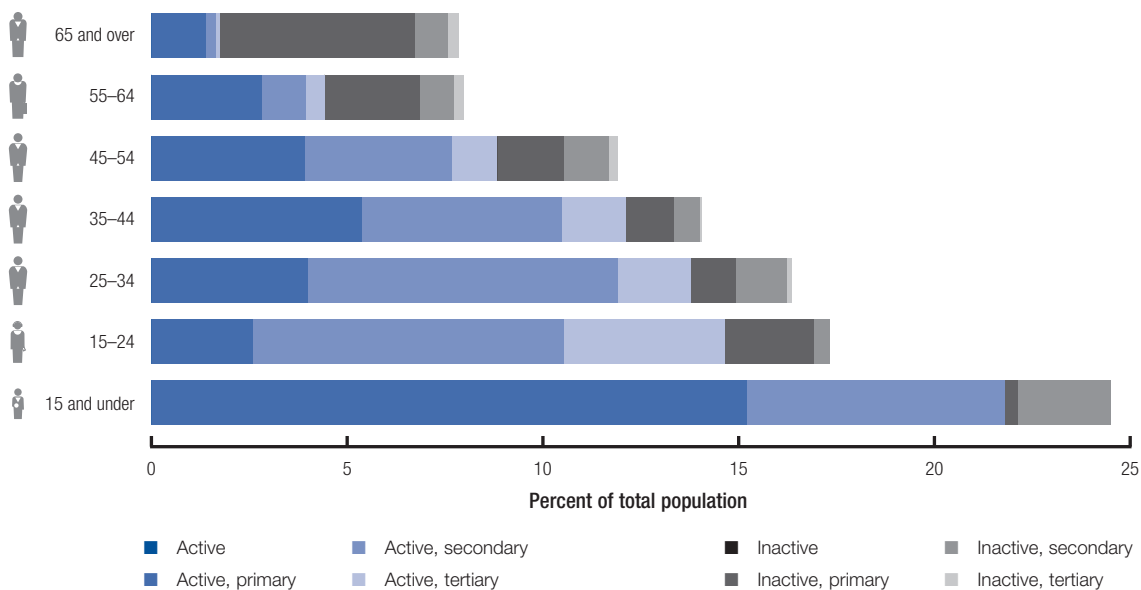
78

(out of 124 countries)

Key indicators

Total population (1,000s).....	203,657	Median age of population (years).....	29
Working age population (1,000s).....	140,228	GDP per capita (constant '11 US\$, PPP).....	15,153
Tertiary-educated population (1,000s).....	16,426	Labour force participation rate (%).....	69.8
Aged dependency ratio (%).....	10.2	Employment-to-population ratio (%).....	65.3
Child dependency ratio (%).....	37.7	Unemployment rate (%).....	6.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	10.5	14.4	38.8	63.8	—
Managers, professionals and technicians	0.1	2.0	10.6	Tertiary education requirements.....	12.6
Clerical, service and sales workers	0.0	1.2	13.9	Secondary education requirements.....	39.5
Skilled agricultural and trades workers.....	10.1	6.4	1.9		—
Plant and machine operators, and assemblers.....	0.2	3.0	2.8		—
Elementary occupations	0.0	1.8	9.2	Primary education requirements	11.1
Others.....	0.0	0.0	0.5		—

Business Perceptions

Score (1–7)

Quality of math/science education	2.65
Quality of business schools	4.53
Specialized training services.....	4.45
Capacity to attract talent	3.58
Capacity to retain talent	3.87

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	7,241,405	1,111,463
Agriculture.....	165,075	18,839
Education	1,371,600	223,392
Engineering, Manufacturing, Construction	891,593	74,539
Health and Welfare.....	961,798	161,575
Humanities and Arts.....	161,333	27,015
Sciences	433,423	58,403
Services	152,727	30,988
Social Sciences, Business, Law	2,897,554	455,662
Unspecified.....	206,302	61,050

Brazil

	Value	Score	Rank
Under 15 Age Group		71.86	95
Enrolment in education			
Primary enrolment rate	95.6	95.61	68
Secondary enrolment rate	—	—	—
Basic education survival rate	74.0	74.00	91
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	2.57	26.11	109
Vulnerability			
Incidence of child labour	8.3	91.70	64

	Value	Score	Rank
15–24 Age Group		67.01	66
Enrolment in education			
Tertiary enrolment rate	25.5	25.53	75
Vocational enrolment rate	15.8	15.85	68
Quality of education			
Quality of education system ¹	2.72	28.67	110
Youth literacy rate	98.9	98.91	64
Educational attainment			
Primary education attainment rate	98.9	98.86	67
Secondary education attainment rate	73.5	73.50	64
Economic participation			
Labour force participation rate	62.7	62.70	21
Unemployment rate	15.2	84.80	64
Underemployment rate	—	—	—
Not in employment, education or training rate	19.6	80.40	53
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	16.8	83.20	41
Incidence of undereducation	24.2	75.80	30
Skill diversity ²	0.242	75.85	55

	Value	Score	Rank
25–54 Age Group		61.17	66
Educational attainment			
Primary education attainment rate	95.2	95.16	73
Secondary education attainment rate	63.6	63.62	70
Tertiary education attainment rate	10.2	10.22	83
Workplace learning			
Staff training services ¹	4.31	55.10	39
Economic complexity ³	0.316	55.26	52
Economic participation			
Labour force participation rate	83.2	83.20	67
Unemployment rate	5.0	95.00	39
Underemployment rate	—	—	—
Employment gender gap	73.0	73.03	55
Skills			
High-skilled employment share	21.3	21.30	63
Medium-skilled employment share	84.2	84.20	81
Ease of finding skilled employees ¹	3.21	36.79	108

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	Value	Score	Rank
55–64 Age Group		65.72	70
Educational attainment			
Primary education attainment rate	87.7	87.71	75
Secondary education attainment rate	43.8	43.80	67
Tertiary education attainment rate	9.7	9.74	69
Economic participation			
Labour force participation rate	56.9	56.90	77
Unemployment rate	2.3	97.70	25
Underemployment rate	—	—	—
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group		52.77	72
Educational attainment			
Primary education attainment rate	75.5	75.46	68
Secondary education attainment rate	27.7	27.75	64
Tertiary education attainment rate	8.2	8.19	56
Economic participation			
Labour force participation rate	22.8	22.80	53
Unemployment rate	1.8	98.20	45
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.63
University-business R&D collaboration ¹	3.80
Ease of starting a business ⁴	167

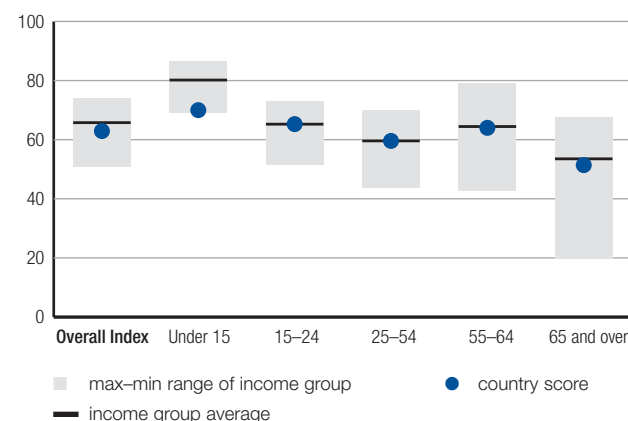
Vulnerability

Workers in informal employment	42.2
Workers in vulnerable employment	24.1
Social safety net ¹	4.03
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.82
Internet access in schools ¹	3.62

Country Score Within Income Group



Bulgaria

Human Capital Index 2015 Rank

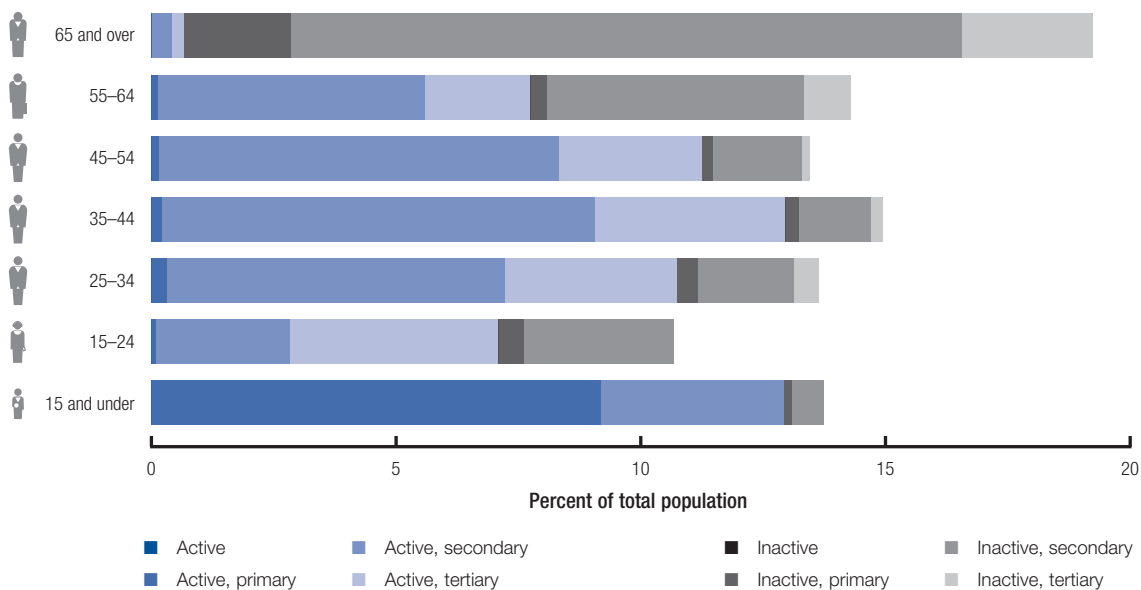
42

(out of 124 countries)

Key indicators

Total population (1,000s).....	7,113	Median age of population (years).....	42
Working age population (1,000s).....	4,702	GDP per capita (constant '11 US\$, PPP).....	17,115
Tertiary-educated population (1,000s).....	1,290	Labour force participation rate (%).....	53.3
Aged dependency ratio (%).....	26.8	Employment-to-population ratio (%).....	46.4
Child dependency ratio (%).....	19.5	Unemployment rate (%).....	12.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	3.1	14.2	29.6	46.9	2.1	
Managers, professionals and technicians.....	0.2	2.6	11.7	Tertiary education requirements.....	14.5	0.3
Clerical, service and sales workers.....	0.2	1.0	11.8	Secondary education requirements.....	27.1	0.6
Skilled agricultural and trades workers.....	1.8	5.1	1.1			0.4
Plant and machine operators, and assemblers.....	0.4	3.3	2.4			0.2
Elementary occupations.....	0.5	2.1	2.3	Primary education requirements.....	4.9	0.6
Others.....	0.0	0.0	0.4			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.34
Quality of business schools.....	3.39
Specialized training services.....	3.41
Capacity to attract talent.....	1.81
Capacity to retain talent.....	1.81

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	284,995	64,043
Agriculture.....	6,621	1,113
Education.....	18,678	3,577
Engineering, Manufacturing, Construction.....	54,847	10,415
Health and Welfare.....	21,696	4,549
Humanities and Arts.....	21,770	4,541
Sciences.....	15,137	3,340
Services.....	24,119	5,392
Social Sciences, Business, Law.....	115,445	34,691
Unspecified.....	6,682	—

Bulgaria

	Value	Score	Rank
Under 15 Age Group		76.15	85
Enrolment in education			
Primary enrolment rate	96.4	96.41	62
Secondary enrolment rate	85.3	85.29	45
Basic education survival rate	44.4	44.36	109
Secondary enrolment gender gap	98.2	98.15	75
Quality of education			
Quality of primary schools ¹	4.39	56.53	43
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		72.57	43
Enrolment in education			
Tertiary enrolment rate	62.7	62.70	31
Vocational enrolment rate	49.9	49.92	23
Quality of education			
Quality of education system ¹	3.39	39.78	79
Youth literacy rate	98.0	98.00	80
Educational attainment			
Primary education attainment rate	99.2	99.25	62
Secondary education attainment rate	93.9	93.93	21
Economic participation			
Labour force participation rate	29.8	29.80	113
Unemployment rate	25.9	74.10	99
Underemployment rate	2.4	97.60	8
Not in employment, education or training rate	21.6	78.40	58
Long-term unemployment rate	46.5	53.46	65
Skills			
Incidence of overeducation	10.1	89.90	20
Incidence of undereducation	16.6	83.40	17
Skill diversity ²	0.343	65.68	87

	Value	Score	Rank
25–54 Age Group		70.09	35
Educational attainment			
Primary education attainment rate	98.7	98.66	45
Secondary education attainment rate	94.8	94.78	21
Tertiary education attainment rate	26.6	26.63	24
Workplace learning			
Staff training services ¹	3.30	38.29	111
Economic complexity ³	0.705	61.75	37
Economic participation			
Labour force participation rate	82.6	82.60	72
Unemployment rate	11.8	88.20	83
Underemployment rate	1.5	98.50	7
Employment gender gap	95.3	95.33	3
Skills			
High-skilled employment share	31.4	31.40	42
Medium-skilled employment share	89.4	89.40	54
Ease of finding skilled employees ¹	3.13	35.50	109

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		79.43	18
Educational attainment			
Primary education attainment rate	99.2	99.15	37
Secondary education attainment rate	95.6	95.62	21
Tertiary education attainment rate	23.5	23.46	19
Economic participation			
Labour force participation rate	51.8	51.80	90
Unemployment rate	12.4	87.60	91
Underemployment rate	1.6	98.40	12
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		69.40	19
Educational attainment			
Primary education attainment rate	98.3	98.27	33
Secondary education attainment rate	88.2	88.20	13
Tertiary education attainment rate	16.9	16.89	21
Economic participation			
Labour force participation rate	3.3	3.30	119
Unemployment rate	6.2	93.80	81
Underemployment rate	1.5	98.50	19
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.96
University-business R&D collaboration ¹	3.00
Ease of starting a business ⁴	49

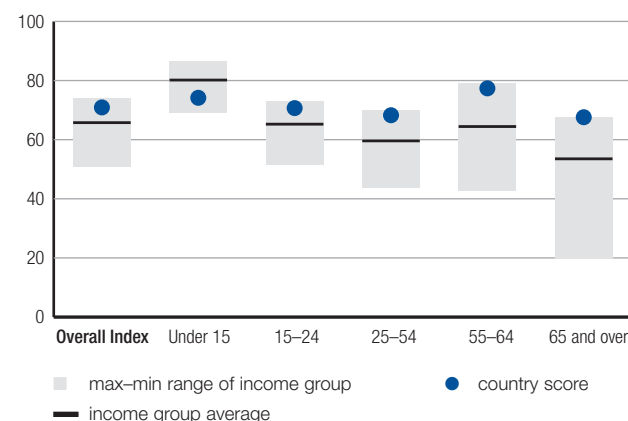
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	8.2
Social safety net ¹	3.17
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.10
Internet access in schools ¹	4.96

Country Score Within Income Group



Burkina Faso

Human Capital Index 2015 Rank

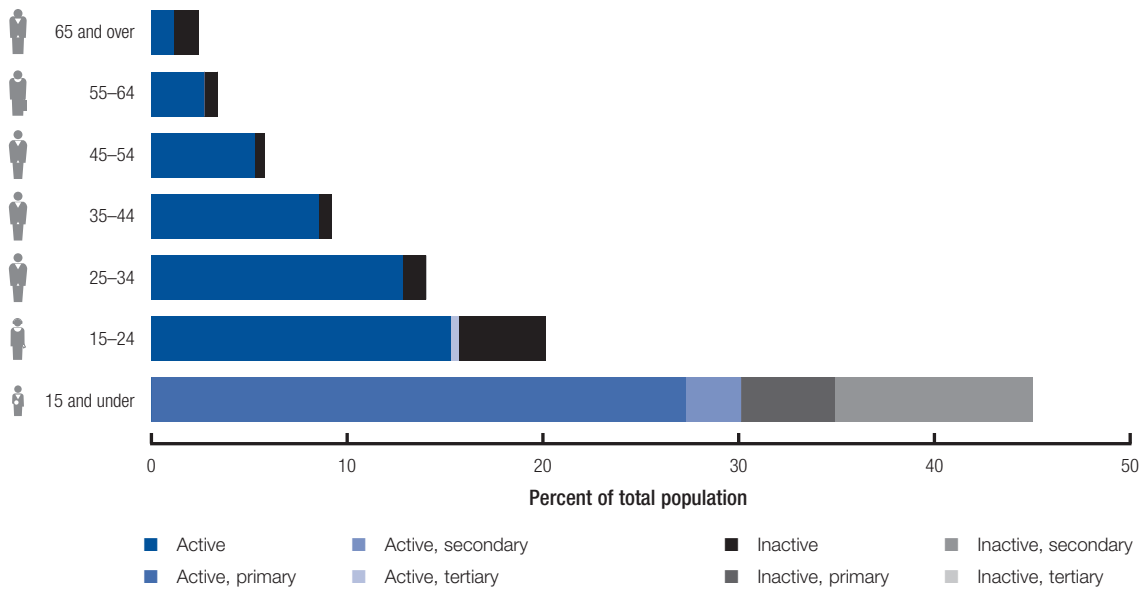
116

(out of 124 countries)

Key indicators

Total population (1,000s).....	17,915	Median age of population (years)	17
Working age population (1,000s)	9,417	GDP per capita (constant '11 US\$, PPP).....	1,726
Tertiary-educated population (1,000s).....	251	Labour force participation rate (%).....	83.4
Aged dependency ratio (%).....	4.8	Employment-to-population ratio (%).....	80.7
Child dependency ratio (%).....	89.3	Unemployment rate (%).....	3.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.84
Quality of business schools	3.81
Specialized training services.....	3.54
Capacity to attract talent	2.43
Capacity to retain talent	3.01

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	68,894	12,140
Agriculture.....	134	71
Education	2,478	1,248
Engineering, Manufacturing, Construction	2,480	843
Health and Welfare.....	3,701	120
Humanities and Arts.....	11,663	916
Sciences	10,333	1,578
Services	2,107	189
Social Sciences, Business, Law	35,913	5,842
Unspecified.....	85	1,333

Burkina Faso

	Value	Score	Rank
Under 15 Age Group		57.05	120
Enrolment in education			
Primary enrolment rate	67.9	67.87	121
Secondary enrolment rate	21.7	21.67	104
Basic education survival rate	70.3	70.26	92
Secondary enrolment gender gap	87.2	87.24	95
Quality of education			
Quality of primary schools ¹	3.07	34.46	94
Vulnerability			
Incidence of child labour	39.2	60.80	109

	Value	Score	Rank
15–24 Age Group		46.34	120
Enrolment in education			
Tertiary enrolment rate	4.8	4.78	112
Vocational enrolment rate	15.2	15.25	70
Quality of education			
Quality of education system ¹	2.87	31.15	104
Youth literacy rate	45.4	45.43	122
Educational attainment			
Primary education attainment rate	51.6	51.59	120
Secondary education attainment rate	25.9	25.88	115
Economic participation			
Labour force participation rate	76.2	76.20	4
Unemployment rate	5.0	95.00	10
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.282	71.80	75

	Value	Score	Rank
25–54 Age Group		48.54	110
Educational attainment			
Primary education attainment rate	33.4	33.43	118
Secondary education attainment rate	17.5	17.52	118
Tertiary education attainment rate	3.8	3.83	107
Workplace learning			
Staff training services ¹	2.82	30.26	122
Economic complexity ³	-0.897	35.05	100
Economic participation			
Labour force participation rate	91.8	91.80	14
Unemployment rate	1.8	98.20	5
Underemployment rate	—	—	—
Employment gender gap	70.5	70.48	60
Skills			
High-skilled employment share	1.6	1.60	122
Medium-skilled employment share	99.0	99.00	4
Ease of finding skilled employees ¹	4.17	52.77	47

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		45.93	116
Educational attainment			
Primary education attainment rate	13.4	13.43	121
Secondary education attainment rate	5.5	5.49	120
Tertiary education attainment rate	1.0	1.01	114
Economic participation			
Labour force participation rate	79.4	79.40	17
Unemployment rate	0.7	99.30	7
Underemployment rate	—	—	—
Healthy life expectancy at birth	50	76.92	112

	Value	Score	Rank
65 and Over Age Group		36.94	107
Educational attainment			
Primary education attainment rate	6.8	6.82	120
Secondary education attainment rate	2.5	2.52	118
Tertiary education attainment rate	0.5	0.49	115
Economic participation			
Labour force participation rate	47.0	47.00	23
Unemployment rate	1.0	99.00	26
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	65.79	112

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.90
University-business R&D collaboration ¹	3.17
Ease of starting a business ⁴	153

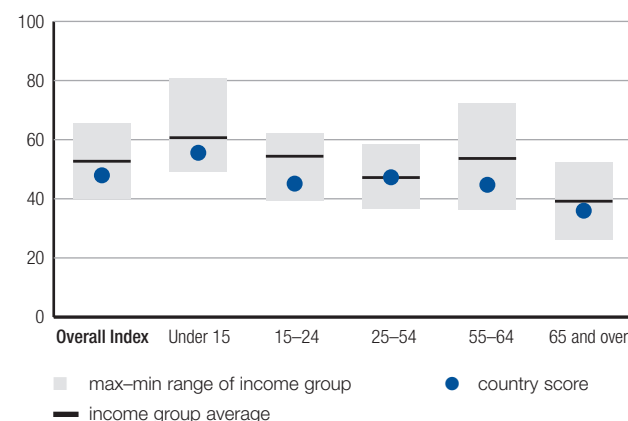
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	90.3
Social safety net ¹	3.06
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.43
Internet access in schools ¹	1.77

Country Score Within Income Group



Burundi

Human Capital Index 2015 Rank

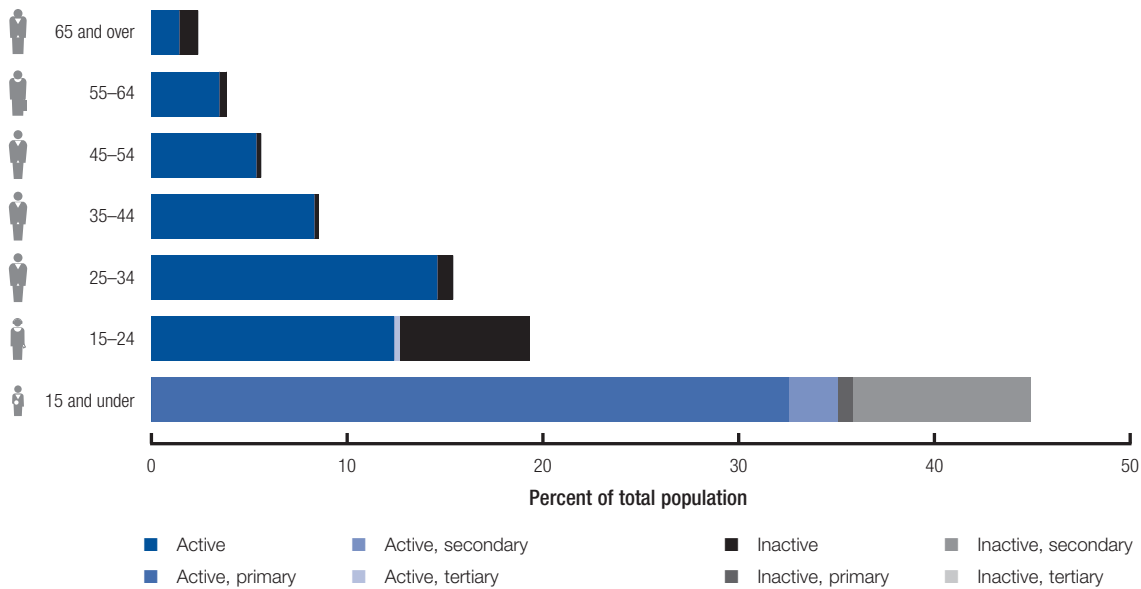
121

(out of 124 countries)

Key indicators

Total population (1,000s).....	10,813	Median age of population (years).....	18
Working age population (1,000s).....	5,698	GDP per capita (constant '11 US\$, PPP).....	912
Tertiary-educated population (1,000s).....	28	Labour force participation rate (%).....	82.6
Aged dependency ratio (%).....	4.7	Employment-to-population ratio (%).....	76.9
Child dependency ratio (%).....	82.1	Unemployment rate (%).....	7.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1–7)

Quality of math/science education	3.46
Quality of business schools	2.61
Specialized training services.....	2.78
Capacity to attract talent	1.86
Capacity to retain talent	2.00

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	29,269	2,786
Agriculture.....	—	—
Education	—	840
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	259
Humanities and Arts.....	—	38
Sciences	—	245
Services.....	—	144
Social Sciences, Business, Law	—	1,104
Unspecified.....	—	—

Burundi

	Value	Score	Rank
Under 15 Age Group	64.10	108	
Enrolment in education			
Primary enrolment rate	94.8	94.77	74
Secondary enrolment rate	21.2	21.21	106
Basic education survival rate	77.2	77.15	86
Secondary enrolment gender gap	93.5	93.45	90
Quality of education			
Quality of primary schools ¹	2.46	24.32	113
Vulnerability			
Incidence of child labour	26.3	73.70	99

	Value	Score	Rank
15–24 Age Group	47.28	119	
Enrolment in education			
Tertiary enrolment rate	3.2	3.17	117
Vocational enrolment rate	23.1	23.09	61
Quality of education			
Quality of education system ¹	2.60	26.59	117
Youth literacy rate	87.6	87.61	101
Educational attainment			
Primary education attainment rate	50.4	50.37	121
Secondary education attainment rate	7.6	7.60	123
Economic participation			
Labour force participation rate	64.5	64.50	17
Unemployment rate	10.7	89.30	45
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.267	73.28	67

	Value	Score	Rank
25–54 Age Group	37.54	122	
Educational attainment			
Primary education attainment rate	32.3	32.27	119
Secondary education attainment rate	4.9	4.86	124
Tertiary education attainment rate	0.6	0.61	124
Workplace learning			
Staff training services ¹	2.88	31.34	119
Economic complexity ³	-0.596	40.07	87
Economic participation			
Labour force participation rate	95.8	95.80	6
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	1.6	1.60	122
Medium-skilled employment share	92.2	92.20	26
Ease of finding skilled employees ¹	3.35	39.14	102

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	56.07	99	
Educational attainment			
Primary education attainment rate	72.1	72.08	89
Secondary education attainment rate	34.2	34.17	81
Tertiary education attainment rate	9.5	9.46	72
Economic participation			
Labour force participation rate	90.8	90.80	5
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	48	73.85	117

	Value	Score	Rank
65 and Over Age Group	26.93	121	
Educational attainment			
Primary education attainment rate	9.4	9.42	115
Secondary education attainment rate	1.1	1.08	122
Tertiary education attainment rate	0.2	0.18	121
Economic participation			
Labour force participation rate	60.8	60.80	8
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	63.16	117

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.73
University-business R&D collaboration ¹	2.78
Ease of starting a business ⁴	18

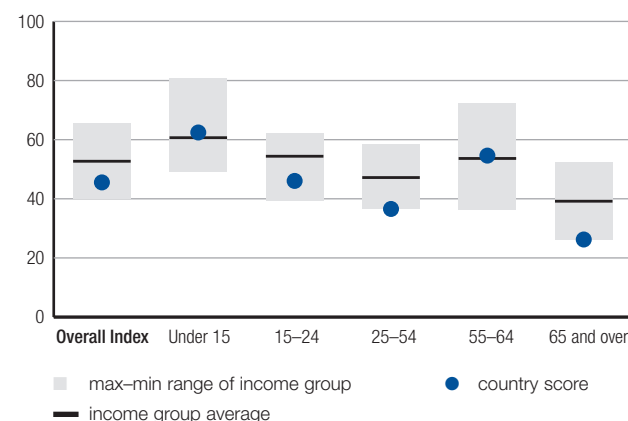
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	92.2
Social safety net ¹	2.31
Primary completion rate (poorest | richest quintile)	20, 70

Public investment

Public spending on education (% of GDP)	5.82
Internet access in schools ¹	1.73

Country Score Within Income Group



Cambodia

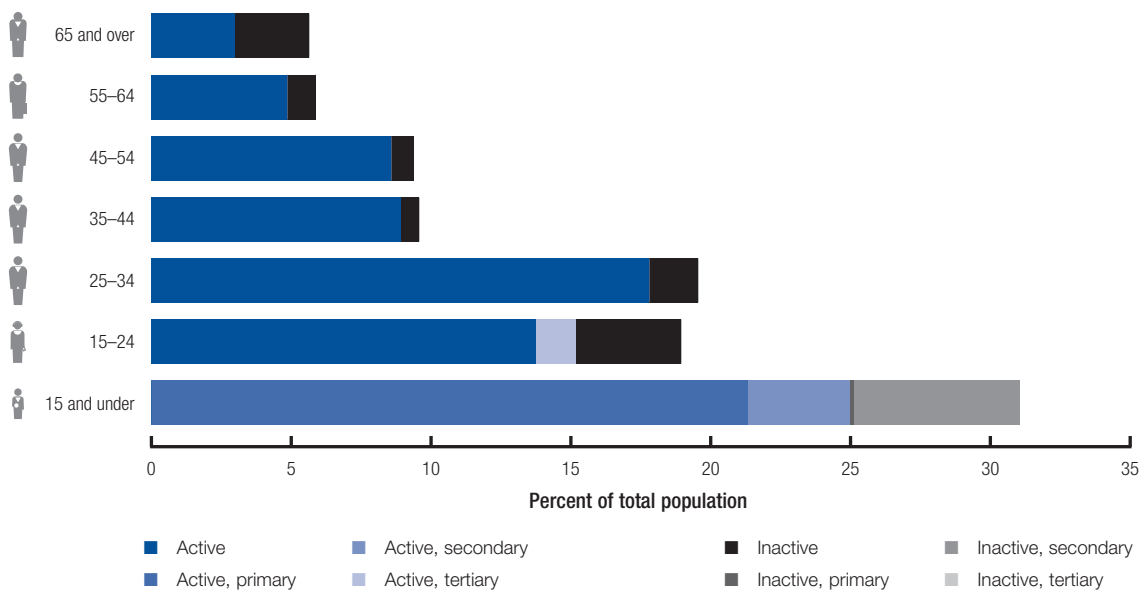
Human Capital Index 2015 Rank

97
(out of 124 countries)

Key indicators

Total population (1,000s).....	15,677	Median age of population (years)	24
Working age population (1,000s)	9,927	GDP per capita (constant '11 US\$, PPP).....	3,282
Tertiary-educated population (1,000s).....	182	Labour force participation rate (%).....	82.5
Aged dependency ratio (%).....	8.0	Employment-to-population ratio (%).....	82.2
Child dependency ratio (%).....	50.4	Unemployment rate (%).....	0.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.25
Quality of business schools	3.34
Specialized training services.....	3.56
Capacity to attract talent	3.65
Capacity to retain talent	3.72

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	223,222	32,177
Agriculture.....	668	
Education	703	
Engineering, Manufacturing, Construction	990	
Health and Welfare.....	998	
Humanities and Arts.....	4,480	
Sciences	3,029	
Services	17	
Social Sciences, Business, Law	21,292	
Unspecified.....	—	—

Cambodia

	Value	Score	Rank
Under 15 Age Group	67.21	106	
Enrolment in education			
Primary enrolment rate	98.4	98.38	33
Secondary enrolment rate	38.2	38.15	96
Basic education survival rate	61.1	61.07	100
Secondary enrolment gender gap	91.6	91.59	92
Quality of education			
Quality of primary schools ¹	2.94	32.39	98
Vulnerability			
Incidence of child labour	18.3	81.70	87

	Value	Score	Rank
15–24 Age Group	56.02	104	
Enrolment in education			
Tertiary enrolment rate	15.8	15.83	90
Vocational enrolment rate	7.4	7.41	93
Quality of education			
Quality of education system ¹	3.18	36.27	88
Youth literacy rate	91.5	91.48	92
Educational attainment			
Primary education attainment rate	91.2	91.24	96
Secondary education attainment rate	43.5	43.47	100
Economic participation			
Labour force participation rate	72.7	72.70	6
Unemployment rate	0.9	99.10	2
Underemployment rate	—	—	—
Not in employment, education or training rate	79.2	20.80	73
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	4.1	95.90	6
Incidence of undereducation	58.0	42.00	51
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	55.48	89	
Educational attainment			
Primary education attainment rate	82.5	82.51	92
Secondary education attainment rate	33.2	33.15	101
Tertiary education attainment rate	2.1	2.09	114
Workplace learning			
Staff training services ¹	3.90	48.27	74
Economic complexity ³	-0.937	34.39	104
Economic participation			
Labour force participation rate	91.6	91.60	17
Unemployment rate	0.3	99.70	2
Underemployment rate	—	—	—
Employment gender gap	91.5	91.55	17
Skills			
High-skilled employment share	3.9	3.90	107
Medium-skilled employment share	82.9	82.90	87
Ease of finding skilled employees ¹	3.42	40.27	100

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	60.78	85	
Educational attainment			
Primary education attainment rate	73.6	73.57	87
Secondary education attainment rate	13.9	13.88	110
Tertiary education attainment rate	0.5	0.45	122
Economic participation			
Labour force participation rate	82.9	82.90	12
Unemployment rate	0.0	100.00	1
Underemployment rate	—	—	—
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group	49.00	79	
Educational attainment			
Primary education attainment rate	49.9	49.89	89
Secondary education attainment rate	11.1	11.06	103
Tertiary education attainment rate	0.6	0.61	111
Economic participation			
Labour force participation rate	53.2	53.20	17
Unemployment rate	1.0	99.00	26
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	80.26	81

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.86
University-business R&D collaboration ¹	2.98
Ease of starting a business ⁴	184

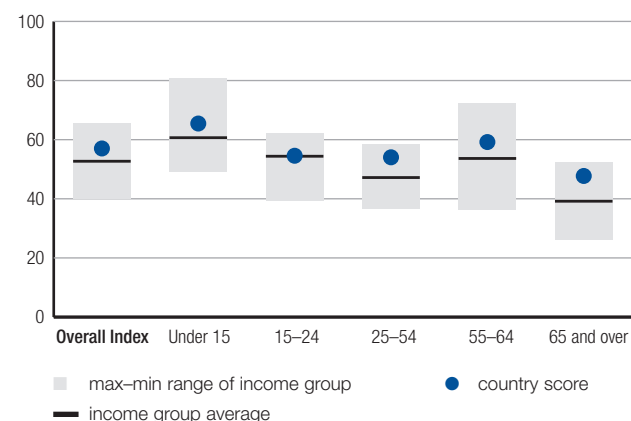
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	63.7
Social safety net ¹	2.73
Primary completion rate (poorest | richest quintile)	42, 121

Public investment

Public spending on education (% of GDP)	2.60
Internet access in schools ¹	3.61

Country Score Within Income Group



Cameroon

Human Capital Index 2015 Rank

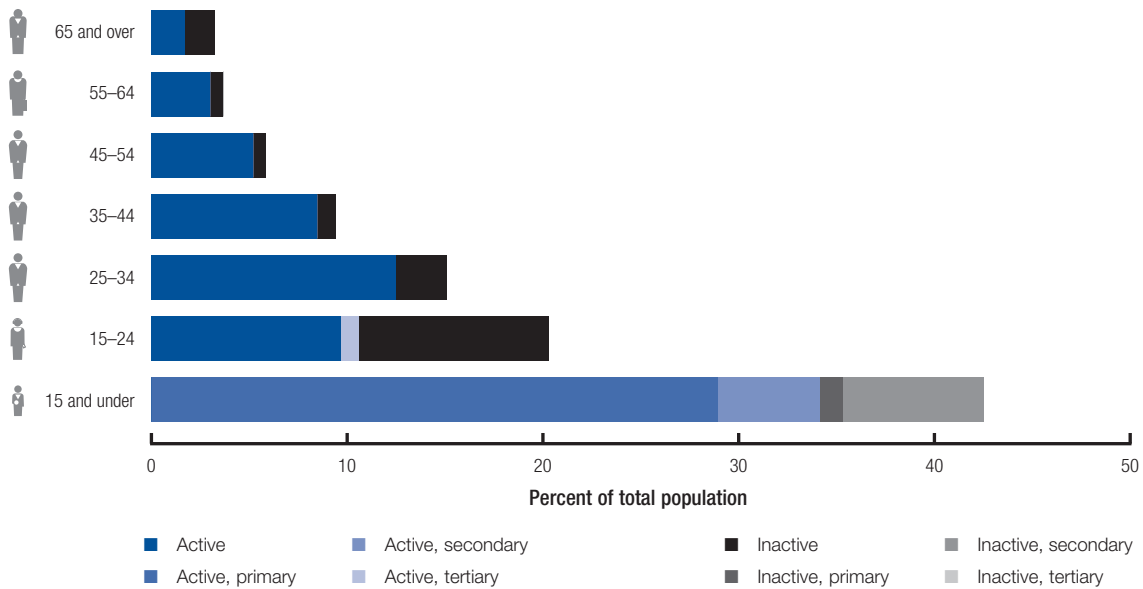
89

(out of 124 countries)

Key indicators

Total population (1,000s).....	23,393	Median age of population (years)	18
Working age population (1,000s)	12,696	GDP per capita (constant '11 US\$, PPP).....	2,982
Tertiary-educated population (1,000s).....	751	Labour force participation rate (%).....	70.3
Aged dependency ratio (%).....	6.1	Employment-to-population ratio (%).....	67.4
Child dependency ratio (%).....	81.4	Unemployment rate (%).....	4.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.26
Quality of business schools	4.40
Specialized training services.....	4.04
Capacity to attract talent	2.90
Capacity to retain talent	2.98

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	220,331	40,327
Agriculture.....	921	168
Education	22,645	4,145
Engineering, Manufacturing, Construction	8,809	1,612
Health and Welfare.....	5,111	935
Humanities and Arts.....	—	2,562
Sciences	37,509	6,865
Services	882	161
Social Sciences, Business, Law	130,455	23,879
Unspecified.....	—	—

Cameroon

	Value	Score	Rank
Under 15 Age Group	69.23	102	
Enrolment in education			
Primary enrolment rate	91.5	91.53	88
Secondary enrolment rate	—	—	—
Basic education survival rate	81.6	81.56	77
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.73	45.55	68
Vulnerability			
Incidence of child labour	41.7	58.30	111

	Value	Score	Rank
15–24 Age Group	60.36	88	
Enrolment in education			
Tertiary enrolment rate	11.9	11.91	98
Vocational enrolment rate	23.5	23.52	59
Quality of education			
Quality of education system ¹	3.81	46.85	53
Youth literacy rate	83.8	83.80	105
Educational attainment			
Primary education attainment rate	94.3	94.31	87
Secondary education attainment rate	65.0	64.96	77
Economic participation			
Labour force participation rate	47.7	47.70	60
Unemployment rate	6.7	93.30	18
Underemployment rate	—	—	—
Not in employment, education or training rate	10.8	89.20	23
Long-term unemployment rate	51.9	48.10	67
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.396	60.36	91

	Value	Score	Rank
25–54 Age Group	58.40	76	
Educational attainment			
Primary education attainment rate	86.9	86.87	91
Secondary education attainment rate	51.8	51.80	82
Tertiary education attainment rate	7.9	7.95	95
Workplace learning			
Staff training services ¹	4.02	50.26	62
Economic complexity ³	-0.743	37.62	92
Economic participation			
Labour force participation rate	86.1	86.10	52
Unemployment rate	3.8	96.20	24
Underemployment rate	—	—	—
Employment gender gap	85.0	85.01	34
Skills			
High-skilled employment share	2.7	2.70	114
Medium-skilled employment share	88.1	88.10	62
Ease of finding skilled employees ¹	3.99	49.79	59

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	60.72	86	
Educational attainment			
Primary education attainment rate	73.0	73.00	88
Secondary education attainment rate	31.7	31.72	84
Tertiary education attainment rate	4.6	4.64	98
Economic participation			
Labour force participation rate	82.0	82.00	14
Unemployment rate	0.9	99.10	11
Underemployment rate	—	—	—
Healthy life expectancy at birth	48	73.85	117

	Value	Score	Rank
65 and Over Age Group	46.43	86	
Educational attainment			
Primary education attainment rate	46.0	45.97	94
Secondary education attainment rate	14.0	13.96	96
Tertiary education attainment rate	2.0	1.99	101
Economic participation			
Labour force participation rate	53.7	53.70	15
Unemployment rate	0.2	99.80	9
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	63.16	117

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.52
University-business R&D collaboration ¹	3.37
Ease of starting a business ⁴	133

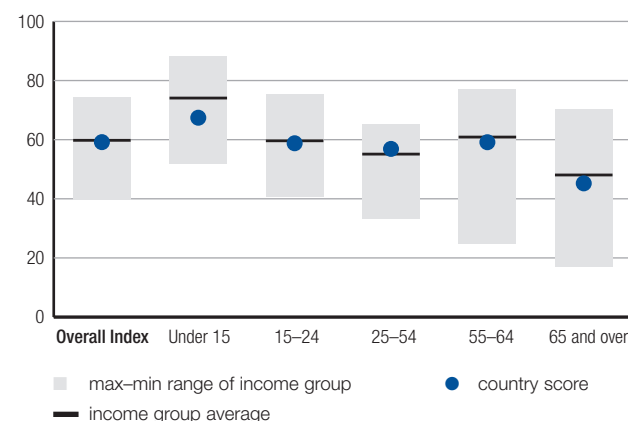
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	75.0
Social safety net ¹	2.97
Primary completion rate (poorest | richest quintile)	47, 134

Public investment

Public spending on education (% of GDP)	3.10
Internet access in schools ¹	2.68

Country Score Within Income Group



Canada

Human Capital Index 2015 Rank

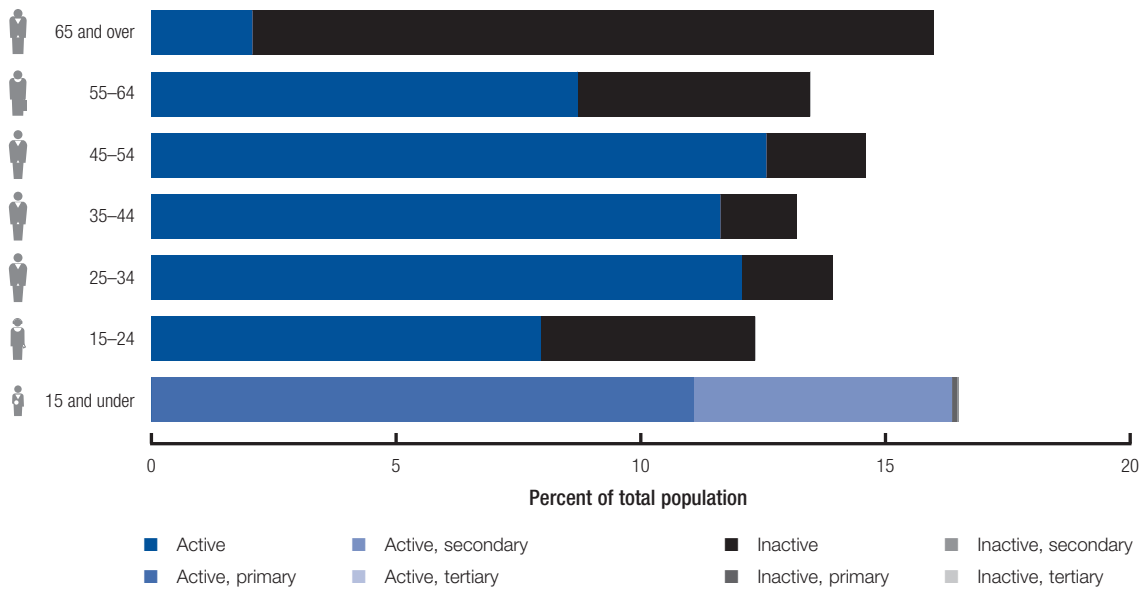
4

(out of 124 countries)

Key indicators

Total population (1,000s).....	35,871	Median age of population (years)	40
Working age population (1,000s)	24,217	GDP per capita (constant '11 US\$, PPP).....	44,519
Tertiary-educated population (1,000s).....	9,725	Labour force participation rate (%).....	66.2
Aged dependency ratio (%).....	20.4	Employment-to-population ratio (%).....	61.5
Child dependency ratio (%).....	23.7	Unemployment rate (%).....	7.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.0	18.7	72.2	92.9	4.5	
Managers, professionals and technicians	0.1	5.0	36.0	Tertiary education requirements.....	41.0	1.1
Clerical, service and sales workers	0.0	1.4	24.1	Secondary education requirements.....	44.5	1.3
Skilled agricultural and trades workers.....	1.7	5.7	3.7			0.7
Plant and machine operators, and assemblers.....	0.1	4.7	3.1			0.5
Elementary occupations	0.1	1.9	5.4	Primary education requirements	7.4	0.8
Others.....	0.0	0.0	0.0		0.0	0.0

Business Perceptions

Score (1-7)

Quality of math/science education	5.10
Quality of business schools	5.77
Specialized training services.....	5.29
Capacity to attract talent	5.24
Capacity to retain talent	4.80

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	—	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Canada

	Value	Score	Rank
Under 15 Age Group		93.00	15
Enrolment in education			
Primary enrolment rate ⁵	98.3	98.30	37
Secondary enrolment rate ⁵	99.0	99.00	4
Basic education survival rate	—	—	—
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	5.54	75.71	11
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		88.70	1
Enrolment in education			
Tertiary enrolment rate	—	—	—
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	5.25	70.76	11
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.7	96.67	16
Economic participation			
Labour force participation rate	64.1	64.10	18
Unemployment rate	13.4	86.60	55
Underemployment rate	4.0	96.00	19
Not in employment, education or training rate	13.4	86.60	34
Long-term unemployment rate	2.5	97.55	5
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		75.84	14
Educational attainment			
Primary education attainment rate	99.9	99.94	21
Secondary education attainment rate	94.3	94.31	24
Tertiary education attainment rate	46.3	46.34	2
Workplace learning			
Staff training services ¹	4.70	61.70	21
Economic complexity ³	0.869	64.49	33
Economic participation			
Labour force participation rate	86.8	86.80	47
Unemployment rate	5.8	94.20	48
Underemployment rate	—	—	—
Employment gender gap	91.1	91.06	18
Skills			
High-skilled employment share	44.4	44.40	16
Medium-skilled employment share	92.1	92.10	27
Ease of finding skilled employees ¹	4.53	58.89	28

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group		84.15	5
Educational attainment			
Primary education attainment rate	99.6	99.58	26
Secondary education attainment rate	93.8	93.83	23
Tertiary education attainment rate	38.6	38.62	1
Economic participation			
Labour force participation rate	64.4	64.40	56
Unemployment rate	6.2	93.80	68
Underemployment rate	1.2	98.80	7
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group		72.97	8
Educational attainment			
Primary education attainment rate	99.1	99.06	29
Secondary education attainment rate	79.4	79.44	20
Tertiary education attainment rate	29.5	29.47	1
Economic participation			
Labour force participation rate	12.8	12.80	78
Unemployment rate	4.1	95.90	71
Underemployment rate	0.6	99.40	6
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.77
University-business R&D collaboration ¹	4.90
Ease of starting a business ⁴	2

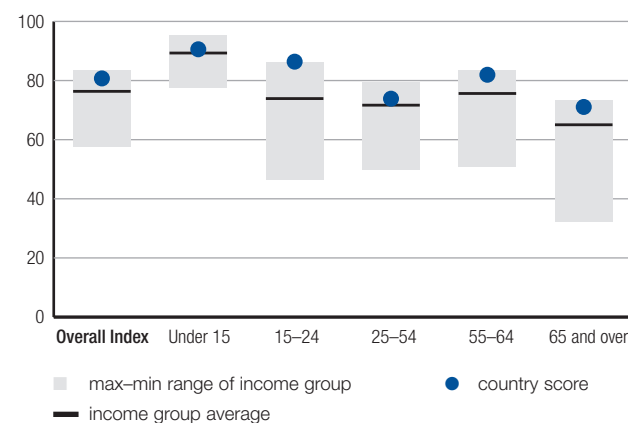
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	10.6
Social safety net ¹	5.50
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.40
Internet access in schools ¹	6.25

Country Score Within Income Group



Chad

Human Capital Index 2015 Rank

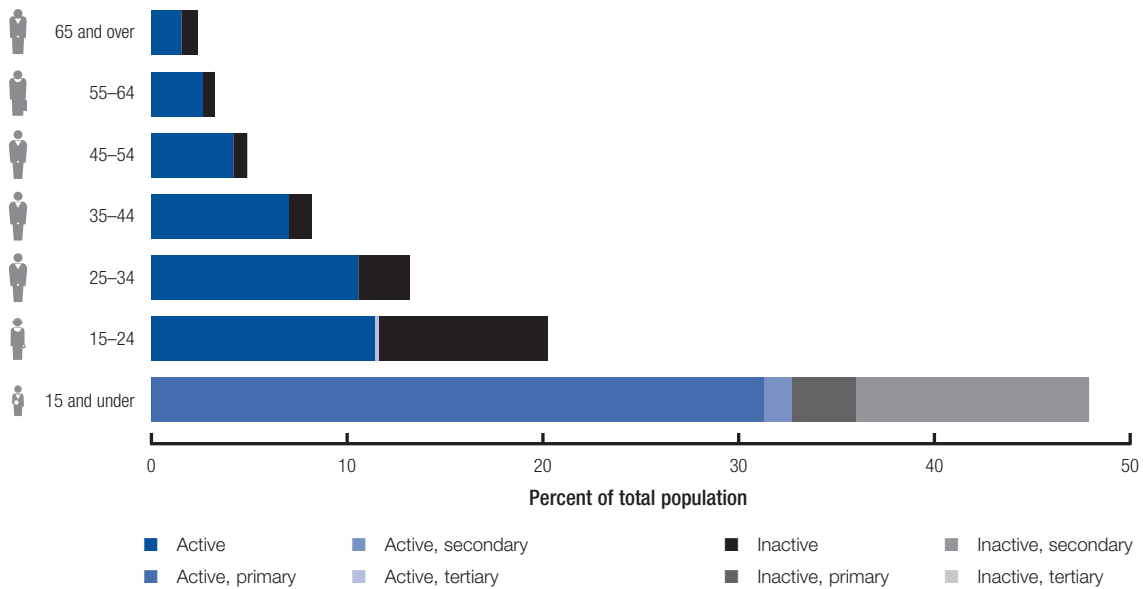
123

(out of 124 countries)

Key indicators

Total population (1,000s).....	13,606	Median age of population (years)	16
Working age population (1,000s)	6,766	GDP per capita (constant '11 US\$, PPP).....	2,645
Tertiary-educated population (1,000s).....	97	Labour force participation rate (%).....	71.6
Aged dependency ratio (%).....	5.2	Employment-to-population ratio (%).....	66.5
Child dependency ratio (%).....	100.4	Unemployment rate (%).....	7.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.82
Quality of business schools	2.69
Specialized training services.....	2.68
Capacity to attract talent	2.93
Capacity to retain talent	2.43

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	24,349	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Chad

	Value	Score	Rank
Under 15 Age Group		50.50	124
Enrolment in education			
Primary enrolment rate	79.3	79.27	113
Secondary enrolment rate	10.5	10.54	110
Basic education survival rate	84.3	84.30	71
Secondary enrolment gender gap	33.4	33.43	103
Quality of education			
Quality of primary schools ¹	2.29	21.53	116
Vulnerability			
Incidence of child labour	26.1	73.90	98

	Value	Score	Rank
15–24 Age Group		40.41	124
Enrolment in education			
Tertiary enrolment rate	2.3	2.25	120
Vocational enrolment rate	4.2	4.18	103
Quality of education			
Quality of education system ¹	2.53	25.47	119
Youth literacy rate	52.7	52.75	120
Educational attainment			
Primary education attainment rate	66.6	66.63	116
Secondary education attainment rate	26.1	26.13	114
Economic participation			
Labour force participation rate	56.4	56.40	36
Unemployment rate	10.5	89.50	41
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		38.83	121
Educational attainment			
Primary education attainment rate	49.3	49.32	116
Secondary education attainment rate	21.0	21.00	113
Tertiary education attainment rate	2.1	2.08	115
Workplace learning			
Staff training services ¹	2.82	30.34	121
Economic complexity ³	-0.656	39.06	90
Economic participation			
Labour force participation rate	82.7	82.70	71
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	2.0	2.00	119
Medium-skilled employment share	89.3	89.30	55
Ease of finding skilled employees ¹	3.02	33.63	116

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		37.31	122
Educational attainment			
Primary education attainment rate	27.5	27.45	114
Secondary education attainment rate	8.2	8.21	115
Tertiary education attainment rate	1.6	1.60	110
Economic participation			
Labour force participation rate	81.6	81.60	15
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	44	67.69	123

	Value	Score	Rank
65 and Over Age Group		27.93	120
Educational attainment			
Primary education attainment rate	13.5	13.48	114
Secondary education attainment rate	3.0	3.05	115
Tertiary education attainment rate	0.5	0.50	114
Economic participation			
Labour force participation rate	64.7	64.70	6
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	57.89	123

Value

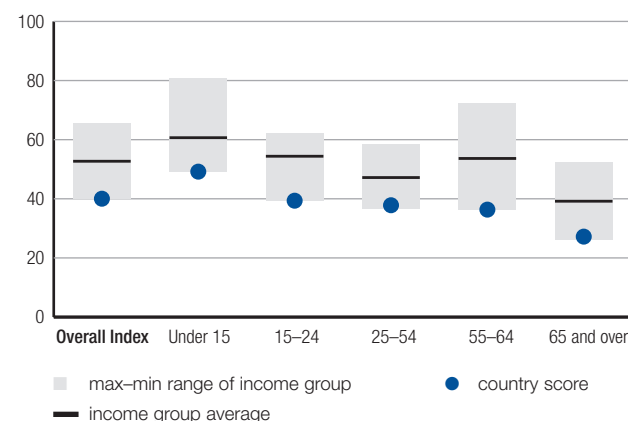
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	2.83
University-business R&D collaboration ¹	2.24
Ease of starting a business ⁴	185

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	90.2
Social safety net ¹	2.33
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	2.26
Internet access in schools ¹	1.53

Country Score Within Income Group



Chile

Human Capital Index 2015 Rank

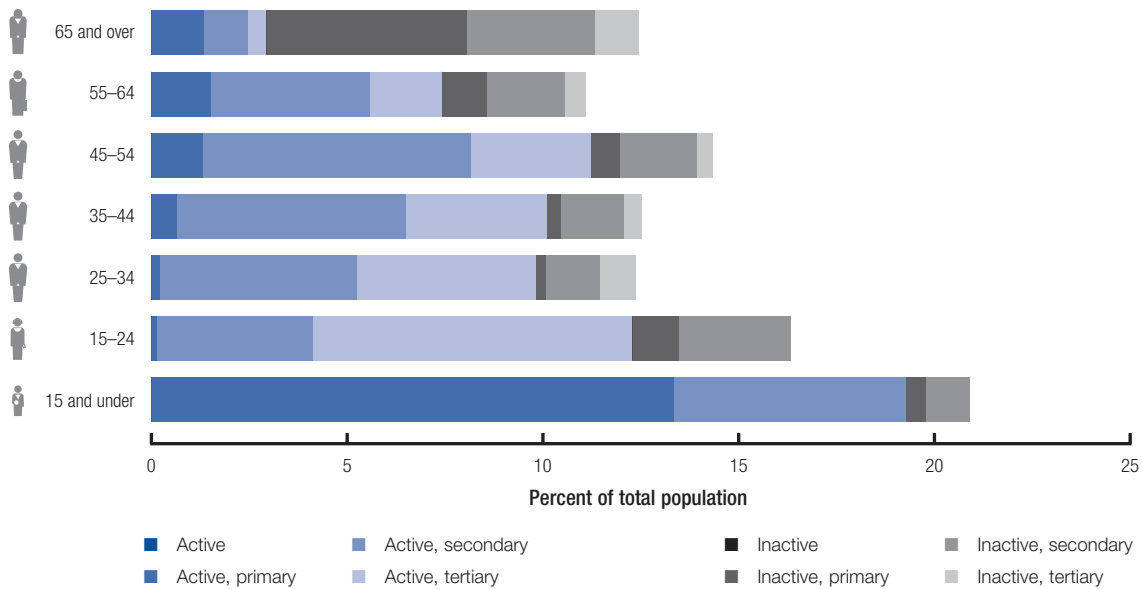
45

(out of 124 countries)

Key indicators

Total population (1,000s).....	17,924	Median age of population (years).....	32
Working age population (1,000s).....	12,345	GDP per capita (constant '11 US\$, PPP).....	23,165
Tertiary-educated population (1,000s).....	3,732	Labour force participation rate (%).....	61.8
Aged dependency ratio (%).....	13.4	Employment-to-population ratio (%).....	58.1
Child dependency ratio (%).....	32.2	Unemployment rate (%).....	6.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	5.2	13.4	37.9	56.5	2.9	
Managers, professionals and technicians.....	0.2	2.1	11.4	Tertiary education requirements.....	13.8	0.5
Clerical, service and sales workers.....	0.2	1.1	12.4	Secondary education requirements.....	29.2	0.9
Skilled agricultural and trades workers.....	1.8	6.3	2.3			0.4
Plant and machine operators, and assemblers.....	0.3	1.9	2.8			0.2
Elementary occupations.....	2.7	2.0	8.5	Primary education requirements.....	13.2	0.8
Others.....	0.0	0.0	0.4			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.50
Quality of business schools.....	5.41
Specialized training services.....	4.46
Capacity to attract talent.....	4.34
Capacity to retain talent.....	4.80

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	1,118,773	147,549
Agriculture.....	26,935	3,595
Education.....	140,935	23,281
Engineering, Manufacturing, Construction.....	197,527	21,037
Health and Welfare.....	246,991	31,217
Humanities and Arts.....	52,372	6,161
Sciences.....	66,307	7,260
Services.....	101,522	11,568
Social Sciences, Business, Law.....	285,349	43,431
Unspecified.....	837	13

Chile

	Value	Score	Rank
Under 15 Age Group	84.74	53	
Enrolment in education			
Primary enrolment rate	92.7	92.68	84
Secondary enrolment rate	84.1	84.09	47
Basic education survival rate	99.9	99.94	1
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.30	38.30	84
Vulnerability			
Incidence of child labour	6.6	93.40	59

	Value	Score	Rank
15–24 Age Group	72.74	39	
Enrolment in education			
Tertiary enrolment rate	74.4	74.39	17
Vocational enrolment rate	34.6	34.57	41
Quality of education			
Quality of education system ¹	3.69	44.86	61
Youth literacy rate	98.7	98.68	69
Educational attainment			
Primary education attainment rate	99.8	99.76	47
Secondary education attainment rate	89.3	89.30	33
Economic participation			
Labour force participation rate	38.2	38.20	86
Unemployment rate	16.4	83.60	67
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	17.2	82.81	30
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.188	81.25	23

	Value	Score	Rank
25–54 Age Group	64.72	47	
Educational attainment			
Primary education attainment rate	98.6	98.60	48
Secondary education attainment rate	79.4	79.43	48
Tertiary education attainment rate	33.2	33.16	10
Workplace learning			
Staff training services ¹	4.22	53.75	46
Economic complexity ³	-0.029	49.51	67
Economic participation			
Labour force participation rate	79.4	79.40	88
Unemployment rate	5.2	94.80	41
Underemployment rate	—	—	—
Employment gender gap	70.4	70.44	61
Skills			
High-skilled employment share	24.8	24.80	55
Medium-skilled employment share	76.5	76.50	108
Ease of finding skilled employees ¹	4.09	51.49	50

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	74.22	43	
Educational attainment			
Primary education attainment rate	96.9	96.86	53
Secondary education attainment rate	64.4	64.42	46
Tertiary education attainment rate	21.4	21.36	24
Economic participation			
Labour force participation rate	65.8	65.80	48
Unemployment rate	3.1	96.90	37
Underemployment rate	—	—	—
Healthy life expectancy at birth	70	100.00	1

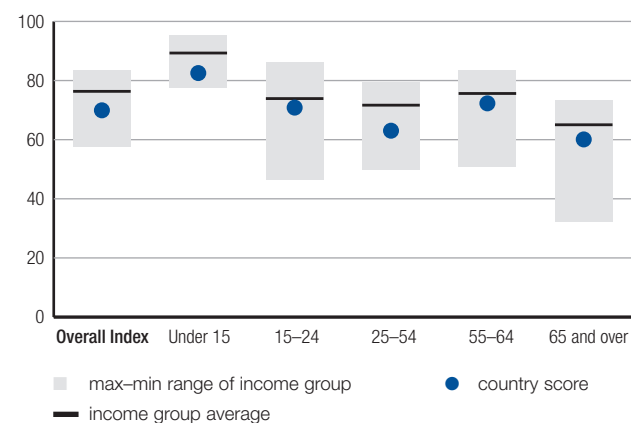
	Value	Score	Rank
65 and Over Age Group	61.69	44	
Educational attainment			
Primary education attainment rate	92.2	92.17	47
Secondary education attainment rate	50.6	50.55	38
Tertiary education attainment rate	14.6	14.59	29
Economic participation			
Labour force participation rate	22.6	22.60	54
Unemployment rate	1.9	98.10	49
Underemployment rate	—	—	—
Healthy life years beyond age 65	5	92.11	27

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.90
University-business R&D collaboration ¹	4.20
Ease of starting a business ⁴	59
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	22.4
Social safety net ¹	3.76
Primary completion rate (poorest | richest quintile)	—, —
Public investment	
Public spending on education (% of GDP)	4.52
Internet access in schools ¹	5.05

Country Score Within Income Group



China

Human Capital Index 2015 Rank

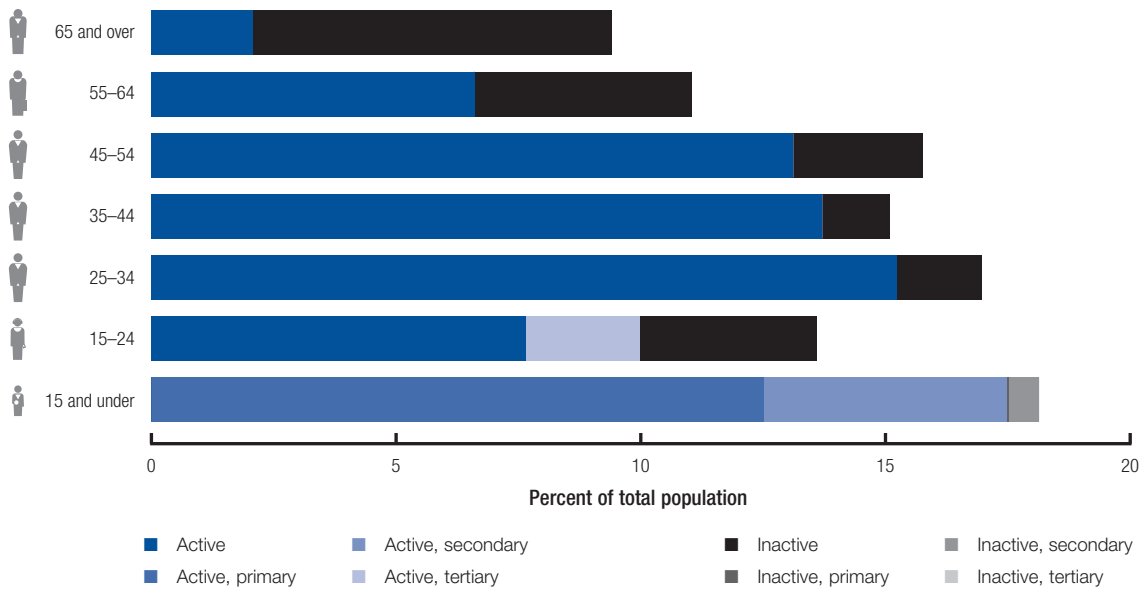
64

(out of 124 countries)

Key indicators

Total population (1,000s).....	1,401,587	Median age of population (years)	35
Working age population (1,000s)	1,014,520	GDP per capita (constant '11 US\$, PPP).....	12,893
Tertiary-educated population (1,000s).....	77,670	Labour force participation rate (%).....	71.3
Aged dependency ratio (%).....	11.4	Employment-to-population ratio (%).....	68.0
Child dependency ratio (%).....	24.7	Unemployment rate (%).....	4.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.33
Quality of business schools	3.93
Specialized training services.....	4.35
Capacity to attract talent	4.24
Capacity to retain talent	4.17

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	32,585,961	9,135,720
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

China

	Value	Score	Rank
Under 15 Age Group	84.44	55	
Enrolment in education			
Primary enrolment rate ⁵	99.0	99.00	16
Secondary enrolment rate ⁵	89.0	89.00	34
Basic education survival rate	96.9	96.87	29
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	4.17	52.88	51
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	69.60	58	
Enrolment in education			
Tertiary enrolment rate	26.7	26.70	74
Vocational enrolment rate	44.5	44.48	32
Quality of education			
Quality of education system ¹	4.03	50.47	45
Youth literacy rate	99.7	99.73	39
Educational attainment			
Primary education attainment rate	99.7	99.74	49
Secondary education attainment rate	89.9	89.91	31
Economic participation			
Labour force participation rate	56.3	56.30	37
Unemployment rate	10.5	89.50	41
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	61.85	61	
Educational attainment			
Primary education attainment rate	97.9	97.86	56
Secondary education attainment rate	77.3	77.28	52
Tertiary education attainment rate	8.4	8.39	92
Workplace learning			
Staff training services ¹	4.29	54.85	41
Economic complexity ³	1.052	67.53	22
Economic participation			
Labour force participation rate	88.1	88.10	32
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	11.7	11.70	94
Medium-skilled employment share	91.7	91.70	33
Ease of finding skilled employees ¹	4.55	59.23	27

NOTES

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group	61.74	83	
Educational attainment			
Primary education attainment rate	91.5	91.54	66
Secondary education attainment rate	53.6	53.58	58
Tertiary education attainment rate	3.8	3.79	103
Economic participation			
Labour force participation rate	59.8	59.80	71
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group	43.43	93	
Educational attainment			
Primary education attainment rate	74.0	74.02	69
Secondary education attainment rate	28.8	28.80	61
Tertiary education attainment rate	3.1	3.07	94
Economic participation			
Labour force participation rate	21.8	21.80	55
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	3	89.47	33

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.56
University-business R&D collaboration ¹	4.40
Ease of starting a business ⁴	128

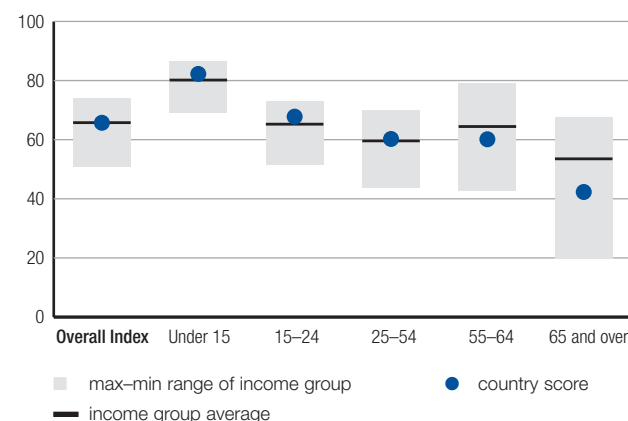
Vulnerability

Workers in informal employment	32.6
Workers in vulnerable employment	42.4
Social safety net ¹	4.28
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	5.27

Country Score Within Income Group



Colombia

Human Capital Index 2015 Rank

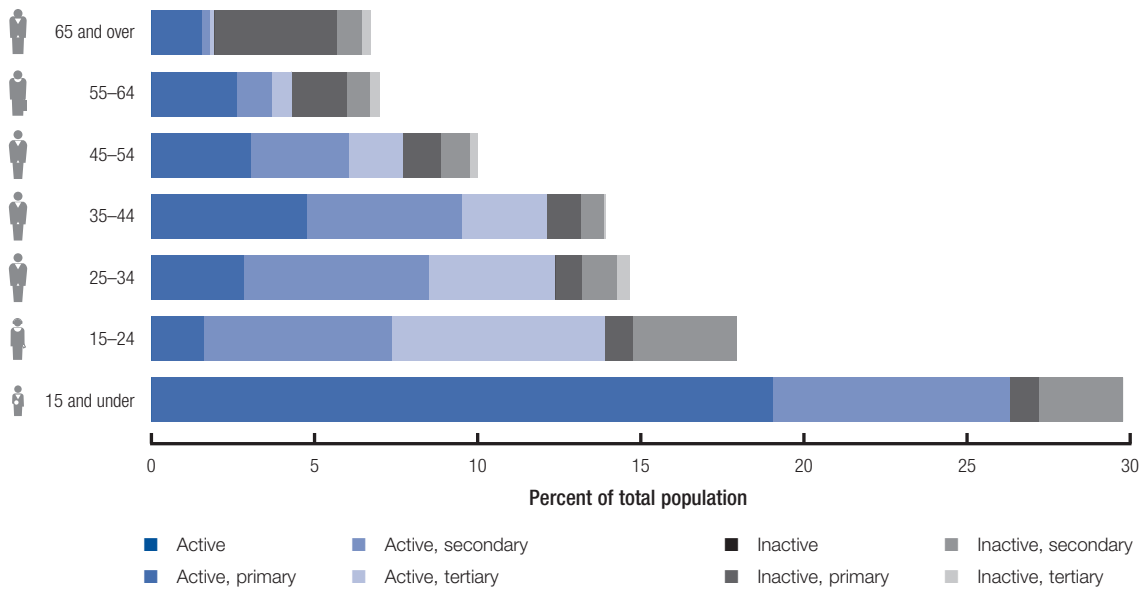
62

(out of 124 countries)

Key indicators

Total population (1,000s).....	49,529	Median age of population (years)	27
Working age population (1,000s)	32,878	GDP per capita (constant '11 US\$, PPP).....	13,459
Tertiary-educated population (1,000s).....	7,181	Labour force participation rate (%).....	67.4
Aged dependency ratio (%).....	8.6	Employment-to-population ratio (%).....	60.9
Child dependency ratio (%).....	43.8	Unemployment rate (%).....	9.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.28
Quality of business schools	4.26
Specialized training services.....	4.14
Capacity to attract talent	3.14
Capacity to retain talent	3.39

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,958,429	266,413
Agriculture.....	48,548	6,032
Education	150,221	31,134
Engineering, Manufacturing, Construction	446,507	45,471
Health and Welfare.....	164,867	21,401
Humanities and Arts.....	72,834	7,528
Sciences	88,993	11,676
Services	58,422	13,280
Social Sciences, Business, Law	915,735	129,209
Unspecified.....	12,302	682

Colombia

	Value	Score	Rank
Under 15 Age Group		73.92	93
Enrolment in education			
Primary enrolment rate	91.1	91.15	91
Secondary enrolment rate	73.7	73.67	66
Basic education survival rate	50.5	50.52	107
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.27	37.85	86
Vulnerability			
Incidence of child labour	9.7	90.30	70

	Value	Score	Rank
15–24 Age Group		72.35	44
Enrolment in education			
Tertiary enrolment rate	48.3	48.33	49
Vocational enrolment rate	25.6	25.63	55
Quality of education			
Quality of education system ¹	3.41	40.10	78
Youth literacy rate	98.7	98.66	70
Educational attainment			
Primary education attainment rate	99.5	99.51	55
Secondary education attainment rate	83.8	83.78	44
Economic participation			
Labour force participation rate	46.2	46.20	66
Unemployment rate	18.9	81.10	76
Underemployment rate	6.7	93.30	35
Not in employment, education or training rate	22.0	78.00	59
Long-term unemployment rate	8.7	91.35	11
Skills			
Incidence of overeducation	32.5	67.50	54
Incidence of undereducation	11.6	88.40	6
Skill diversity ²	0.290	70.98	77

	Value	Score	Rank
25–54 Age Group		62.96	56
Educational attainment			
Primary education attainment rate	97.5	97.46	60
Secondary education attainment rate	70.0	69.95	58
Tertiary education attainment rate	20.3	20.34	46
Workplace learning			
Staff training services ¹	3.89	48.14	75
Economic complexity ³	0.412	56.87	46
Economic participation			
Labour force participation rate	83.5	83.50	65
Unemployment rate	7.4	92.60	60
Underemployment rate	—	—	—
Employment gender gap	71.8	71.81	57
Skills			
High-skilled employment share	16.3	16.30	82
Medium-skilled employment share	85.1	85.10	78
Ease of finding skilled employees ¹	4.03	50.47	55

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		72.70	51
Educational attainment			
Primary education attainment rate	92.0	91.99	64
Secondary education attainment rate	48.9	48.89	60
Tertiary education attainment rate	14.1	14.15	48
Economic participation			
Labour force participation rate	62.4	62.40	63
Unemployment rate	4.5	95.50	54
Underemployment rate	4.0	96.00	37
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group		56.32	59
Educational attainment			
Primary education attainment rate	83.7	83.69	60
Secondary education attainment rate	29.0	29.05	59
Tertiary education attainment rate	7.1	7.11	64
Economic participation			
Labour force participation rate	31.2	31.20	41
Unemployment rate	—	—	—
Underemployment rate	2.6	97.40	32
Healthy life years beyond age 65	3	89.47	33

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.71
University-business R&D collaboration ¹	3.93
Ease of starting a business ⁴	84

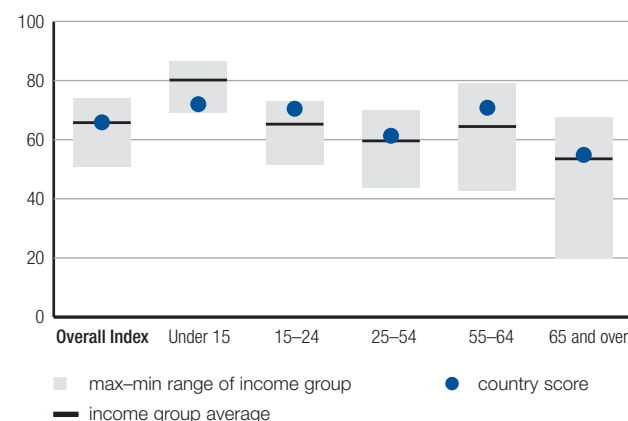
Vulnerability

Workers in informal employment	59.6
Workers in vulnerable employment	48.0
Social safety net ¹	3.14
Primary completion rate (poorest | richest quintile)	97, 100

Public investment

Public spending on education (% of GDP)	4.38
Internet access in schools ¹	4.01

Country Score Within Income Group



Costa Rica

Human Capital Index 2015 Rank

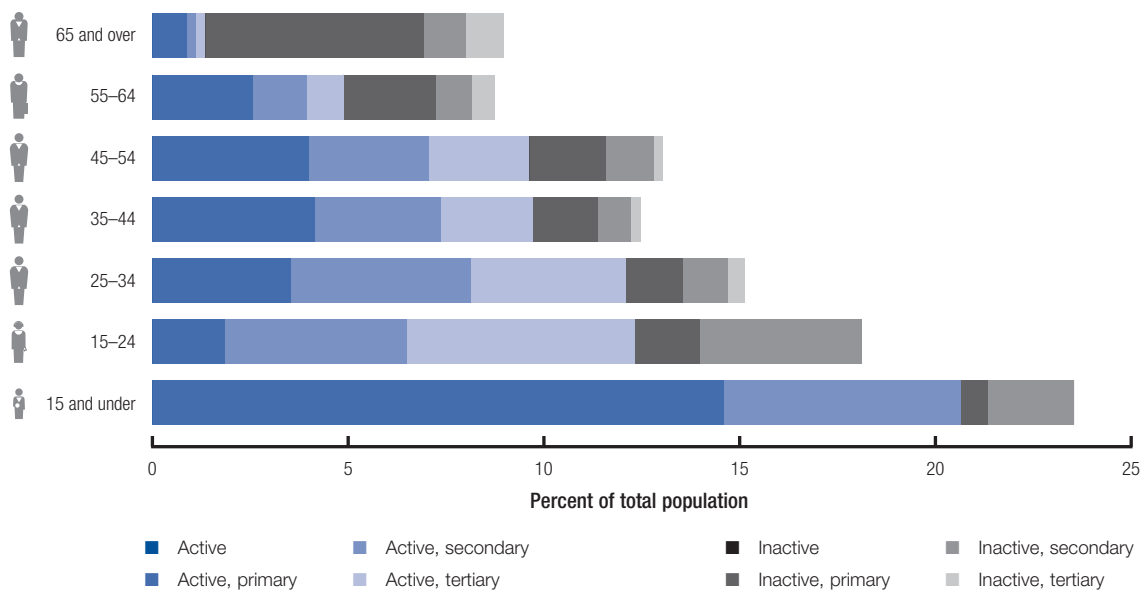
53

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,002	Median age of population (years).....	28
Working age population (1,000s).....	3,492	GDP per capita (constant '11 US\$, PPP).....	14,914
Tertiary-educated population (1,000s).....	749	Labour force participation rate (%).....	63.0
Aged dependency ratio (%).....	9.5	Employment-to-population ratio (%).....	57.6
Child dependency ratio (%).....	36.3	Unemployment rate (%).....	8.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	6.9	10.4	37.4	54.7	4.2	
Managers, professionals and technicians.....	0.2	2.2	11.3	Tertiary education requirements.....	13.7	0.5
Clerical, service and sales workers.....	0.2	1.2	14.6	Secondary education requirements.....	28.2	1.4
Skilled agricultural and trades workers.....	2.1	3.7	2.2	.....	.....	0.4
Plant and machine operators, and assemblers.....	0.2	1.3	2.8	.....	.....	0.2
Elementary occupations.....	4.2	2.1	6.5	Primary education requirements.....	12.8	1.6
Others.....	0.0	0.0	0.0	.....	.....	0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.45
Quality of business schools.....	5.31
Specialized training services.....	4.86
Capacity to attract talent.....	4.01
Capacity to retain talent.....	4.75

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	205,247	40,310
Agriculture.....	—	431
Education.....	—	10,558
Engineering, Manufacturing, Construction.....	—	2,496
Health and Welfare.....	—	6,004
Humanities and Arts.....	—	1,065
Sciences.....	—	2,300
Services.....	—	1,079
Social Sciences, Business, Law.....	—	16,376
Unspecified.....	—	—

Costa Rica

	Value	Score	Rank
Under 15 Age Group	78.49	80	
Enrolment in education			
Primary enrolment rate	91.0	90.97	93
Secondary enrolment rate	73.3	73.28	67
Basic education survival rate	49.6	49.58	108
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.67	61.22	35
Vulnerability			
Incidence of child labour	4.1	95.90	50

	Value	Score	Rank
15–24 Age Group	71.61	51	
Enrolment in education			
Tertiary enrolment rate	47.6	47.60	51
Vocational enrolment rate	28.5	28.53	53
Quality of education			
Quality of education system ¹	4.67	61.11	20
Youth literacy rate	99.3	99.32	50
Educational attainment			
Primary education attainment rate	99.3	99.25	61
Secondary education attainment rate	70.6	70.57	68
Economic participation			
Labour force participation rate	47.3	47.30	64
Unemployment rate	19.2	80.80	79
Underemployment rate	16.2	83.80	57
Not in employment, education or training rate	19.2	80.80	50
Long-term unemployment rate	13.3	86.66	21
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.264	73.56	67

	Value	Score	Rank
25–54 Age Group	65.49	46	
Educational attainment			
Primary education attainment rate	97.1	97.14	63
Secondary education attainment rate	57.1	57.14	78
Tertiary education attainment rate	22.0	21.97	42
Workplace learning			
Staff training services ¹	4.73	62.11	20
Economic complexity ³	0.362	56.04	49
Economic participation			
Labour force participation rate	78.6	78.60	91
Unemployment rate	5.1	94.90	40
Underemployment rate	10.2	89.80	46
Employment gender gap	59.4	59.43	70
Skills			
High-skilled employment share	25.3	25.30	53
Medium-skilled employment share	76.6	76.60	106
Ease of finding skilled employees ¹	5.01	66.88	8

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	70.87	55	
Educational attainment			
Primary education attainment rate	95.4	95.43	55
Secondary education attainment rate	46.1	46.08	63
Tertiary education attainment rate	19.3	19.27	34
Economic participation			
Labour force participation rate	56.4	56.40	79
Unemployment rate	3.9	96.10	50
Underemployment rate	17.2	82.80	67
Healthy life expectancy at birth	69	100.00	1

	Value	Score	Rank
65 and Over Age Group	58.39	54	
Educational attainment			
Primary education attainment rate	88.4	88.41	53
Secondary education attainment rate	28.5	28.50	62
Tertiary education attainment rate	13.0	13.04	35
Economic participation			
Labour force participation rate	15.4	15.40	72
Unemployment rate	5.1	94.90	77
Underemployment rate	22.3	77.70	62
Healthy life years beyond age 65	4	90.79	31

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.24
University-business R&D collaboration ¹	4.36
Ease of starting a business ⁴	118

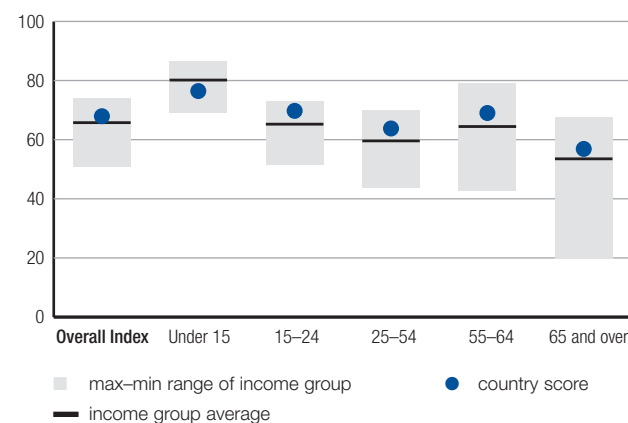
Vulnerability

Workers in informal employment	43.8
Workers in vulnerable employment	20.8
Social safety net ¹	3.85
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.28
Internet access in schools ¹	4.67

Country Score Within Income Group



Côte d'Ivoire

Human Capital Index 2015 Rank

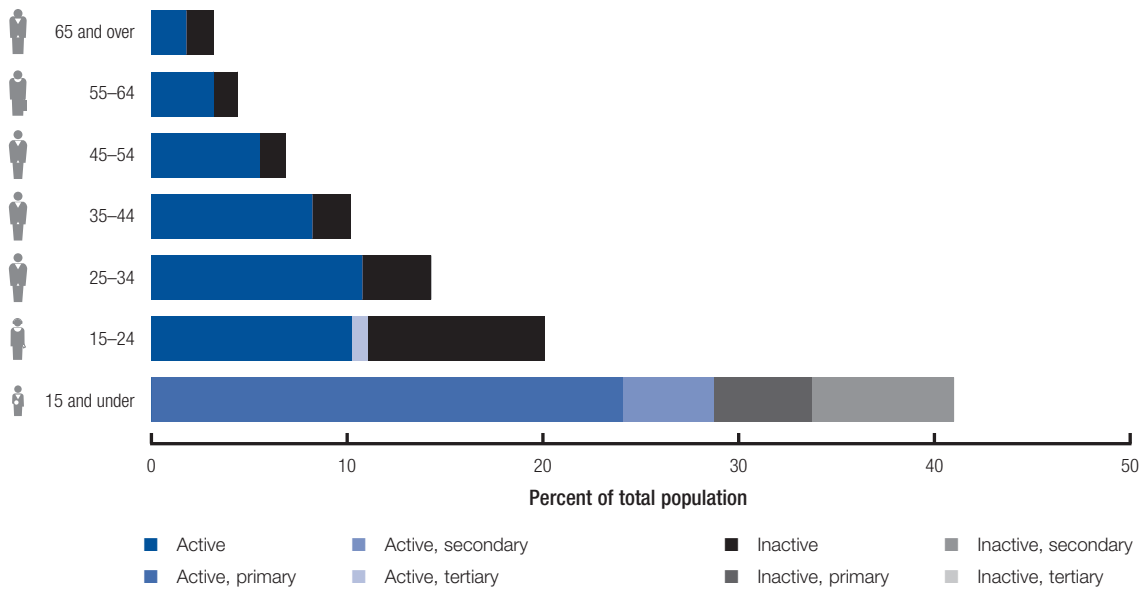
117

(out of 124 countries)

Key indicators

Total population (1,000s).....	21,295	Median age of population (years).....	19
Working age population (1,000s).....	11,891	GDP per capita (constant '11 US\$, PPP).....	2,902
Tertiary-educated population (1,000s).....	699	Labour force participation rate (%).....	67.3
Aged dependency ratio (%).....	5.6	Employment-to-population ratio (%).....	64.5
Child dependency ratio (%).....	75.9	Unemployment rate (%).....	4.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	5.06
Quality of business schools	4.75
Specialized training services.....	4.30
Capacity to attract talent	3.88
Capacity to retain talent	3.75

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	169,351	—
Agriculture.....	2,177	—
Education	3,047	—
Engineering, Manufacturing, Construction	16,380	—
Health and Welfare.....	4,300	—
Humanities and Arts.....	4,103	—
Sciences	27,128	—
Services.....	1,473	—
Social Sciences, Business, Law	108,901	—
Unspecified.....	1,842	—

Côte d'Ivoire

	Value	Score	Rank
Under 15 Age Group		65.05	107
Enrolment in education			
Primary enrolment rate	61.9	61.86	123
Secondary enrolment rate	—	—	—
Basic education survival rate	87.5	87.49	64
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.23	37.24	88
Vulnerability			
Incidence of child labour	26.4	73.60	100

	Value	Score	Rank
15–24 Age Group		47.43	117
Enrolment in education			
Tertiary enrolment rate	9.1	9.10	106
Vocational enrolment rate	15.1	15.14	72
Quality of education			
Quality of education system ¹	3.56	42.70	70
Youth literacy rate	50.2	50.23	121
Educational attainment			
Primary education attainment rate	71.0	70.97	114
Secondary education attainment rate	38.7	38.69	102
Economic participation			
Labour force participation rate	50.9	50.90	46
Unemployment rate	5.8	94.20	15
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.450	54.96	95

	Value	Score	Rank
25–54 Age Group		45.18	118
Educational attainment			
Primary education attainment rate	57.7	57.68	113
Secondary education attainment rate	29.5	29.46	106
Tertiary education attainment rate	6.8	6.83	99
Workplace learning			
Staff training services ¹	4.00	50.03	63
Economic complexity ³	-0.754	37.44	93
Economic participation			
Labour force participation rate	78.1	78.10	92
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	2.3	2.30	117
Medium-skilled employment share	88.4	88.40	59
Ease of finding skilled employees ¹	4.38	56.39	36

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	Value	Score	Rank
55–64 Age Group		41.37	121
Educational attainment			
Primary education attainment rate	38.9	38.90	112
Secondary education attainment rate	20.7	20.68	101
Tertiary education attainment rate	3.9	3.92	101
Economic participation			
Labour force participation rate	72.6	72.60	25
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	46	70.77	120

	Value	Score	Rank
65 and Over Age Group		28.54	119
Educational attainment			
Primary education attainment rate	16.3	16.26	110
Secondary education attainment rate	7.8	7.76	106
Tertiary education attainment rate	1.8	1.77	102
Economic participation			
Labour force participation rate	56.4	56.40	10
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	60.53	120

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.26
University-business R&D collaboration ¹	3.34
Ease of starting a business ⁴	44

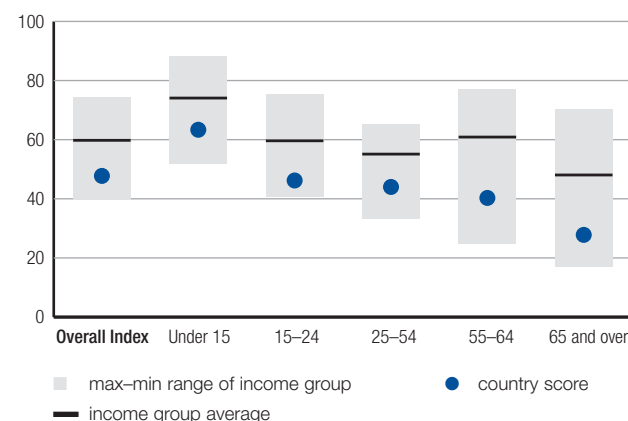
Vulnerability

Workers in informal employment	69.7
Workers in vulnerable employment	75.6
Social safety net ¹	3.21
Primary completion rate (poorest | richest quintile)	47, 127

Public investment

Public spending on education (% of GDP)	4.60
Internet access in schools ¹	3.41

Country Score Within Income Group



Croatia

Human Capital Index 2015 Rank

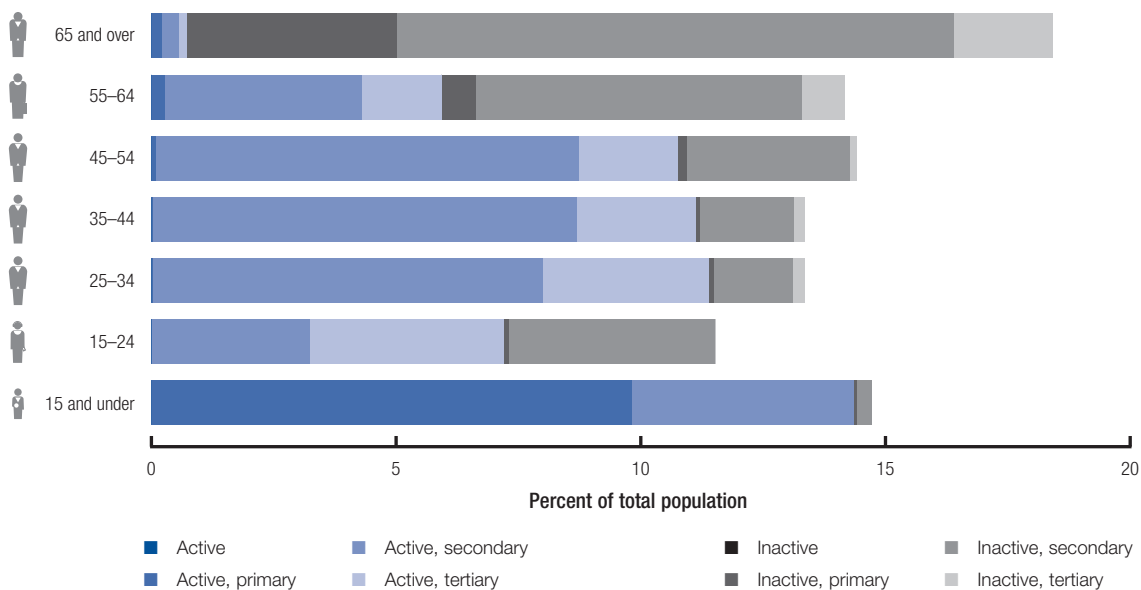
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(out of 124 countries)

Key indicators

Total population (1,000s).....	4,255	Median age of population (years)	42
Working age population (1,000s)	2,826	GDP per capita (constant '11 US\$, PPP).....	20,392
Tertiary-educated population (1,000s).....	574	Labour force participation rate (%).....	51.3
Aged dependency ratio (%).....	26.1	Employment-to-population ratio (%).....	42.4
Child dependency ratio (%).....	22.8	Unemployment rate (%).....	17.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	4.5	11.6	25.9	42.0	2.2	
Managers, professionals and technicians	0.3	3.1	11.5	Tertiary education requirements.....	14.9	0.3
Clerical, service and sales workers	0.1	1.2	10.3	Secondary education requirements.....	24.1	0.9
Skilled agricultural and trades workers.....	3.8	3.7	0.9			0.4
Plant and machine operators, and assemblers.....	0.1	2.6	1.4			0.1
Elementary occupations	0.3	1.0	1.5	Primary education requirements	2.8	0.4
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.91
Quality of business schools	4.20
Specialized training services.....	4.14
Capacity to attract talent	1.81
Capacity to retain talent	2.11

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	157,289	39,820
Agriculture.....	6,068	1,535
Education	6,319	1,974
Engineering, Manufacturing, Construction	24,790	6,145
Health and Welfare.....	14,701	3,134
Humanities and Arts.....	15,012	4,137
Sciences	13,404	3,352
Services	13,652	2,832
Social Sciences, Business, Law	63,343	16,711
Unspecified.....	—	—

Croatia

	Value	Score	Rank
Under 15 Age Group		91.87	22
Enrolment in education			
Primary enrolment rate	98.8	98.77	26
Secondary enrolment rate	93.7	93.67	17
Basic education survival rate	99.2	99.25	10
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.63	60.51	37
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		71.80	49
Enrolment in education			
Tertiary enrolment rate	61.6	61.63	36
Vocational enrolment rate	70.8	70.76	5
Quality of education			
Quality of education system ¹	3.23	37.09	85
Youth literacy rate	99.7	99.74	38
Educational attainment			
Primary education attainment rate	99.9	99.94	34
Secondary education attainment rate	70.3	70.35	71
Economic participation			
Labour force participation rate	29.4	29.40	114
Unemployment rate	45.9	54.10	119
Underemployment rate	4.7	95.30	26
Not in employment, education or training rate	19.6	80.40	53
Long-term unemployment rate	50.6	49.39	66
Skills			
Incidence of overeducation	13.3	86.70	30
Incidence of undereducation	6.3	93.70	1
Skill diversity ²	0.233	76.70	51

	Value	Score	Rank
25–54 Age Group		69.18	37
Educational attainment			
Primary education attainment rate	99.6	99.59	35
Secondary education attainment rate	84.5	84.53	41
Tertiary education attainment rate	14.3	14.34	68
Workplace learning			
Staff training services ¹	3.22	37.02	113
Economic complexity ³	1.045	67.42	23
Economic participation			
Labour force participation rate	81.5	81.50	80
Unemployment rate	15.5	84.50	90
Underemployment rate	2.9	97.10	19
Employment gender gap	90.6	90.64	19
Skills			
High-skilled employment share	35.5	35.50	32
Medium-skilled employment share	92.9	92.90	23
Ease of finding skilled employees ¹	3.70	45.07	77

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		72.95	47
Educational attainment			
Primary education attainment rate	99.3	99.31	35
Secondary education attainment rate	70.5	70.49	43
Tertiary education attainment rate	11.0	11.04	62
Economic participation			
Labour force participation rate	42.3	42.30	106
Unemployment rate	9.9	90.10	85
Underemployment rate	2.6	97.40	29
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group		63.49	37
Educational attainment			
Primary education attainment rate	95.9	95.92	40
Secondary education attainment rate	48.5	48.54	40
Tertiary education attainment rate	8.3	8.28	54
Economic participation			
Labour force participation rate	5.0	5.00	113
Unemployment rate	0.7	99.30	20
Underemployment rate	2.1	97.90	27
Healthy life years beyond age 65	3	89.47	33

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.16
University-business R&D collaboration ¹	3.39
Ease of starting a business ⁴	88

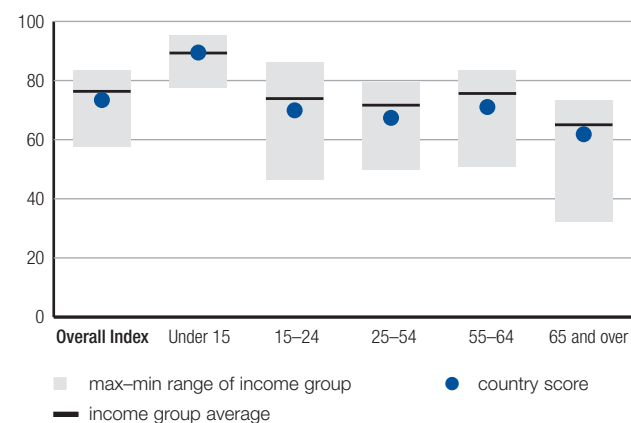
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	15.2
Social safety net ¹	3.15
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.31
Internet access in schools ¹	4.82

Country Score Within Income Group



Cyprus

Human Capital Index 2015 Rank

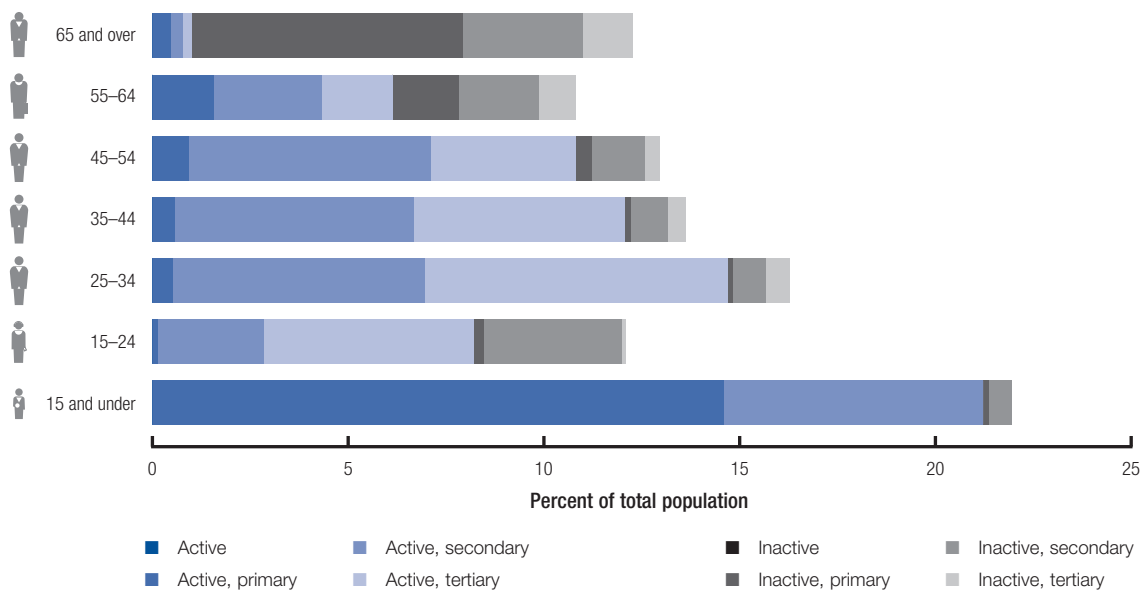
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(out of 124 countries)

Key indicators

Total population (1,000s).....	1,165	Median age of population (years).....	34
Working age population (1,000s).....	823	GDP per capita (constant '11 US\$, PPP).....	27,986
Tertiary-educated population (1,000s).....	218	Labour force participation rate (%).....	63.7
Aged dependency ratio (%).....	16.4	Employment-to-population ratio (%).....	53.6
Child dependency ratio (%).....	25.1	Unemployment rate (%).....	15.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.6	9.3	42.2	53.2	4.4	
Managers, professionals and technicians.....	0.1	2.1	16.5	Tertiary education requirements.....	18.7	1.0
Clerical, service and sales workers.....	0.1	1.0	15.0	Secondary education requirements.....	25.1	1.6
Skilled agricultural and trades workers.....	0.9	3.8	1.9			0.8
Plant and machine operators, and assemblers.....	0.0	1.0	1.4			0.3
Elementary occupations.....	0.5	1.4	6.8	Primary education requirements.....	8.8	0.7
Others.....	0.0	0.0	0.6			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.37
Quality of business schools.....	4.98
Specialized training services.....	4.72
Capacity to attract talent.....	3.52
Capacity to retain talent.....	4.05

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	31,772	6,173
Agriculture.....	173	43
Education.....	3,031	716
Engineering, Manufacturing, Construction.....	3,821	810
Health and Welfare.....	2,512	238
Humanities and Arts.....	3,467	593
Sciences.....	2,792	515
Services.....	1,495	570
Social Sciences, Business, Law.....	14,481	2,688
Unspecified.....	—	—

Cyprus

	Value	Score	Rank
Under 15 Age Group		93.57	8
Enrolment in education			
Primary enrolment rate	98.2	98.18	42
Secondary enrolment rate	91.8	91.83	24
Basic education survival rate	99.2	99.16	12
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.39	73.22	14
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		70.59	53
Enrolment in education			
Tertiary enrolment rate	45.9	45.86	55
Vocational enrolment rate	12.8	12.84	76
Quality of education			
Quality of education system ¹	5.19	69.81	13
Youth literacy rate	99.9	99.86	31
Educational attainment			
Primary education attainment rate	100.0	99.99	23
Secondary education attainment rate	95.3	95.33	20
Economic participation			
Labour force participation rate	40.7	40.70	76
Unemployment rate	35.7	64.30	113
Underemployment rate	17.7	82.30	63
Not in employment, education or training rate	18.7	81.30	49
Long-term unemployment rate	32.5	67.52	53
Skills			
Incidence of overeducation	36.1	63.90	55
Incidence of undereducation	10.8	89.20	5
Skill diversity ²	0.247	75.35	57

	Value	Score	Rank
25–54 Age Group		72.92	25
Educational attainment			
Primary education attainment rate	99.8	99.76	25
Secondary education attainment rate	89.4	89.38	36
Tertiary education attainment rate	23.1	23.08	35
Workplace learning			
Staff training services ¹	4.31	55.15	38
Economic complexity ³	0.889	64.82	30
Economic participation			
Labour force participation rate	88.4	88.40	31
Unemployment rate	13.9	86.10	87
Underemployment rate	11.8	88.20	51
Employment gender gap	88.4	88.43	26
Skills			
High-skilled employment share	35.3	35.30	34
Medium-skilled employment share	83.3	83.30	84
Ease of finding skilled employees ¹	5.38	73.08	2

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		74.86	39
Educational attainment			
Primary education attainment rate	99.6	99.60	25
Secondary education attainment rate	74.1	74.06	38
Tertiary education attainment rate	17.6	17.64	37
Economic participation			
Labour force participation rate	57.9	57.90	76
Unemployment rate	12.4	87.60	91
Underemployment rate	12.8	87.20	64
Healthy life expectancy at birth	74	100.00	1

	Value	Score	Rank
65 and Over Age Group		63.78	36
Educational attainment			
Primary education attainment rate	97.6	97.57	36
Secondary education attainment rate	46.0	46.00	43
Tertiary education attainment rate	10.0	10.03	46
Economic participation			
Labour force participation rate	10.0	10.00	91
Unemployment rate	5.4	94.60	80
Underemployment rate	9.1	90.90	57
Healthy life years beyond age 65	9	97.37	3

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.04
University-business R&D collaboration ¹	4.19
Ease of starting a business ⁴	64

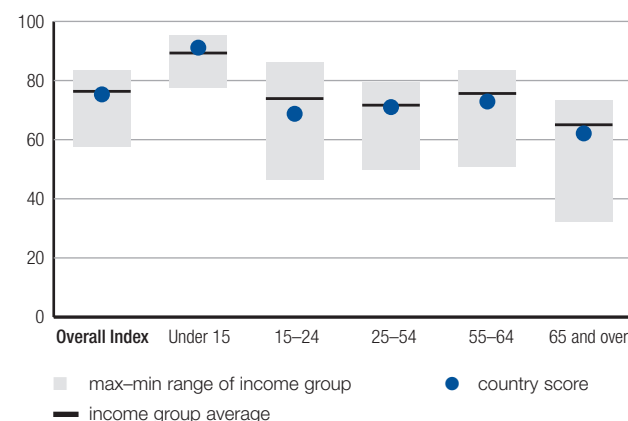
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	13.8
Social safety net ¹	4.31
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	7.27
Internet access in schools ¹	5.56

Country Score Within Income Group



Czech Republic

Human Capital Index 2015 Rank

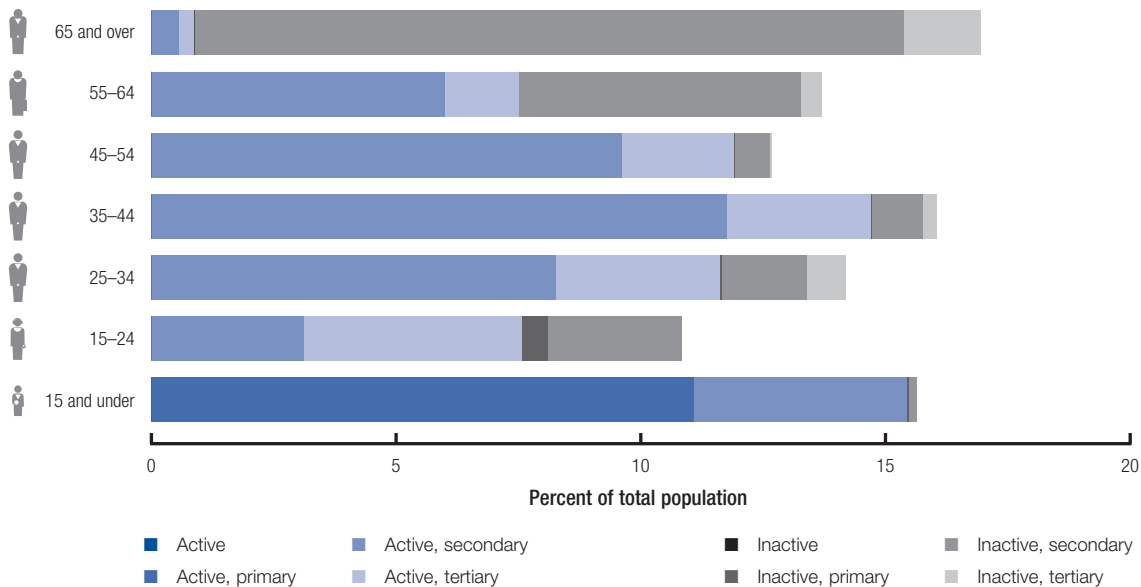
25

(out of 124 countries)

Key indicators

Total population (1,000s).....	10,777	Median age of population (years).....	40
Working age population (1,000s).....	7,221	GDP per capita (constant '11 US\$, PPP).....	28,446
Tertiary-educated population (1,000s).....	1,496	Labour force participation rate (%).....	59.5
Aged dependency ratio (%).....	21.8	Employment-to-population ratio (%).....	55.4
Child dependency ratio (%).....	20.2	Unemployment rate (%).....	7.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	1.7	20.7	32.8	55.2	1.6
Managers, professionals and technicians.....	0.3	5.2	15.3	Tertiary education requirements.....20.8	0.3
Clerical, service and sales workers.....	0.1	1.5	12.0	Secondary education requirements.....31.0	0.5
Skilled agricultural and trades workers.....	0.8	8.0	1.5		0.3
Plant and machine operators, and assemblers.....	0.3	4.5	2.4		0.2
Elementary occupations.....	0.2	1.4	1.5	Primary education requirements.....3.1	0.3
Others.....	0.0	0.0	0.2		0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.07
Quality of business schools.....	4.27
Specialized training services.....	4.87
Capacity to attract talent.....	3.07
Capacity to retain talent.....	3.31

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	440,230	107,773
Agriculture.....	16,896	3,959
Education.....	52,662	15,682
Engineering, Manufacturing, Construction.....	59,287	13,196
Health and Welfare.....	48,904	10,442
Humanities and Arts.....	40,954	8,521
Sciences.....	50,354	10,094
Services.....	23,081	5,034
Social Sciences, Business, Law.....	140,421	37,549
Unspecified.....	7,671	3,296

Czech Republic

	Value	Score	Rank
Under 15 Age Group		88.52	36
Enrolment in education			
Primary enrolment rate ⁵	99.0	99.00	16
Secondary enrolment rate ⁵	96.6	96.60	10
Basic education survival rate	90.1	90.10	58
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	4.47	57.91	41
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		76.69	19
Enrolment in education			
Tertiary enrolment rate	64.2	64.17	29
Vocational enrolment rate	72.2	72.22	4
Quality of education			
Quality of education system ¹	3.58	42.98	67
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	99.99	24
Secondary education attainment rate	70.2	70.16	72
Economic participation			
Labour force participation rate	32.6	32.60	104
Unemployment rate	16.7	83.30	69
Underemployment rate	1.9	98.10	7
Not in employment, education or training rate	9.1	90.90	16
Long-term unemployment rate	32.8	67.25	54
Skills			
Incidence of overeducation	10.9	89.10	23
Incidence of undereducation	18.5	81.50	22
Skill diversity ²	0.186	81.36	22

	Value	Score	Rank
25–54 Age Group		72.85	26
Educational attainment			
Primary education attainment rate	99.7	99.69	31
Secondary education attainment rate	91.6	91.65	30
Tertiary education attainment rate	15.1	15.13	61
Workplace learning			
Staff training services ¹	4.14	52.42	49
Economic complexity ³	1.679	77.99	6
Economic participation			
Labour force participation rate	88.6	88.60	29
Unemployment rate	6.2	93.80	53
Underemployment rate	0.8	99.20	1
Employment gender gap	82.8	82.79	42
Skills			
High-skilled employment share	38.2	38.20	27
Medium-skilled employment share	94.4	94.40	14
Ease of finding skilled employees ¹	3.42	40.32	98

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group		77.69	27
Educational attainment			
Primary education attainment rate	99.5	99.55	28
Secondary education attainment rate	85.2	85.19	30
Tertiary education attainment rate	12.8	12.77	54
Economic participation			
Labour force participation rate	52.6	52.60	88
Unemployment rate	5.8	94.20	64
Underemployment rate	0.5	99.50	4
Healthy life expectancy at birth	69	100.00	1

	Value	Score	Rank
65 and Over Age Group		68.35	24
Educational attainment			
Primary education attainment rate	99.6	99.58	21
Secondary education attainment rate	75.6	75.62	24
Tertiary education attainment rate	9.4	9.39	49
Economic participation			
Labour force participation rate	5.4	5.40	110
Unemployment rate	1.5	98.50	36
Underemployment rate	0.8	99.20	8
Healthy life years beyond age 65	4	90.79	31

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.06
University-business R&D collaboration ¹	4.00
Ease of starting a business ⁴	110

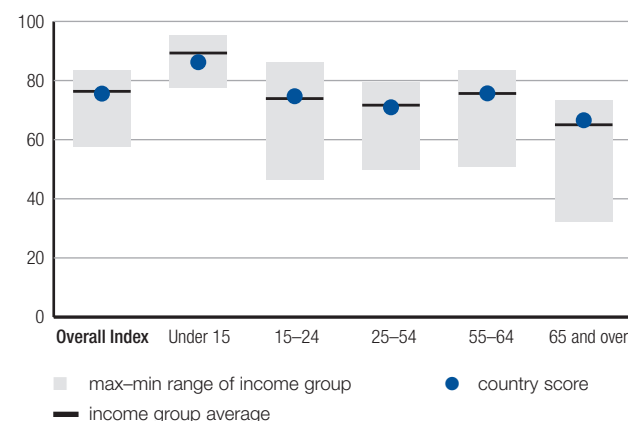
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	14.5
Social safety net ¹	4.90
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.51
Internet access in schools ¹	5.76

Country Score Within Income Group



Denmark

Human Capital Index 2015 Rank

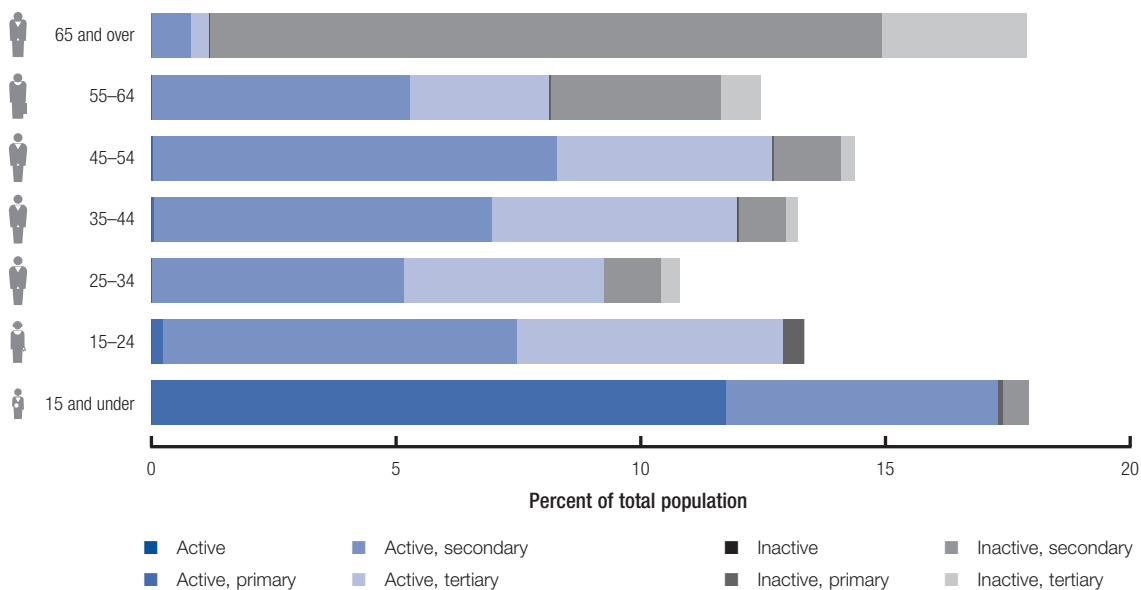
7

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,662	Median age of population (years)	41
Working age population (1,000s)	3,626	GDP per capita (constant '11 US\$, PPP).....	44,325
Tertiary-educated population (1,000s).....	1,195	Labour force participation rate (%).....	62.5
Aged dependency ratio (%).....	25.5	Employment-to-population ratio (%).....	58.1
Child dependency ratio (%).....	27.5	Unemployment rate (%).....	7.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.5	11.3	45.1	57.9	1.9	
Managers, professionals and technicians	0.1	3.8	22.5	Tertiary education requirements.....	26.4	0.5
Clerical, service and sales workers	0.0	0.8	15.0	Secondary education requirements.....	25.4	0.6
Skilled agricultural and trades workers.....	1.0	3.8	1.5			0.2
Plant and machine operators, and assemblers.....	0.1	1.8	1.3			0.2
Elementary occupations	0.3	1.1	4.5	Primary education requirements	5.8	0.3
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.54
Quality of business schools	5.21
Specialized training services.....	5.32
Capacity to attract talent	3.76
Capacity to retain talent	3.95

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	275,009	58,667
Agriculture.....	4,133	1,033
Education	26,375	4,084
Engineering, Manufacturing, Construction	29,610	7,598
Health and Welfare.....	57,265	11,543
Humanities and Arts.....	34,850	7,199
Sciences	22,842	4,864
Services.....	6,573	1,428
Social Sciences, Business, Law	93,361	20,918
Unspecified.....	—	—

Denmark

	Value	Score	Rank
Under 15 Age Group		91.61	25
Enrolment in education			
Primary enrolment rate	98.2	98.15	43
Secondary enrolment rate	91.1	91.14	27
Basic education survival rate	99.4	99.36	8
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.72	62.02	31
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		82.31	9
Enrolment in education			
Tertiary enrolment rate	79.6	79.60	11
Vocational enrolment rate	50.3	50.34	22
Quality of education			
Quality of education system ¹	4.81	63.55	18
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	100.00	4
Economic participation			
Labour force participation rate	64.7	64.70	16
Unemployment rate	12.4	87.60	51
Underemployment rate	8.8	91.20	43
Not in employment, education or training rate	6.0	94.00	10
Long-term unemployment rate	10.1	89.86	13
Skills			
Incidence of overeducation	15.8	84.20	37
Incidence of undereducation	31.6	68.40	36
Skill diversity ²	0.210	78.97	36

	Value	Score	Rank
25–54 Age Group		78.15	6
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.6	99.65	5
Tertiary education attainment rate	30.1	30.05	15
Workplace learning			
Staff training services ¹	4.94	65.71	15
Economic complexity ³	1.316	71.94	18
Economic participation			
Labour force participation rate	87.8	87.80	37
Unemployment rate	5.9	94.10	51
Underemployment rate	2.5	97.50	13
Employment gender gap	92.9	92.94	14
Skills			
High-skilled employment share	45.8	45.80	11
Medium-skilled employment share	89.9	89.90	49
Ease of finding skilled employees ¹	4.74	62.38	21

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	Value	Score	Rank
55–64 Age Group		83.66	7
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.4	99.44	2
Tertiary education attainment rate	27.9	27.87	11
Economic participation			
Labour force participation rate	64.7	64.70	54
Unemployment rate	4.8	95.20	56
Underemployment rate	1.6	98.40	12
Healthy life expectancy at birth	70	100.00	1

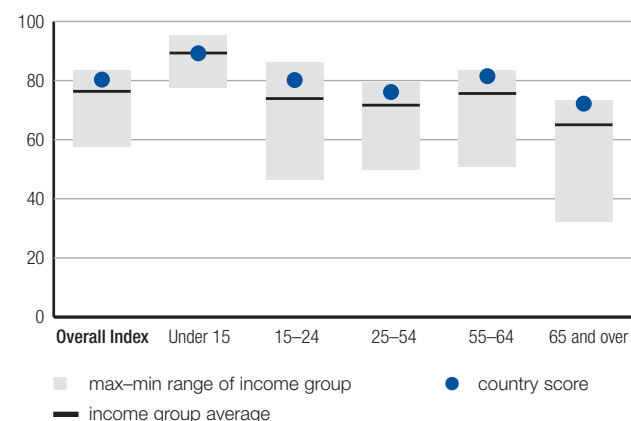
	Value	Score	Rank
65 and Over Age Group		74.12	4
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.7	99.73	2
Tertiary education attainment rate	20.3	20.31	10
Economic participation			
Labour force participation rate	8.1	8.10	98
Unemployment rate	0.3	99.70	10
Underemployment rate	1.1	98.90	12
Healthy life years beyond age 65	5	92.11	27

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.31
University-business R&D collaboration ¹	4.90
Ease of starting a business ⁴	25
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	5.6
Social safety net ¹	6.05
Primary completion rate (poorest | richest quintile)	—, —
Public investment	
Public spending on education (% of GDP)	8.74
Internet access in schools ¹	5.96

Country Score Within Income Group



Dominican Republic

Human Capital Index 2015 Rank

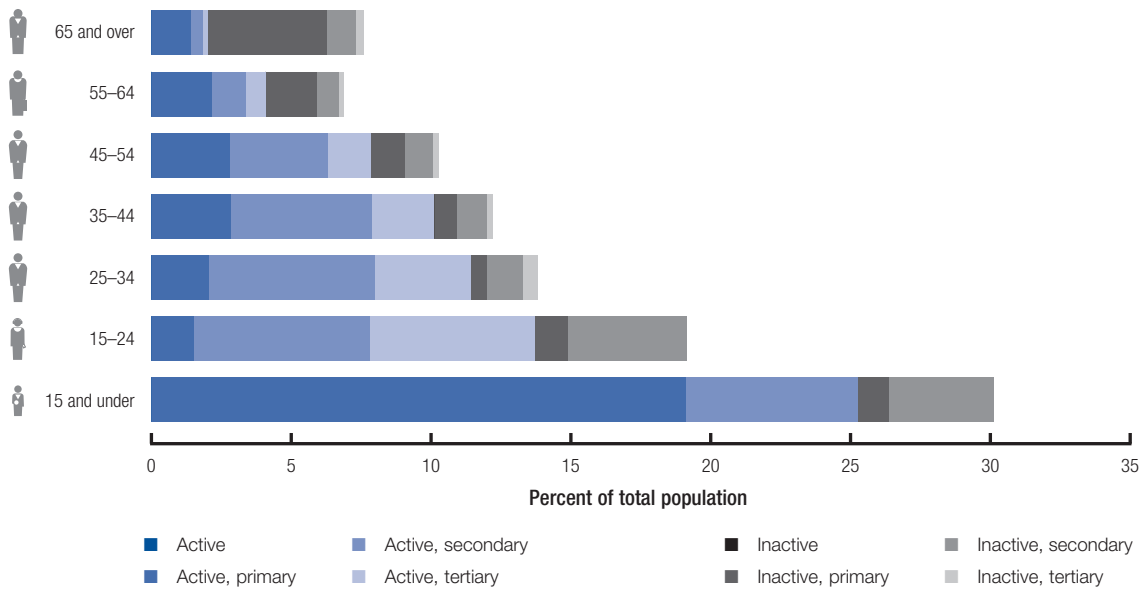
81

(out of 124 countries)

Key indicators

Total population (1,000s).....	10,652	Median age of population (years).....	25
Working age population (1,000s).....	6,798	GDP per capita (constant '11 US\$, PPP).....	12,803
Tertiary-educated population (1,000s).....	1,297	Labour force participation rate (%).....	64.9
Aged dependency ratio (%).....	9.6	Employment-to-population ratio (%).....	55.1
Child dependency ratio (%).....	49.6	Unemployment rate (%).....	15.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	7.8	9.2	38.0	54.9	5.5
Managers, professionals and technicians.....	0.0	1.1	8.3	Tertiary education requirements.....9.4	0.6
Clerical, service and sales workers.....	0.1	0.5	14.4	Secondary education requirements.....31.8	2.1
Skilled agricultural and trades workers.....	4.6	4.4	2.9		0.6
Plant and machine operators, and assemblers.....	0.1	1.5	3.4		0.4
Elementary occupations.....	3.0	1.7	8.6	Primary education requirements.....13.2	1.7
Others.....	0.0	0.0	0.4		0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	2.10
Quality of business schools.....	3.63
Specialized training services.....	4.08
Capacity to attract talent.....	3.35
Capacity to retain talent.....	3.29

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	445,909	41,114
Agriculture.....	—	—
Education.....	—	—
Engineering, Manufacturing, Construction.....	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences.....	—	—
Services.....	—	—
Social Sciences, Business, Law.....	—	—
Unspecified.....	—	—

Dominican Republic

	Value	Score	Rank
Under 15 Age Group		74.64	91
Enrolment in education			
Primary enrolment rate	89.1	89.08	100
Secondary enrolment rate	62.1	62.09	79
Basic education survival rate	89.5	89.47	60
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.21	20.11	120
Vulnerability			
Incidence of child labour	12.9	87.10	79

	Value	Score	Rank
15–24 Age Group		62.72	80
Enrolment in education			
Tertiary enrolment rate	46.4	46.38	53
Vocational enrolment rate	7.3	7.30	94
Quality of education			
Quality of education system ¹	2.64	27.27	116
Youth literacy rate	97.9	97.93	82
Educational attainment			
Primary education attainment rate	99.9	99.93	35
Secondary education attainment rate	75.2	75.20	61
Economic participation			
Labour force participation rate	51.7	51.70	44
Unemployment rate	31.4	68.60	108
Underemployment rate	18.1	81.90	64
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	29.0	71.00	48
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		56.01	84
Educational attainment			
Primary education attainment rate	99.3	99.27	41
Secondary education attainment rate	64.1	64.13	69
Tertiary education attainment rate	26.2	26.20	27
Workplace learning			
Staff training services ¹	3.86	47.67	77
Economic complexity ³	-0.021	49.66	66
Economic participation			
Labour force participation rate	80.6	80.60	85
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	17.6	17.60	76
Medium-skilled employment share	75.7	75.70	110
Ease of finding skilled employees ¹	3.60	43.31	83

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		66.63	67
Educational attainment			
Primary education attainment rate	98.2	98.19	46
Secondary education attainment rate	45.2	45.21	64
Tertiary education attainment rate	20.2	20.18	30
Economic participation			
Labour force participation rate	52.4	52.40	89
Unemployment rate	—	—	—
Underemployment rate	16.2	83.80	66
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		55.08	63
Educational attainment			
Primary education attainment rate	97.6	97.56	37
Secondary education attainment rate	26.3	26.33	66
Tertiary education attainment rate	11.0	10.96	40
Economic participation			
Labour force participation rate	21.7	21.70	56
Unemployment rate	—	—	—
Underemployment rate	12.9	87.10	61
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.68
University-business R&D collaboration ¹	3.25
Ease of starting a business ⁴	113

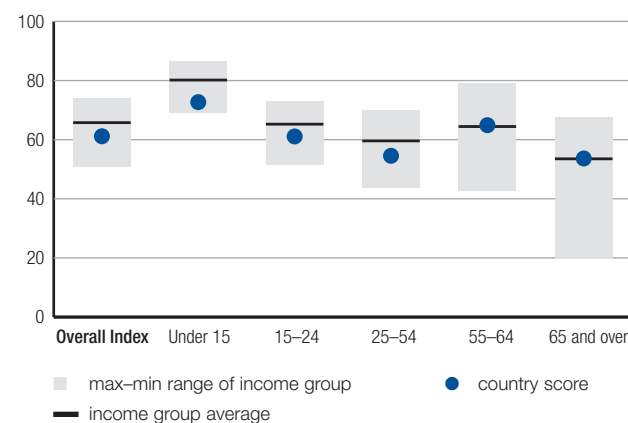
Vulnerability

Workers in informal employment	48.5
Workers in vulnerable employment	41.8
Social safety net ¹	2.68
Primary completion rate (poorest | richest quintile)	81, 104

Public investment

Public spending on education (% of GDP)	2.22
Internet access in schools ¹	3.48

Country Score Within Income Group



Egypt

Human Capital Index 2015 Rank

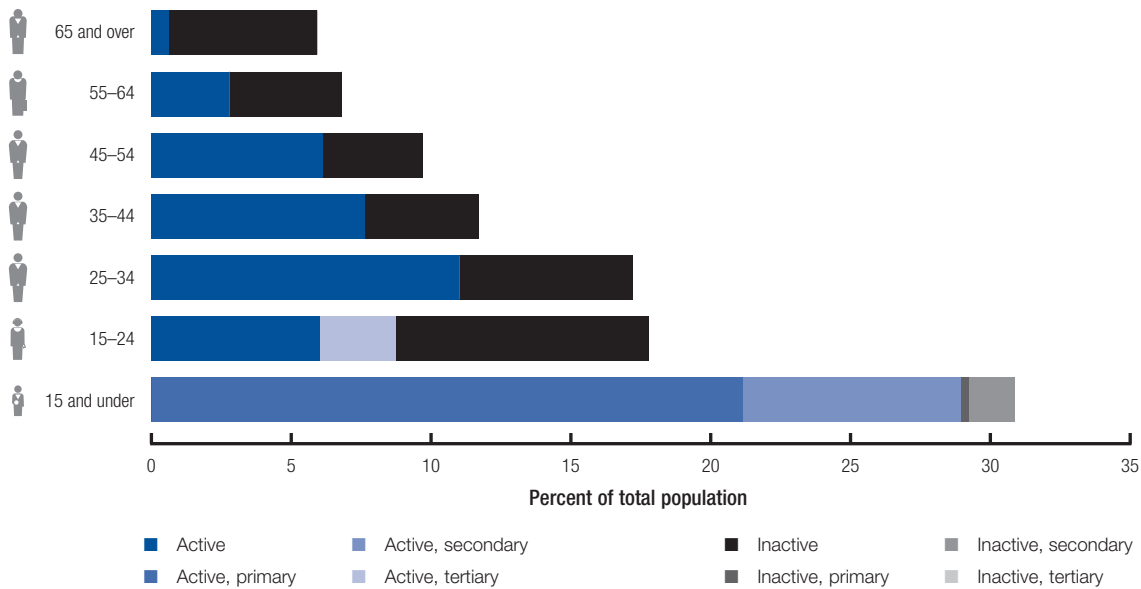
84

(out of 124 countries)

Key indicators

Total population (1,000s).....	84,706	Median age of population (years).....	24
Working age population (1,000s).....	53,546	GDP per capita (constant '11 US\$, PPP).....	11,073
Tertiary-educated population (1,000s).....	6,722	Labour force participation rate (%).....	49.1
Aged dependency ratio (%).....	8.7	Employment-to-population ratio (%).....	42.6
Child dependency ratio (%).....	50.0	Unemployment rate (%).....	13.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	12.7	10.9	21.7	45.3	—	
Managers, professionals and technicians.....	4.0	1.9	10.6	Tertiary education requirements.....	16.4	0.2
Clerical, service and sales workers.....	0.0	0.5	4.6	Secondary education requirements.....	25.2	0.2
Skilled agricultural and trades workers.....	8.2	6.6	0.9			0.2
Plant and machine operators, and assemblers.....	0.3	1.3	2.7			0.1
Elementary occupations.....	0.2	0.6	2.9	Primary education requirements.....	3.7	0.0
Others.....	0.0	0.0	0.0		0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	2.39
Quality of business schools.....	2.03
Specialized training services.....	3.24
Capacity to attract talent.....	2.72
Capacity to retain talent.....	2.87

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,301,182	510,390
Agriculture.....	65,234	—
Education.....	247,485	—
Engineering, Manufacturing, Construction.....	220,735	—
Health and Welfare.....	298,649	—
Humanities and Arts.....	460,512	—
Sciences.....	98,385	—
Services.....	39,463	—
Social Sciences, Business, Law.....	870,719	—
Unspecified.....	—	—

Egypt

	Value	Score	Rank
Under 15 Age Group		77.73	82
Enrolment in education			
Primary enrolment rate	97.3	97.27	52
Secondary enrolment rate	82.5	82.50	50
Basic education survival rate	—	—	—
Secondary enrolment gender gap	99.8	99.83	67
Quality of education			
Quality of primary schools ¹	2.10	18.38	123
Vulnerability			
Incidence of child labour	9.3	90.70	69

	Value	Score	Rank
15–24 Age Group		61.66	82
Enrolment in education			
Tertiary enrolment rate	30.1	30.06	69
Vocational enrolment rate	48.7	48.75	25
Quality of education			
Quality of education system ¹	2.19	19.78	123
Youth literacy rate	91.1	91.12	93
Educational attainment			
Primary education attainment rate	93.2	93.16	93
Secondary education attainment rate	84.7	84.68	42
Economic participation			
Labour force participation rate	33.9	33.90	103
Unemployment rate	42.0	58.00	117
Underemployment rate	10.2	89.80	46
Not in employment, education or training rate	27.9	72.10	64
Long-term unemployment rate	84.4	15.58	78
Skills			
Incidence of overeducation	8.2	91.80	14
Incidence of undereducation	43.1	56.90	46
Skill diversity ²	0.224	77.62	48

	Value	Score	Rank
25–54 Age Group		55.66	87
Educational attainment			
Primary education attainment rate	81.9	81.93	94
Secondary education attainment rate	68.6	68.60	60
Tertiary education attainment rate	20.3	20.34	47
Workplace learning			
Staff training services ¹	2.75	29.17	123
Economic complexity ³	0.046	50.77	61
Economic participation			
Labour force participation rate	64.0	64.00	115
Unemployment rate	—	—	—
Underemployment rate	6.8	93.20	38
Employment gender gap	26.3	26.26	80
Skills			
High-skilled employment share	36.3	36.30	29
Medium-skilled employment share	91.9	91.90	31
Ease of finding skilled employees ¹	3.99	49.82	58

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		56.12	98
Educational attainment			
Primary education attainment rate	60.9	60.91	99
Secondary education attainment rate	35.5	35.53	78
Tertiary education attainment rate	12.3	12.26	56
Economic participation			
Labour force participation rate	40.6	40.60	113
Unemployment rate	—	—	—
Underemployment rate	6.4	93.60	50
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group		42.96	95
Educational attainment			
Primary education attainment rate	43.0	42.98	97
Secondary education attainment rate	23.5	23.47	72
Tertiary education attainment rate	9.3	9.25	51
Economic participation			
Labour force participation rate	10.3	10.30	86
Unemployment rate	—	—	—
Underemployment rate	8.5	91.50	54
Healthy life years beyond age 65	0	80.26	81

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.27
University-business R&D collaboration ¹	2.43
Ease of starting a business ⁴	73

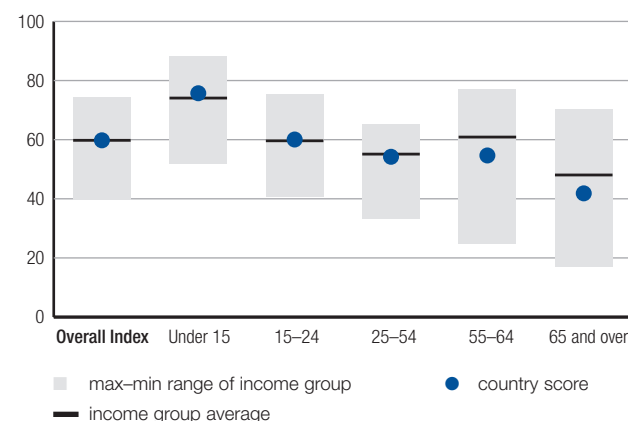
Vulnerability

Workers in informal employment	51.2
Workers in vulnerable employment	26.4
Social safety net ¹	2.35
Primary completion rate (poorest | richest quintile)	79, 85

Public investment

Public spending on education (% of GDP)	3.76
Internet access in schools ¹	2.47

Country Score Within Income Group



El Salvador

Human Capital Index 2015 Rank

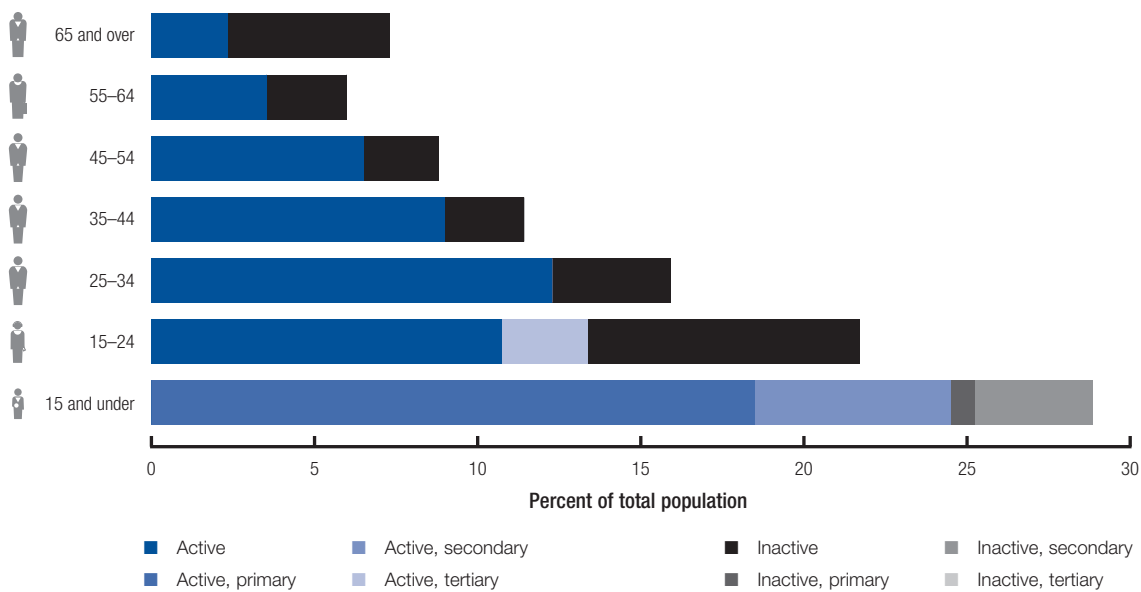
70

(out of 124 countries)

Key indicators

Total population (1,000s).....	6,426	Median age of population (years).....	23
Working age population (1,000s).....	4,102	GDP per capita (constant '11 US\$, PPP).....	8,014
Tertiary-educated population (1,000s).....	763	Labour force participation rate (%).....	62.1
Aged dependency ratio (%).....	11.3	Employment-to-population ratio (%).....	58.4
Child dependency ratio (%).....	52.6	Unemployment rate (%).....	5.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	16.0	16.0	44.2	76.1	3.9	
Managers, professionals and technicians.....	0.1	1.3	7.7	Tertiary education requirements.....	9.1	0.4
Clerical, service and sales workers.....	0.1	1.2	17.9	Secondary education requirements.....	42.1	0.8
Skilled agricultural and trades workers.....	7.3	7.9	2.5	.....	.....	1.0
Plant and machine operators, and assemblers.....	0.1	3.0	2.3	.....	.....	0.3
Elementary occupations.....	8.5	2.6	13.6	Primary education requirements.....	24.6	1.5
Others.....	0.0	0.0	0.3	.....	.....	0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.41
Quality of business schools.....	4.31
Specialized training services.....	4.50
Capacity to attract talent.....	3.50
Capacity to retain talent.....	3.47

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	169,860	21,666
Agriculture.....	2,734	278
Education.....	16,347	4,132
Engineering, Manufacturing, Construction.....	16,551	2,002
Health and Welfare.....	30,451	3,880
Humanities and Arts.....	15,833	1,114
Sciences.....	20,997	2,664
Services.....	87	28
Social Sciences, Business, Law.....	66,860	7,568
Unspecified.....	—	—

El Salvador

	Value	Score	Rank
Under 15 Age Group		77.97	81
Enrolment in education			
Primary enrolment rate	92.1	92.11	85
Secondary enrolment rate	62.5	62.50	78
Basic education survival rate	83.9	83.86	73
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.27	37.85	85
Vulnerability			
Incidence of child labour	8.5	91.50	67

	Value	Score	Rank
15–24 Age Group		70.35	55
Enrolment in education			
Tertiary enrolment rate	25.5	25.45	76
Vocational enrolment rate	53.1	53.08	18
Quality of education			
Quality of education system ¹	3.80	46.74	54
Youth literacy rate	97.5	97.53	84
Educational attainment			
Primary education attainment rate	97.8	97.82	78
Secondary education attainment rate	77.3	77.32	56
Economic participation			
Labour force participation rate	49.3	49.30	50
Unemployment rate	11.7	88.30	50
Underemployment rate	22.1	77.90	67
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	10.0	90.00	19
Incidence of undereducation	37.6	62.40	41
Skill diversity ²	0.217	78.31	38

	Value	Score	Rank
25–54 Age Group		61.28	64
Educational attainment			
Primary education attainment rate	92.5	92.50	82
Secondary education attainment rate	64.5	64.54	67
Tertiary education attainment rate	18.4	18.39	51
Workplace learning			
Staff training services ¹	3.99	49.88	64
Economic complexity ³	0.186	53.10	57
Economic participation			
Labour force participation rate	76.7	76.70	102
Unemployment rate	4.2	95.80	27
Underemployment rate	20.4	79.60	54
Employment gender gap	67.4	67.36	65
Skills			
High-skilled employment share	12.2	12.20	93
Medium-skilled employment share	72.0	72.00	112
Ease of finding skilled employees ¹	4.20	53.29	46

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		65.94	69
Educational attainment			
Primary education attainment rate	80.8	80.84	80
Secondary education attainment rate	40.8	40.81	71
Tertiary education attainment rate	12.0	11.97	59
Economic participation			
Labour force participation rate	59.3	59.30	72
Unemployment rate	3.6	96.40	45
Underemployment rate	24.7	75.30	68
Healthy life expectancy at birth	63	96.92	73

	Value	Score	Rank
65 and Over Age Group		53.88	68
Educational attainment			
Primary education attainment rate	66.8	66.79	78
Secondary education attainment rate	21.0	20.99	77
Tertiary education attainment rate	5.6	5.59	73
Economic participation			
Labour force participation rate	32.1	32.10	38
Unemployment rate	5.3	94.70	79
Underemployment rate	25.9	74.10	64
Healthy life years beyond age 65	0	82.89	73

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.48
University-business R&D collaboration ¹	3.81
Ease of starting a business ⁴	121

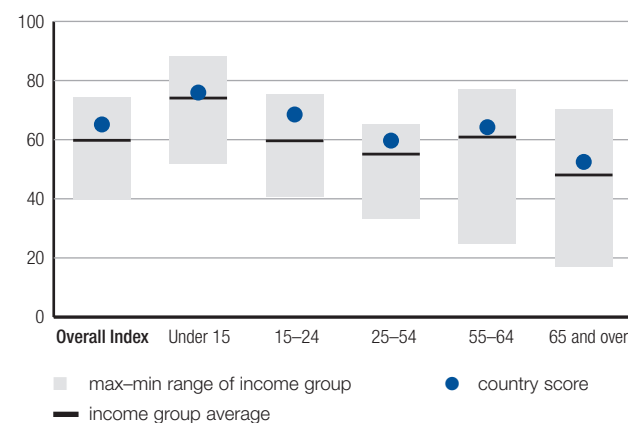
Vulnerability

Workers in informal employment	66.4
Workers in vulnerable employment	39.8
Social safety net ¹	3.21
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.42
Internet access in schools ¹	4.02

Country Score Within Income Group



Estonia

Human Capital Index 2015 Rank

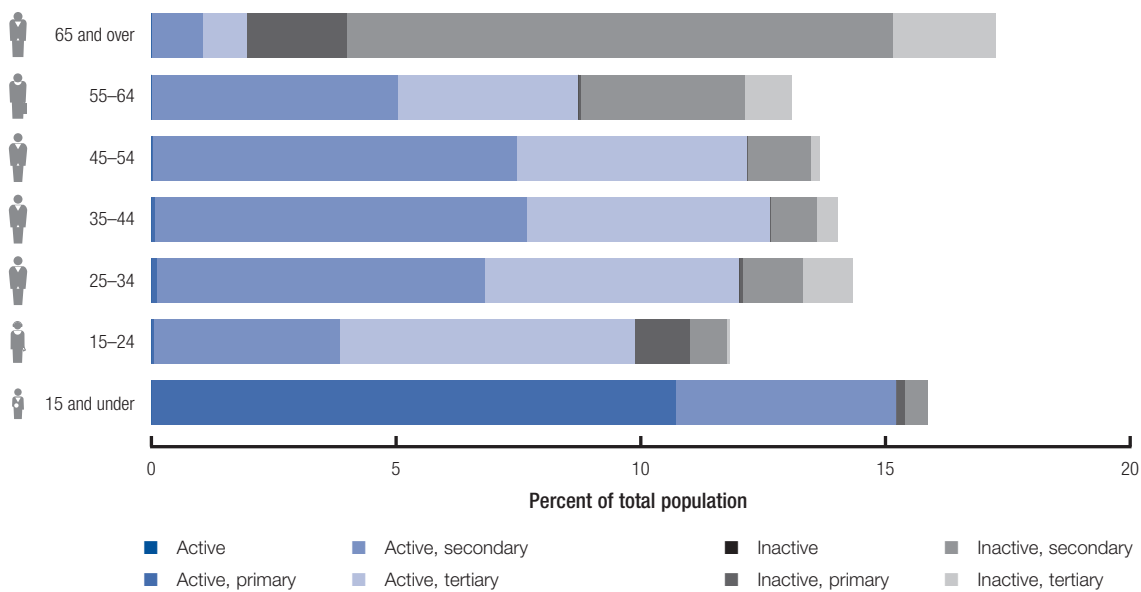
16

(out of 124 countries)

Key indicators

Total population (1,000s).....	1,280	Median age of population (years).....	40
Working age population (1,000s).....	838	GDP per capita (constant '11 US\$, PPP).....	26,555
Tertiary-educated population (1,000s).....	327	Labour force participation rate (%).....	62.0
Aged dependency ratio (%).....	26.0	Employment-to-population ratio (%).....	56.6
Child dependency ratio (%).....	22.9	Unemployment rate (%).....	8.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.4	17.0	36.6	56.0	2.3	
Managers, professionals and technicians.....	0.3	4.1	19.1	Tertiary education requirements.....	23.4	0.5
Clerical, service and sales workers.....	0.0	0.6	10.0	Secondary education requirements.....	27.2	0.5
Skilled agricultural and trades workers.....	1.1	6.3	1.5			0.6
Plant and machine operators, and assemblers.....	0.5	4.7	2.4			0.3
Elementary occupations.....	0.4	1.3	3.5	Primary education requirements.....	5.2	0.4
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.11
Quality of business schools.....	4.63
Specialized training services.....	4.83
Capacity to attract talent.....	3.06
Capacity to retain talent.....	3.02

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	67,607	11,437
Agriculture.....	1,521	266
Education.....	5,102	887
Engineering, Manufacturing, Construction.....	9,993	1,360
Health and Welfare.....	6,530	1,361
Humanities and Arts.....	9,176	1,576
Sciences.....	7,799	1,170
Services.....	5,342	1,007
Social Sciences, Business, Law.....	22,144	3,810
Unspecified.....	—	—

Estonia

	Value	Score	Rank
Under 15 Age Group	93.20	10	
Enrolment in education			
Primary enrolment rate	96.8	96.85	58
Secondary enrolment rate	90.7	90.65	28
Basic education survival rate	99.6	99.57	5
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.39	73.15	15
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	77.09	18	
Enrolment in education			
Tertiary enrolment rate	76.7	76.68	15
Vocational enrolment rate	34.1	34.14	44
Quality of education			
Quality of education system ¹	4.36	56.08	33
Youth literacy rate	100.0	99.97	25
Educational attainment			
Primary education attainment rate	99.7	99.71	50
Secondary education attainment rate	89.9	89.92	30
Economic participation			
Labour force participation rate	40.5	40.50	77
Unemployment rate	17.0	83.00	72
Underemployment rate	1.0	99.00	3
Not in employment, education or training rate	11.3	88.70	26
Long-term unemployment rate	35.1	64.91	57
Skills			
Incidence of overeducation	12.3	87.70	27
Incidence of undereducation	22.7	77.30	28
Skill diversity ²	0.183	81.70	19
Value	Score	Rank	

	Value	Score	Rank
25–54 Age Group	73.59	23	
Educational attainment			
Primary education attainment rate	99.5	99.52	38
Secondary education attainment rate	98.6	98.58	12
Tertiary education attainment rate	21.0	21.03	43
Workplace learning			
Staff training services ¹	4.42	56.94	33
Economic complexity ³	0.933	65.55	27
Economic participation			
Labour force participation rate	88.0	88.00	33
Unemployment rate	8.3	91.70	66
Underemployment rate	1.3	98.70	4
Employment gender gap	89.8	89.85	22
Skills			
High-skilled employment share	42.0	42.00	22
Medium-skilled employment share	90.7	90.70	43
Ease of finding skilled employees ¹	3.43	40.53	97

Value Score Rank

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	Value	Score	Rank
55–64 Age Group	82.59	11	
Educational attainment			
Primary education attainment rate	99.8	99.78	21
Secondary education attainment rate	98.6	98.64	9
Tertiary education attainment rate	21.6	21.62	23
Economic participation			
Labour force participation rate	65.6	65.60	51
Unemployment rate	6.0	94.00	65
Underemployment rate	1.5	98.50	11
Healthy life expectancy at birth	67	100.00	1

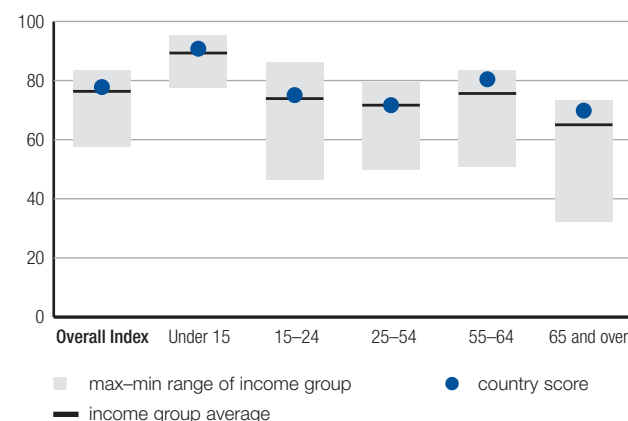
	Value	Score	Rank
65 and Over Age Group	71.69	11	
Educational attainment			
Primary education attainment rate	99.4	99.38	25
Secondary education attainment rate	88.2	88.21	12
Tertiary education attainment rate	17.4	17.42	20
Economic participation			
Labour force participation rate	13.3	13.30	76
Unemployment rate	2.9	97.10	61
Underemployment rate	1.7	98.30	22
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.73
University-business R&D collaboration ¹	4.36
Ease of starting a business ⁴	26
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	5.4
Social safety net ¹	4.06
Primary completion rate (poorest | richest quintile)	—, —
Public investment	
Public spending on education (% of GDP)	5.15
Internet access in schools ¹	6.61

Country Score Within Income Group



Ethiopia

Human Capital Index 2015 Rank

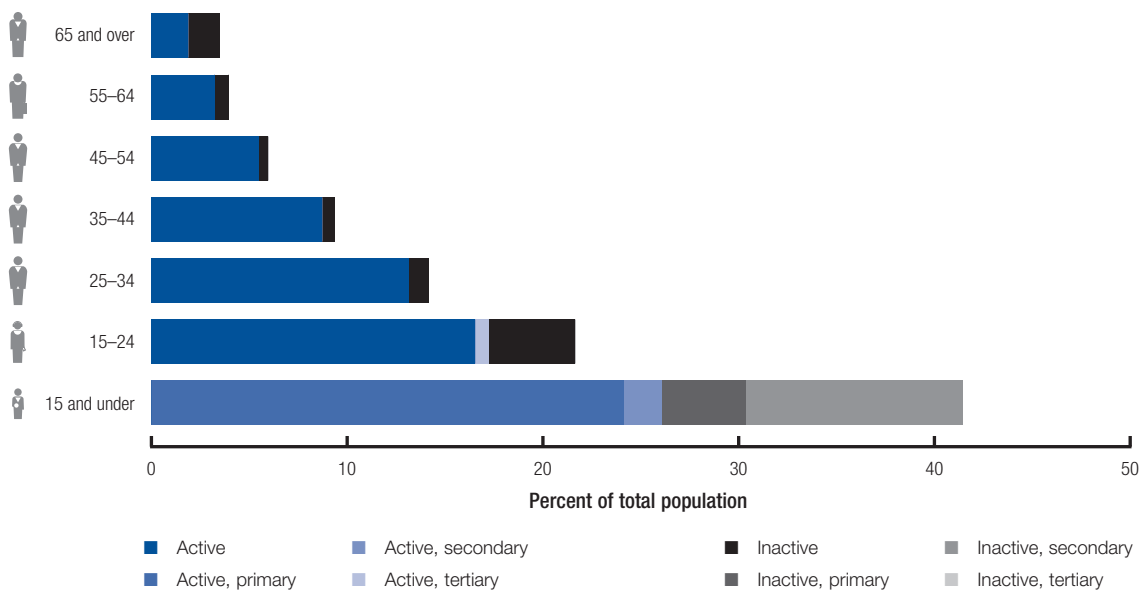
115

(out of 124 countries)

Key indicators

Total population (1,000s).....	98,942	Median age of population (years).....	17
Working age population (1,000s).....	54,501	GDP per capita (constant '11 US\$, PPP).....	1,533
Tertiary-educated population (1,000s).....	1,155	Labour force participation rate (%).....	83.7
Aged dependency ratio (%).....	6.3	Employment-to-population ratio (%).....	79.5
Child dependency ratio (%).....	85.0	Unemployment rate (%).....	5.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	4.9	12.9	42.3	60.1	—
Managers, professionals and technicians.....	0.1	0.8	8.6	Tertiary education requirements.....9.4	—
Clerical, service and sales workers.....	0.1	1.0	18.1	Secondary education requirements.....37.1	—
Skilled agricultural and trades workers.....	3.3	7.9	3.4		—
Plant and machine operators, and assemblers.....	0.0	1.0	2.2		—
Elementary occupations.....	1.4	2.2	10.0	Primary education requirements.....13.6	—
Others.....	0.0	0.0	0.0	0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	3.62
Quality of business schools.....	3.83
Specialized training services.....	3.27
Capacity to attract talent.....	2.77
Capacity to retain talent.....	3.14

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	693,287	102,633
Agriculture.....	39,618	7,878
Education.....	214,205	34,433
Engineering, Manufacturing, Construction.....	47,036	5,007
Health and Welfare.....	43,603	5,500
Humanities and Arts.....	—	8,024
Sciences.....	—	10,628
Services.....	—	116
Social Sciences, Business, Law.....	214,672	—
Unspecified.....	—	118

Ethiopia

	Value	Score	Rank
Under 15 Age Group		52.37	123
Enrolment in education			
Primary enrolment rate	68.7	68.71	120
Secondary enrolment rate	14.8	14.80	109
Basic education survival rate	55.9	55.94	103
Secondary enrolment gender gap	61.1	61.08	102
Quality of education			
Quality of primary schools ¹	3.47	41.09	81
Vulnerability			
Incidence of child labour	27.4	72.60	102

	Value	Score	Rank
15–24 Age Group		58.37	97
Enrolment in education			
Tertiary enrolment rate	2.8	2.79	118
Vocational enrolment rate	38.3	38.32	38
Quality of education			
Quality of education system ¹	3.60	43.32	64
Youth literacy rate	69.5	69.48	115
Educational attainment			
Primary education attainment rate	41.6	41.59	124
Secondary education attainment rate	24.4	24.40	117
Economic participation			
Labour force participation rate	76.5	76.50	3
Unemployment rate	7.1	92.90	22
Underemployment rate	44.8	55.20	71
Not in employment, education or training rate	1.1	98.90	2
Long-term unemployment rate	28.9	71.10	47
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.141	85.95	5

	Value	Score	Rank
25–54 Age Group		47.37	115
Educational attainment			
Primary education attainment rate	29.3	29.31	123
Secondary education attainment rate	17.7	17.71	117
Tertiary education attainment rate	2.5	2.52	112
Workplace learning			
Staff training services ¹	3.36	39.32	107
Economic complexity ³	-0.942	34.29	105
Economic participation			
Labour force participation rate	92.6	92.60	10
Unemployment rate	4.2	95.80	27
Underemployment rate	47.0	53.00	56
Employment gender gap	83.6	83.65	39
Skills			
High-skilled employment share	3.8	3.80	109
Medium-skilled employment share	66.2	66.20	121
Ease of finding skilled employees ¹	4.02	50.29	56

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		48.90	112
Educational attainment			
Primary education attainment rate	10.8	10.81	122
Secondary education attainment rate	4.1	4.14	122
Tertiary education attainment rate	0.9	0.90	117
Economic participation			
Labour force participation rate	82.5	82.50	13
Unemployment rate	2.5	97.50	27
Underemployment rate	38.2	61.80	69
Healthy life expectancy at birth	55	84.62	100

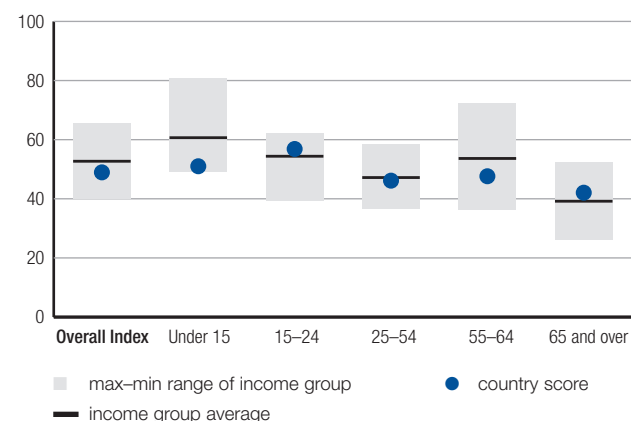
	Value	Score	Rank
65 and Over Age Group		43.19	94
Educational attainment			
Primary education attainment rate	5.2	5.21	122
Secondary education attainment rate	1.6	1.62	121
Tertiary education attainment rate	0.4	0.35	117
Economic participation			
Labour force participation rate	54.3	54.30	14
Unemployment rate	2.2	97.80	52
Underemployment rate	29.3	70.70	65
Healthy life years beyond age 65	0	72.37	100

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.00
University-business R&D collaboration ¹	3.46
Ease of starting a business ⁴	168
Vulnerability	
Workers in informal employment	41.4
Workers in vulnerable employment	89.5
Social safety net ¹	2.66
Primary completion rate (poorest | richest quintile)	14, 90
Public investment	
Public spending on education (% of GDP)	4.73
Internet access in schools ¹	3.20

Country Score Within Income Group



Finland

Human Capital Index 2015 Rank

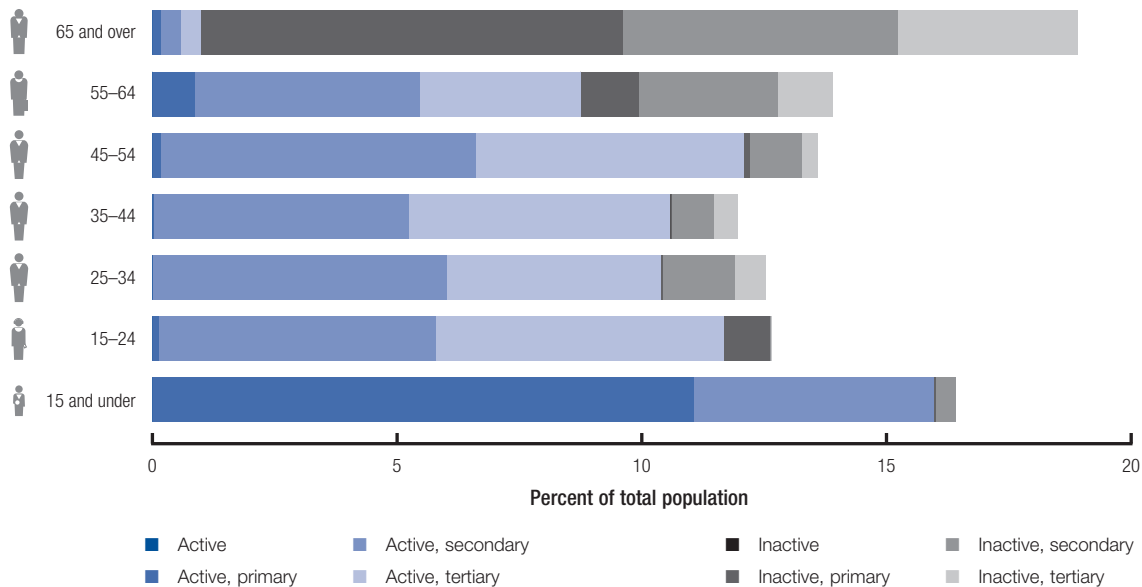
1

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,461	Median age of population (years).....	42
Working age population (1,000s).....	3,448	GDP per capita (constant '11 US\$, PPP).....	40,455
Tertiary-educated population (1,000s).....	1,396	Labour force participation rate (%).....	59.8
Aged dependency ratio (%).....	25.8	Employment-to-population ratio (%).....	54.9
Child dependency ratio (%).....	24.9	Unemployment rate (%).....	8.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.2	12.3	39.5	54.1	2.5	
Managers, professionals and technicians.....	0.2	4.2	19.8	Tertiary education requirements.....	24.2	0.6
Clerical, service and sales workers.....	0.0	0.6	13.4	Secondary education requirements.....	26.2	0.8
Skilled agricultural and trades workers.....	1.8	4.8	1.4			0.5
Plant and machine operators, and assemblers.....	0.2	2.1	1.8			0.2
Elementary occupations.....	0.0	0.5	2.8	Primary education requirements.....	3.4	0.4
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	6.26
Quality of business schools.....	5.58
Specialized training services.....	5.90
Capacity to attract talent.....	3.67
Capacity to retain talent.....	5.58

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	308,924	53,296
Agriculture.....	6,803	1,007
Education.....	15,519	3,654
Engineering, Manufacturing, Construction.....	74,350	10,706
Health and Welfare.....	50,929	10,471
Humanities and Arts.....	42,566	7,107
Sciences.....	30,457	3,981
Services.....	16,729	2,884
Social Sciences, Business, Law.....	71,571	13,486
Unspecified.....	—	—

Finland

	Value	Score	Rank
Under 15 Age Group		97.67	1
Enrolment in education			
Primary enrolment rate	98.9	98.90	22
Secondary enrolment rate	92.4	92.38	22
Basic education survival rate	99.9	99.92	2
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	6.75	95.79	1
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		85.04	2
Enrolment in education			
Tertiary enrolment rate	93.7	93.72	3
Vocational enrolment rate	57.5	57.48	15
Quality of education			
Quality of education system ¹	5.86	80.99	2
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	100.00	5
Economic participation			
Labour force participation rate	54.0	54.00	41
Unemployment rate	19.2	80.80	79
Underemployment rate	12.9	87.10	50
Not in employment, education or training rate	9.3	90.70	18
Long-term unemployment rate	5.2	94.84	6
Skills			
Incidence of overeducation	12.8	87.20	28
Incidence of undereducation	18.8	81.20	24
Skill diversity ²	0.174	82.57	13

	Value	Score	Rank
25–54 Age Group		81.49	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.7	99.65	4
Tertiary education attainment rate	43.8	43.78	4
Workplace learning			
Staff training services ¹	5.32	71.97	5
Economic complexity ³	1.641	77.35	7
Economic participation			
Labour force participation rate	87.5	87.50	39
Unemployment rate	6.6	93.40	56
Underemployment rate	4.2	95.80	25
Employment gender gap	93.1	93.09	13
Skills			
High-skilled employment share	44.9	44.90	13
Medium-skilled employment share	93.6	93.60	16
Ease of finding skilled employees ¹	5.61	76.87	1

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		83.72	6
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.5	98.47	11
Tertiary education attainment rate	35.0	35.00	3
Economic participation			
Labour force participation rate	62.5	62.50	62
Unemployment rate	7.0	93.00	73
Underemployment rate	2.9	97.10	32
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		73.06	7
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	91.6	91.63	9
Tertiary education attainment rate	25.6	25.59	3
Economic participation			
Labour force participation rate	6.6	6.60	102
Unemployment rate	1.2	98.80	33
Underemployment rate	4.6	95.40	47
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.06
University-business R&D collaboration ¹	5.97
Ease of starting a business ⁴	27

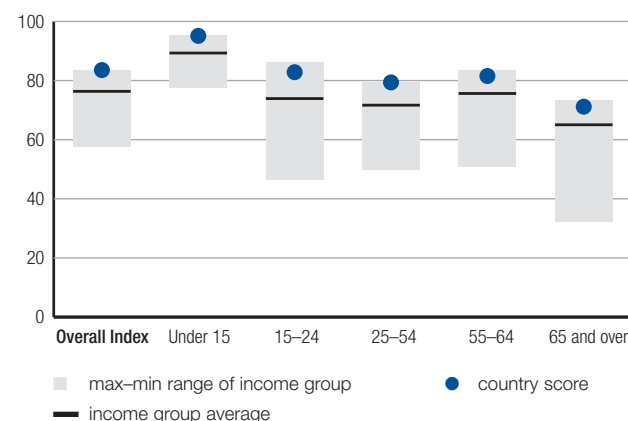
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	9.5
Social safety net ¹	6.13
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.76
Internet access in schools ¹	6.47

Country Score Within Income Group



France

Human Capital Index 2015 Rank

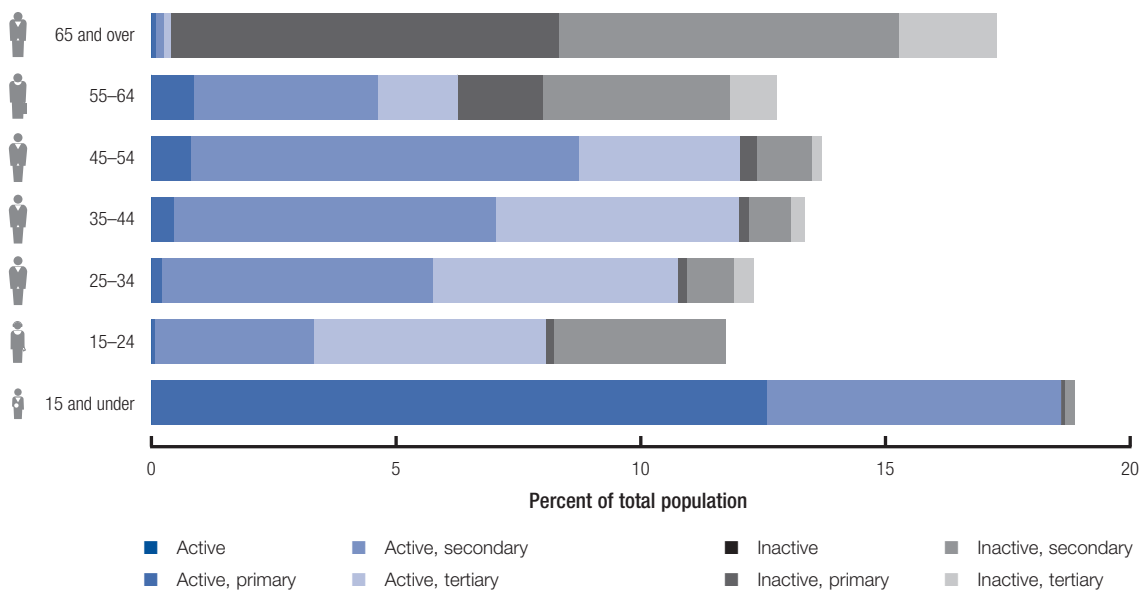
14

(out of 124 countries)

Key indicators

Total population (1,000s).....	64,983	Median age of population (years).....	40
Working age population (1,000s).....	41,053	GDP per capita (constant '11 US\$, PPP).....	40,445
Tertiary-educated population (1,000s).....	12,821	Labour force participation rate (%).....	55.9
Aged dependency ratio (%).....	25.9	Employment-to-population ratio (%).....	50.1
Child dependency ratio (%).....	28.3	Unemployment rate (%).....	10.4

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.6	10.8	38.2	50.5	2.0	
Managers, professionals and technicians.....	0.1	4.4	17.9	Tertiary education requirements.....	22.4	0.5
Clerical, service and sales workers.....	0.0	0.9	12.0	Secondary education requirements.....	22.6	0.6
Skilled agricultural and trades workers.....	1.3	3.0	1.7			0.3
Plant and machine operators, and assemblers.....	0.0	1.8	1.8			0.3
Elementary occupations.....	0.1	0.6	4.3	Primary education requirements.....	5.0	0.3
Others.....	0.0	0.0	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.19
Quality of business schools.....	5.73
Specialized training services.....	5.29
Capacity to attract talent.....	3.84
Capacity to retain talent.....	3.61

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,296,306	697,193
Agriculture.....	25,392	8,346
Education.....	58,327	24,239
Engineering, Manufacturing, Construction.....	307,495	104,746
Health and Welfare.....	367,040	105,762
Humanities and Arts.....	308,432	66,257
Sciences.....	265,808	72,030
Services.....	78,231	26,192
Social Sciences, Business, Law.....	875,680	289,559
Unspecified.....	9,901	62

France

	Value	Score	Rank
Under 15 Age Group		93.05	14
Enrolment in education			
Primary enrolment rate	98.9	98.88	23
Secondary enrolment rate	96.7	96.66	9
Basic education survival rate	99.2	99.19	11
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.88	64.60	27
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.89	23
Enrolment in education			
Tertiary enrolment rate	58.3	58.30	40
Vocational enrolment rate	44.2	44.20	33
Quality of education			
Quality of education system ¹	4.38	56.35	32
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	99.97	28
Secondary education attainment rate	98.0	98.02	12
Economic participation			
Labour force participation rate	38.2	38.20	86
Unemployment rate	23.9	76.10	94
Underemployment rate	15.6	84.40	56
Not in employment, education or training rate	11.2	88.80	25
Long-term unemployment rate	26.6	73.36	43
Skills			
Incidence of overeducation	14.6	85.40	34
Incidence of undereducation	16.6	83.40	17
Skill diversity ²	0.241	75.95	54

	Value	Score	Rank
25–54 Age Group		76.98	10
Educational attainment			
Primary education attainment rate	99.6	99.56	36
Secondary education attainment rate	94.9	94.91	20
Tertiary education attainment rate	37.4	37.43	8
Workplace learning			
Staff training services ¹	4.47	57.80	28
Economic complexity ³	1.457	74.29	13
Economic participation			
Labour force participation rate	88.7	88.70	26
Unemployment rate	8.7	91.30	68
Underemployment rate	9.5	90.50	44
Employment gender gap	88.5	88.47	25
Skills			
High-skilled employment share	44.9	44.90	13
Medium-skilled employment share	90.0	90.00	48
Ease of finding skilled employees ¹	4.95	65.85	12

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	Value	Score	Rank
55–64 Age Group		77.24	30
Educational attainment			
Primary education attainment rate	98.8	98.78	41
Secondary education attainment rate	86.7	86.74	27
Tertiary education attainment rate	20.5	20.54	28
Economic participation			
Labour force participation rate	48.3	48.30	94
Unemployment rate	7.0	93.00	73
Underemployment rate	6.7	93.30	52
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group		66.53	29
Educational attainment			
Primary education attainment rate	98.4	98.37	31
Secondary education attainment rate	63.5	63.53	29
Tertiary education attainment rate	14.1	14.06	31
Economic participation			
Labour force participation rate	2.7	2.70	123
Unemployment rate	3.5	96.50	65
Underemployment rate	4.2	95.80	44
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.34
University-business R&D collaboration ¹	4.58
Ease of starting a business ⁴	28

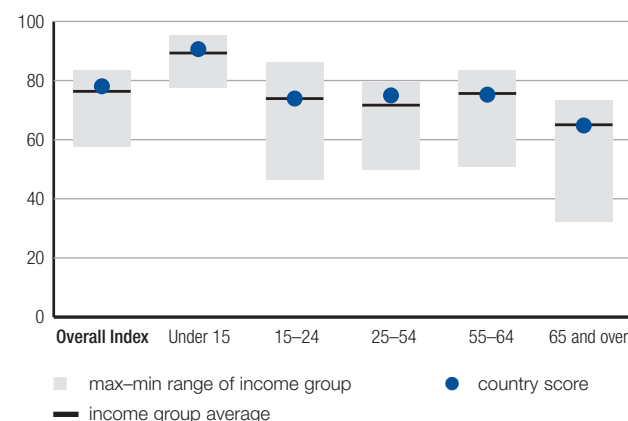
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	7.0
Social safety net ¹	5.74
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.68
Internet access in schools ¹	4.71

Country Score Within Income Group



Germany

Human Capital Index 2015 Rank

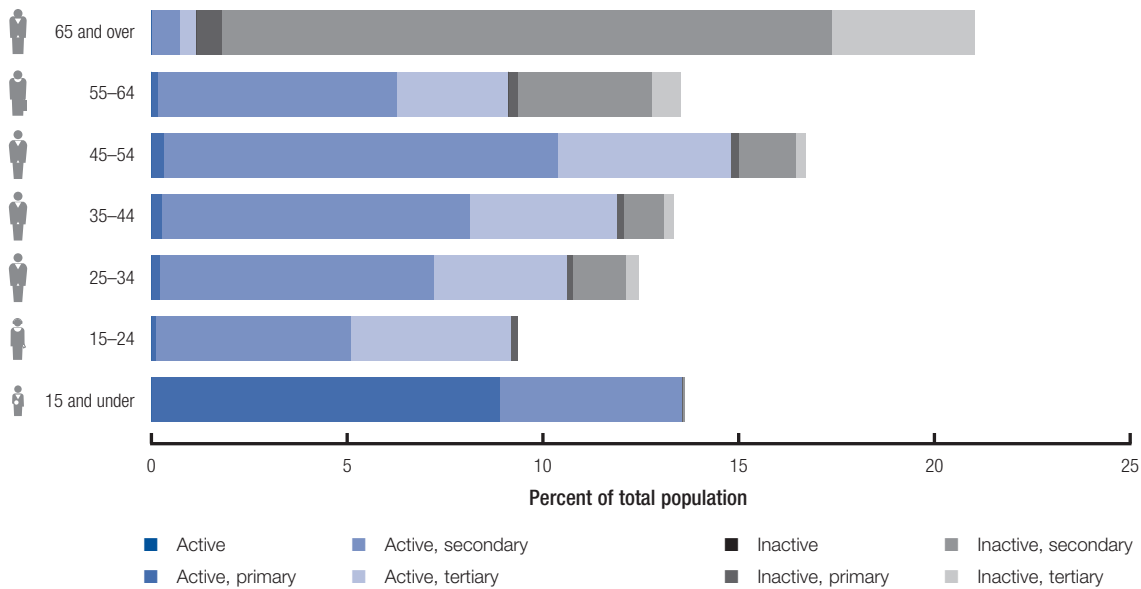
22

(out of 124 countries)

Key indicators

Total population (1,000s).....	82,562	Median age of population (years).....	44
Working age population (1,000s).....	54,168	GDP per capita (constant '11 US\$, PPP).....	44,741
Tertiary-educated population (1,000s).....	16,078	Labour force participation rate (%).....	59.9
Aged dependency ratio (%).....	31.6	Employment-to-population ratio (%).....	56.7
Child dependency ratio (%).....	20.4	Unemployment rate (%).....	5.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.8	16.3	41.4	58.5	1.2	
Managers, professionals and technicians.....	0.1	5.0	20.1	Tertiary education requirements.....	25.1	0.3
Clerical, service and sales workers.....	0.1	2.6	13.5	Secondary education requirements.....	28.2	0.4
Skilled agricultural and trades workers.....	0.5	5.8	2.2			0.2
Plant and machine operators, and assemblers.....	0.0	1.8	1.7			0.1
Elementary occupations.....	0.1	1.2	3.5	Primary education requirements.....	4.8	0.2
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.09
Quality of business schools.....	4.98
Specialized training services.....	6.03
Capacity to attract talent.....	4.70
Capacity to retain talent.....	5.06

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,939,463	638,863
Agriculture.....	43,205	9,932
Education.....	225,065	58,541
Engineering, Manufacturing, Construction.....	537,586	93,329
Health and Welfare.....	483,538	123,115
Humanities and Arts.....	379,602	102,404
Sciences.....	427,280	80,508
Services.....	76,981	19,802
Social Sciences, Business, Law.....	760,920	149,700
Unspecified.....	5,286	1,534

Germany

	Value	Score	Rank
Under 15 Age Group		79.56	75
Enrolment in education			
Primary enrolment rate	99.6	99.57	8
Secondary enrolment rate	—	—	—
Basic education survival rate	51.0	50.99	106
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	5.12	68.68	20
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		79.87	12
Enrolment in education			
Tertiary enrolment rate	61.7	61.65	35
Vocational enrolment rate	48.3	48.31	26
Quality of education			
Quality of education system ¹	5.24	70.70	12
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	84.2	84.20	43
Economic participation			
Labour force participation rate	50.5	50.50	48
Unemployment rate	7.6	92.40	23
Underemployment rate	3.9	96.10	18
Not in employment, education or training rate	6.3	93.70	11
Long-term unemployment rate	22.7	77.25	39
Skills			
Incidence of overeducation	11.7	88.30	25
Incidence of undereducation	28.5	71.50	33
Skill diversity ²	0.165	83.54	8

	Value	Score	Rank
25–54 Age Group		77.55	8
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.7	96.67	19
Tertiary education attainment rate	26.4	26.40	25
Workplace learning			
Staff training services ¹	5.02	66.92	13
Economic complexity ³	1.895	81.58	3
Economic participation			
Labour force participation rate	87.8	87.80	37
Unemployment rate	4.9	95.10	38
Underemployment rate	5.5	94.50	32
Employment gender gap	89.4	89.42	23
Skills			
High-skilled employment share	43.1	43.10	19
Medium-skilled employment share	91.7	91.70	33
Ease of finding skilled employees ¹	4.45	57.43	33

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		82.67	9
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	97.4	97.41	13
Tertiary education attainment rate	25.4	25.39	16
Economic participation			
Labour force participation rate	66.0	66.00	47
Unemployment rate	5.7	94.30	60
Underemployment rate	4.4	95.60	40
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		73.47	5
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.6	98.60	4
Tertiary education attainment rate	19.4	19.38	13
Economic participation			
Labour force participation rate	5.7	5.70	107
Unemployment rate	0.9	99.10	24
Underemployment rate	1.9	98.10	25
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.49
University-business R&D collaboration ¹	5.34
Ease of starting a business ⁴	114

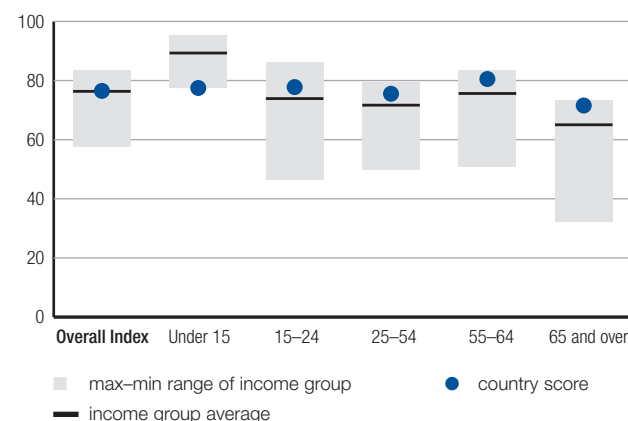
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	6.5
Social safety net ¹	5.67
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.08
Internet access in schools ¹	5.05

Country Score Within Income Group



Ghana

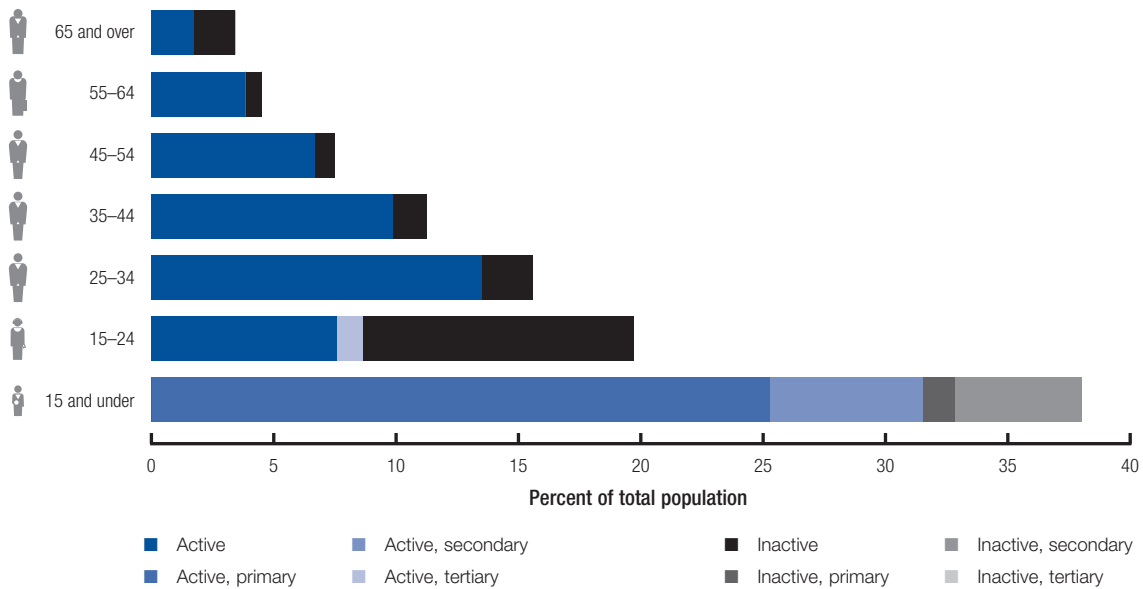
Human Capital Index 2015 Rank

82
(out of 124 countries)

Key indicators

Total population (1,000s).....	26,984	Median age of population (years)	20
Working age population (1,000s)	15,795	GDP per capita (constant '11 US\$, PPP).....	4,173
Tertiary-educated population (1,000s).....	1,052	Labour force participation rate (%).....	69.3
Aged dependency ratio (%).....	6.2	Employment-to-population ratio (%).....	68.1
Child dependency ratio (%).....	67.8	Unemployment rate (%).....	1.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.38
Quality of business schools	4.57
Specialized training services.....	3.78
Capacity to attract talent	3.44
Capacity to retain talent	3.58

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	285,862	72,071
Agriculture.....	9,304	2,408
Education	71,369	21,888
Engineering, Manufacturing, Construction	20,047	4,137
Health and Welfare.....	9,006	1,725
Humanities and Arts.....	—	—
Sciences	26,065	6,080
Services	2,319	918
Social Sciences, Business, Law	144,444	34,727
Unspecified.....	3,308	188

Ghana

	Value	Score	Rank
Under 15 Age Group	69.49	99	
Enrolment in education			
Primary enrolment rate	89.6	89.64	98
Secondary enrolment rate	54.6	54.64	86
Basic education survival rate	76.1	76.07	88
Secondary enrolment gender gap	97.0	97.04	80
Quality of education			
Quality of primary schools ¹	3.01	33.42	97
Vulnerability			
Incidence of child labour	33.9	66.10	107

	Value	Score	Rank
15–24 Age Group	58.64	95	
Enrolment in education			
Tertiary enrolment rate	12.2	12.20	96
Vocational enrolment rate	5.2	5.19	98
Quality of education			
Quality of education system ¹	3.84	47.32	50
Youth literacy rate	90.6	90.60	95
Educational attainment			
Primary education attainment rate	93.3	93.30	92
Secondary education attainment rate	77.7	77.73	55
Economic participation			
Labour force participation rate	38.4	38.40	85
Unemployment rate	3.3	96.70	5
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.337	66.33	85

	Value	Score	Rank
25–54 Age Group	61.41	63	
Educational attainment			
Primary education attainment rate	82.2	82.16	93
Secondary education attainment rate	66.4	66.39	64
Tertiary education attainment rate	7.7	7.70	96
Workplace learning			
Staff training services ¹	4.08	51.38	55
Economic complexity ³	-0.917	34.71	102
Economic participation			
Labour force participation rate	87.5	87.50	39
Unemployment rate	3.8	96.20	24
Underemployment rate	—	—	—
Employment gender gap	94.1	94.10	7
Skills			
High-skilled employment share	10.0	10.00	98
Medium-skilled employment share	99.8	99.80	2
Ease of finding skilled employees ¹	3.73	45.55	75

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	66.05	68	
Educational attainment			
Primary education attainment rate	69.2	69.18	95
Secondary education attainment rate	55.5	55.48	56
Tertiary education attainment rate	6.3	6.29	90
Economic participation			
Labour force participation rate	85.3	85.30	9
Unemployment rate	3.0	97.00	36
Underemployment rate	—	—	—
Healthy life expectancy at birth	54	83.08	105

	Value	Score	Rank
65 and Over Age Group	51.27	74	
Educational attainment			
Primary education attainment rate	46.3	46.33	93
Secondary education attainment rate	36.5	36.48	54
Tertiary education attainment rate	5.9	5.87	70
Economic participation			
Labour force participation rate	50.4	50.40	18
Unemployment rate	2.5	97.50	58
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	71.05	105

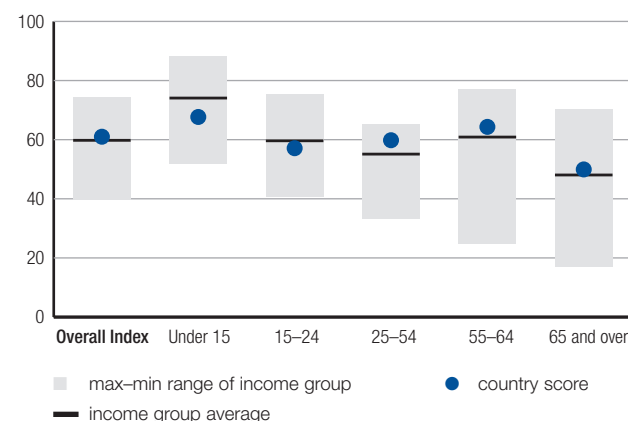
Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.73
University-business R&D collaboration ¹	3.46
Ease of starting a business ⁴	96
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	72.4
Social safety net ¹	3.58
Primary completion rate (poorest | richest quintile)	100, 99

Public investment	
Public spending on education (% of GDP)	8.14
Internet access in schools ¹	3.23

Country Score Within Income Group



Greece

Human Capital Index 2015 Rank

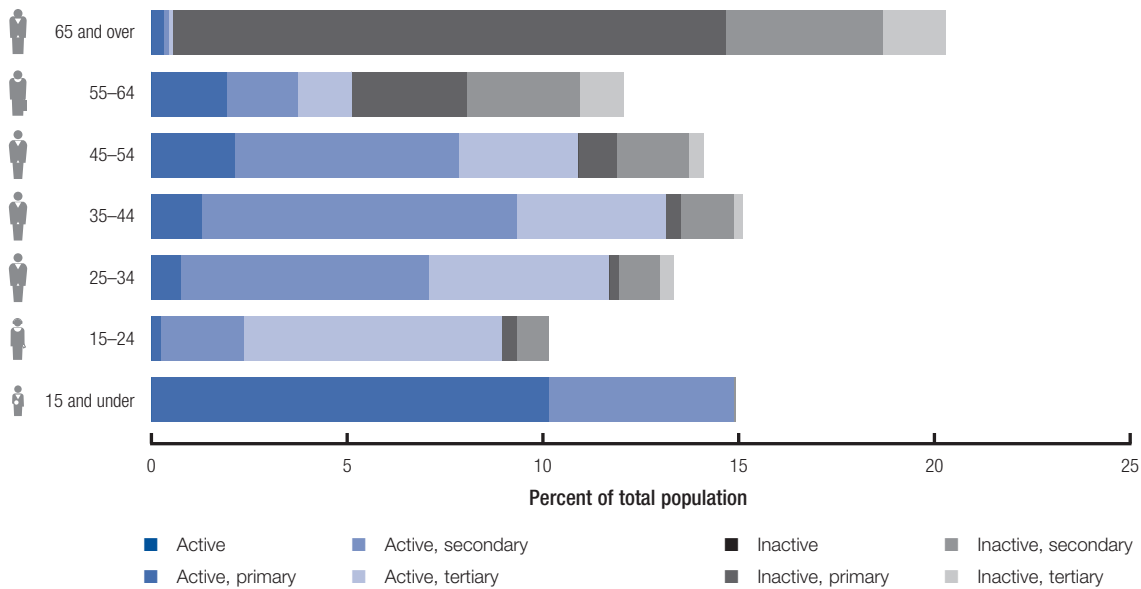
40

(out of 124 countries)

Key indicators

Total population (1,000s).....	11,126	Median age of population (years).....	42
Working age population (1,000s).....	7,242	GDP per capita (constant '11 US\$, PPP).....	25,753
Tertiary-educated population (1,000s).....	1,891	Labour force participation rate (%).....	53.2
Aged dependency ratio (%).....	28.6	Employment-to-population ratio (%).....	38.7
Child dependency ratio (%).....	21.8	Unemployment rate (%).....	27.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	5.2	5.9	26.7	37.7	2.7	
Managers, professionals and technicians.....	0.0	1.0	11.1	Tertiary education requirements.....	12.2	0.5
Clerical, service and sales workers.....	0.0	0.7	10.8	Secondary education requirements.....	22.4	1.1
Skilled agricultural and trades workers.....	4.8	2.8	1.0			0.5
Plant and machine operators, and assemblers.....	0.0	0.9	1.4			0.2
Elementary occupations.....	0.3	0.5	1.7	Primary education requirements.....	2.5	0.4
Others.....	0.0	0.0	0.7			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.30
Quality of business schools.....	3.88
Specialized training services.....	3.83
Capacity to attract talent.....	2.35
Capacity to retain talent.....	3.03

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	663,698	66,333
Agriculture.....	30,081	2,869
Education.....	41,888	6,940
Engineering, Manufacturing, Construction.....	116,938	10,840
Health and Welfare.....	52,300	7,687
Humanities and Arts.....	94,630	8,568
Sciences.....	99,850	8,173
Services.....	18,297	1,997
Social Sciences, Business, Law.....	208,845	19,194
Unspecified.....	869	65

Greece

	Value	Score	Rank
Under 15 Age Group		89.81	30
Enrolment in education			
Primary enrolment rate	99.8	99.75	5
Secondary enrolment rate	99.2	99.23	1
Basic education survival rate	93.9	93.93	46
Secondary enrolment gender gap	99.7	99.70	69
Quality of education			
Quality of primary schools ¹	3.84	47.27	62
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		70.40	54
Enrolment in education			
Tertiary enrolment rate	91.4	91.39	4
Vocational enrolment rate	33.1	33.07	45
Quality of education			
Quality of education system ¹	3.00	33.32	98
Youth literacy rate	99.4	99.45	47
Educational attainment			
Primary education attainment rate	99.8	99.82	41
Secondary education attainment rate	91.7	91.72	26
Economic participation			
Labour force participation rate	30.4	30.40	111
Unemployment rate	53.9	46.10	123
Underemployment rate	17.0	83.00	60
Not in employment, education or training rate	20.4	79.60	55
Long-term unemployment rate	52.0	48.04	68
Skills			
Incidence of overeducation	15.3	84.70	35
Incidence of undereducation	18.1	81.90	19
Skill diversity ²	0.169	83.05	11

	Value	Score	Rank
25–54 Age Group		67.79	40
Educational attainment			
Primary education attainment rate	98.4	98.42	52
Secondary education attainment rate	84.3	84.31	42
Tertiary education attainment rate	26.3	26.34	26
Workplace learning			
Staff training services ¹	3.55	42.51	98
Economic complexity ³	0.425	57.08	45
Economic participation			
Labour force participation rate	84.2	84.20	62
Unemployment rate	26.9	73.10	99
Underemployment rate	8.3	91.70	40
Employment gender gap	72.0	71.99	56
Skills			
High-skilled employment share	32.9	32.90	38
Medium-skilled employment share	93.4	93.40	17
Ease of finding skilled employees ¹	4.45	57.58	32

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	Value	Score	Rank
55–64 Age Group		71.73	52
Educational attainment			
Primary education attainment rate	98.2	98.24	45
Secondary education attainment rate	62.9	62.90	48
Tertiary education attainment rate	19.3	19.28	33
Economic participation			
Labour force participation rate	43.9	43.90	100
Unemployment rate	16.2	83.80	96
Underemployment rate	6.0	94.00	47
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		60.65	48
Educational attainment			
Primary education attainment rate	94.4	94.37	46
Secondary education attainment rate	35.0	34.96	56
Tertiary education attainment rate	10.5	10.52	43
Economic participation			
Labour force participation rate	3.6	3.60	117
Unemployment rate	9.1	90.90	87
Underemployment rate	3.2	96.80	35
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.01
University-business R&D collaboration ¹	3.06
Ease of starting a business ⁴	52

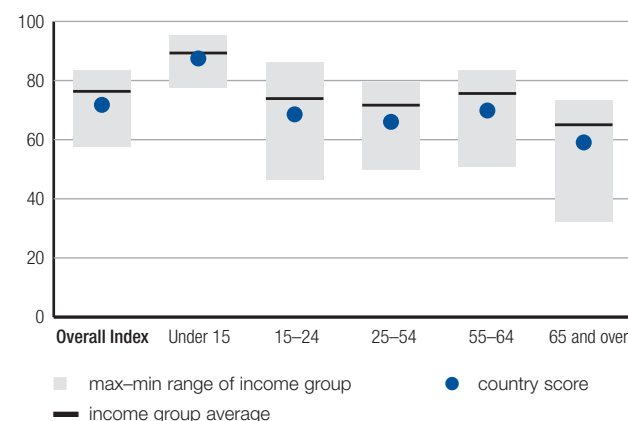
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	30.4
Social safety net ¹	3.41
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.09
Internet access in schools ¹	4.12

Country Score Within Income Group



Guatemala

Human Capital Index 2015 Rank

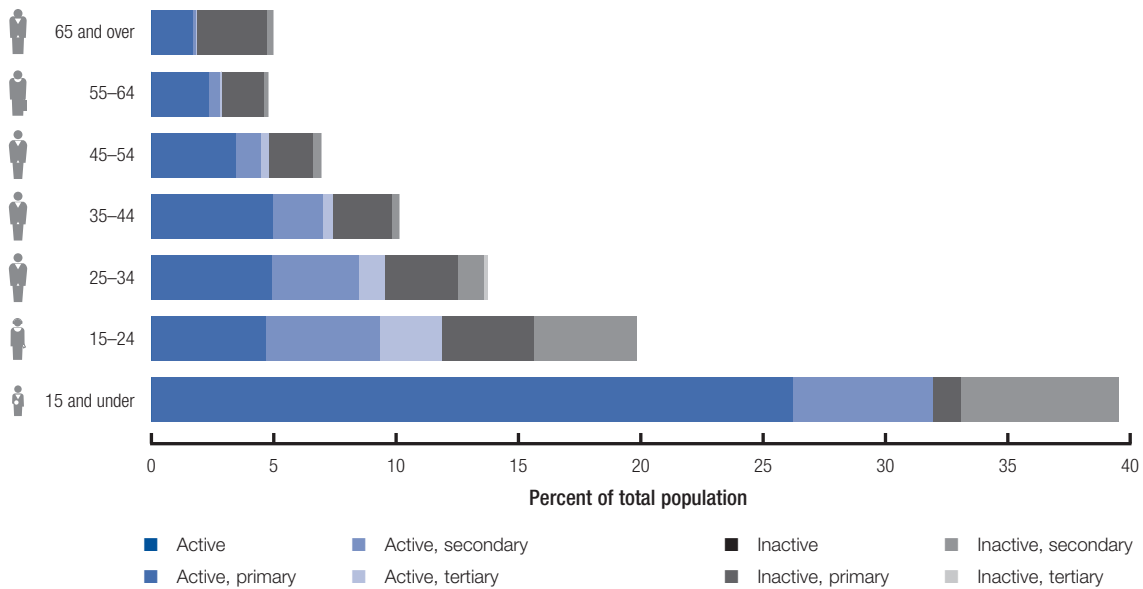
86

(out of 124 countries)

Key indicators

Total population (1,000s).....	16,255	Median age of population (years).....	19
Working age population (1,000s).....	9,048	GDP per capita (constant '11 US\$, PPP).....	7,477
Tertiary-educated population (1,000s).....	551	Labour force participation rate (%).....	67.7
Aged dependency ratio (%).....	8.2	Employment-to-population ratio (%).....	65.7
Child dependency ratio (%).....	76.8	Unemployment rate (%).....	3.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	20.2	10.6	31.0	61.8	—	
Managers, professionals and technicians.....	0.1	0.5	6.1	Tertiary education requirements.....	6.7	0.1
Clerical, service and sales workers.....	0.3	0.6	15.5	Secondary education requirements.....	34.6	0.4
Skilled agricultural and trades workers.....	6.1	6.6	2.5			0.1
Plant and machine operators, and assemblers.....	0.1	1.1	1.8			0.1
Elementary occupations.....	13.7	1.7	5.1	Primary education requirements.....	20.5	0.5
Others.....	0.0	0.0	0.0			—

Business Perceptions

Score (1-7)

Quality of math/science education.....	2.45
Quality of business schools.....	4.71
Specialized training services.....	4.40
Capacity to attract talent.....	3.26
Capacity to retain talent.....	4.06

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	293,721	20,831
Agriculture.....	—	1,520
Education.....	—	5,149
Engineering, Manufacturing, Construction.....	—	2,943
Health and Welfare.....	—	2,662
Humanities and Arts.....	—	209
Sciences.....	—	549
Services.....	—	0
Social Sciences, Business, Law.....	—	7,800
Unspecified.....	—	0

Guatemala

	Value	Score	Rank
Under 15 Age Group	67.73	105	
Enrolment in education			
Primary enrolment rate	91.4	91.41	89
Secondary enrolment rate	46.9	46.87	91
Basic education survival rate	76.9	76.87	87
Secondary enrolment gender gap	92.5	92.52	91
Quality of education			
Quality of primary schools ¹	2.47	24.51	112
Vulnerability			
Incidence of child labour	25.8	74.20	96

	Value	Score	Rank
15–24 Age Group	69.32	59	
Enrolment in education			
Tertiary enrolment rate	18.7	18.74	84
Vocational enrolment rate	83.9	83.88	1
Quality of education			
Quality of education system ¹	2.69	28.22	111
Youth literacy rate	95.4	95.37	89
Educational attainment			
Primary education attainment rate	90.7	90.68	98
Secondary education attainment rate	51.2	51.21	91
Economic participation			
Labour force participation rate	61.4	61.40	22
Unemployment rate	5.4	94.60	13
Underemployment rate	20.1	79.90	65
Not in employment, education or training rate	29.8	70.20	66
Long-term unemployment rate	11.7	88.34	16
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	55.17	91	
Educational attainment			
Primary education attainment rate	80.5	80.45	97
Secondary education attainment rate	35.8	35.83	100
Tertiary education attainment rate	9.2	9.24	88
Workplace learning			
Staff training services ¹	4.56	59.29	26
Economic complexity ³	-0.154	47.43	72
Economic participation			
Labour force participation rate	76.1	76.10	104
Unemployment rate	2.3	97.70	10
Underemployment rate	19.6	80.40	53
Employment gender gap	51.3	51.28	74
Skills			
High-skilled employment share	11.0	11.00	96
Medium-skilled employment share	66.8	66.80	120
Ease of finding skilled employees ¹	3.79	46.49	68

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	Value	Score	Rank
55–64 Age Group	62.42	81	
Educational attainment			
Primary education attainment rate	61.4	61.39	98
Secondary education attainment rate	20.4	20.39	103
Tertiary education attainment rate	5.9	5.95	93
Economic participation			
Labour force participation rate	66.4	66.40	44
Unemployment rate	1.0	99.00	14
Underemployment rate	11.6	88.40	61
Healthy life expectancy at birth	62	95.38	77

	Value	Score	Rank
65 and Over Age Group	54.89	64	
Educational attainment			
Primary education attainment rate	49.0	48.97	90
Secondary education attainment rate	13.7	13.69	97
Tertiary education attainment rate	4.0	4.03	86
Economic participation			
Labour force participation rate	43.4	43.40	25
Unemployment rate	0.9	99.10	24
Underemployment rate	6.5	93.50	52
Healthy life years beyond age 65	0	81.58	77

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.94
University-business R&D collaboration ¹	3.62
Ease of starting a business ⁴	98

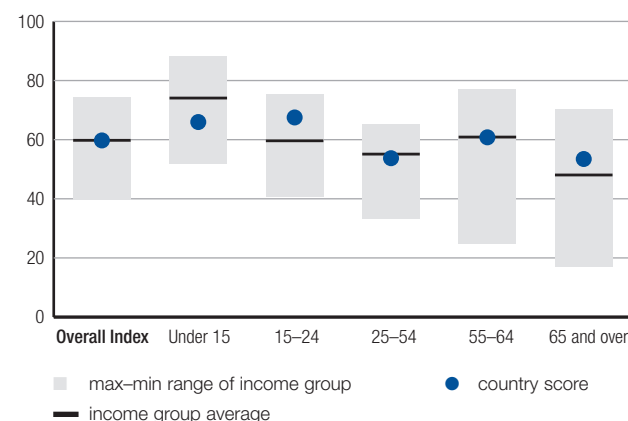
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	48.0
Social safety net ¹	2.62
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	2.92
Internet access in schools ¹	3.45

Country Score Within Income Group



Guinea

Human Capital Index 2015 Rank

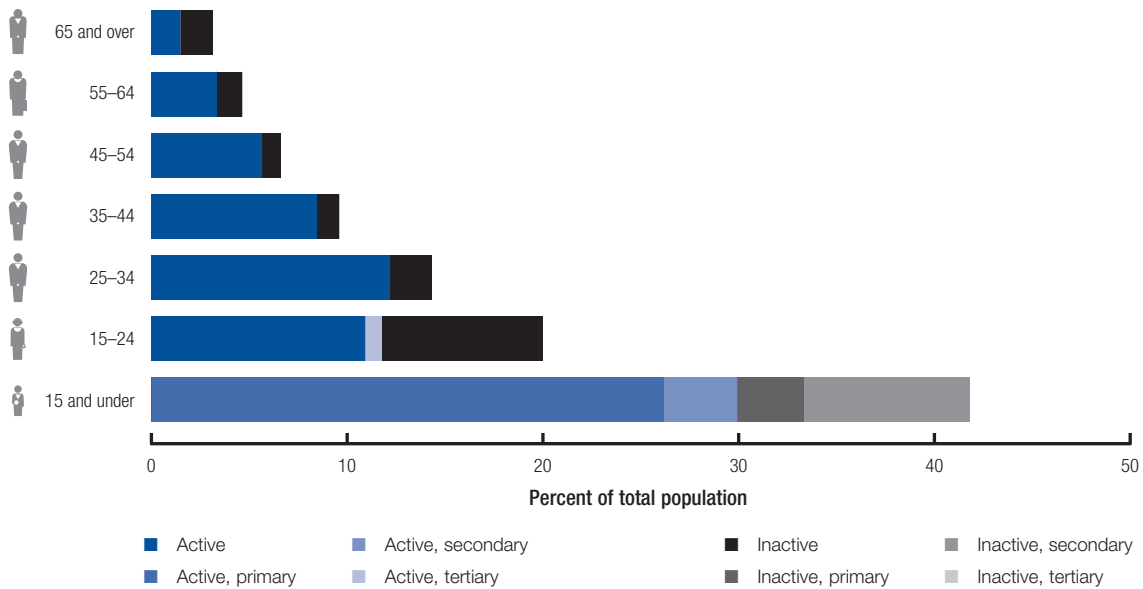
119

(out of 124 countries)

Key indicators

Total population (1,000s).....	12,348	Median age of population (years).....	18
Working age population (1,000s).....	6,803	GDP per capita (constant '11 US\$, PPP).....	1,343
Tertiary-educated population (1,000s).....	286	Labour force participation rate (%).....	72.0
Aged dependency ratio (%).....	5.9	Employment-to-population ratio (%).....	70.7
Child dependency ratio (%).....	79.3	Unemployment rate (%).....	1.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians.....	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers.....	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations.....	—	—	—	Primary education requirements.....	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.09
Quality of business schools.....	2.33
Specialized training services.....	2.76
Capacity to attract talent.....	2.71
Capacity to retain talent.....	2.50

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	101,173	—
Agriculture.....	—	—
Education.....	—	—
Engineering, Manufacturing, Construction.....	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences.....	—	—
Services.....	—	—
Social Sciences, Business, Law.....	—	—
Unspecified.....	—	—

Guinea

	Value	Score	Rank
Under 15 Age Group	56.86	121	
Enrolment in education			
Primary enrolment rate	75.5	75.53	115
Secondary enrolment rate	30.4	30.41	102
Basic education survival rate	79.1	79.12	83
Secondary enrolment gender gap	63.1	63.09	101
Quality of education			
Quality of primary schools ¹	2.28	21.34	117
Vulnerability			
Incidence of child labour	28.3	71.70	104

	Value	Score	Rank
15–24 Age Group	41.00	123	
Enrolment in education			
Tertiary enrolment rate	9.9	9.93	102
Vocational enrolment rate	8.3	8.31	88
Quality of education			
Quality of education system ¹	2.43	23.76	120
Youth literacy rate	45.2	45.24	123
Educational attainment			
Primary education attainment rate	57.5	57.45	117
Secondary education attainment rate	30.4	30.40	109
Economic participation			
Labour force participation rate	54.6	54.60	39
Unemployment rate	1.7	98.30	4
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	47.59	113	
Educational attainment			
Primary education attainment rate	38.8	38.77	117
Secondary education attainment rate	22.9	22.91	111
Tertiary education attainment rate	5.8	5.85	101
Workplace learning			
Staff training services ¹	3.23	37.11	112
Economic complexity ³	-1.854	19.09	113
Economic participation			
Labour force participation rate	86.0	86.00	53
Unemployment rate	2.3	97.70	10
Underemployment rate	—	—	—
Employment gender gap	81.7	81.69	43
Skills			
High-skilled employment share	0.9	0.90	124
Medium-skilled employment share	98.5	98.50	7
Ease of finding skilled employees ¹	3.10	34.98	110

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	49.07	110	
Educational attainment			
Primary education attainment rate	23.6	23.59	116
Secondary education attainment rate	15.8	15.80	108
Tertiary education attainment rate	8.3	8.33	79
Economic participation			
Labour force participation rate	72.3	72.30	28
Unemployment rate	1.0	99.00	14
Underemployment rate	—	—	—
Healthy life expectancy at birth	49	75.38	114

	Value	Score	Rank
65 and Over Age Group	37.74	106	
Educational attainment			
Primary education attainment rate	8.0	8.04	118
Secondary education attainment rate	4.5	4.47	109
Tertiary education attainment rate	3.1	3.09	93
Economic participation			
Labour force participation rate	47.4	47.40	22
Unemployment rate	1.0	99.00	26
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	64.47	114

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.02
University-business R&D collaboration ¹	2.18
Ease of starting a business ⁴	175

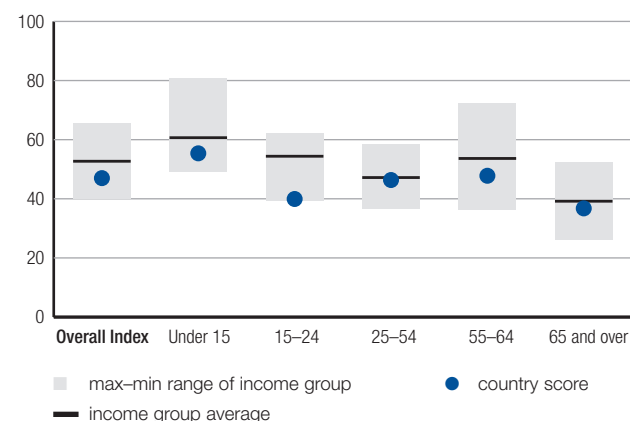
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	95.0
Social safety net ¹	2.14
Primary completion rate (poorest | richest quintile)	32, 93

Public investment

Public spending on education (% of GDP)	2.47
Internet access in schools ¹	1.81

Country Score Within Income Group



Guyana

Human Capital Index 2015 Rank

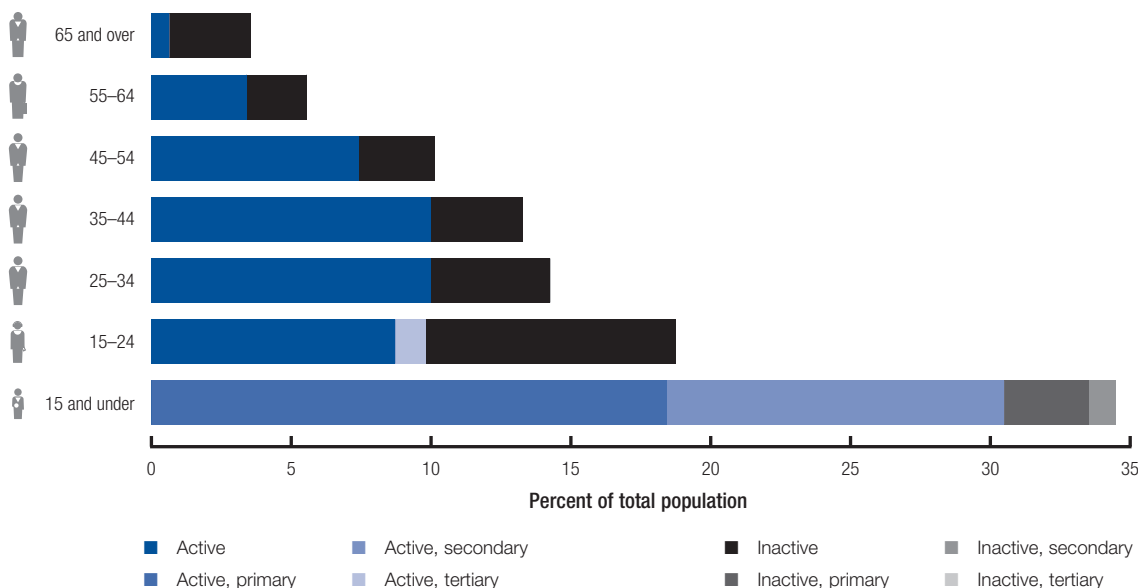
79

(out of 124 countries)

Key indicators

Total population (1,000s).....	808	Median age of population (years).....	22
Working age population (1,000s).....	500	GDP per capita (constant '11 US\$, PPP).....	6,905
Tertiary-educated population (1,000s).....	51	Labour force participation rate (%).....	61.4
Aged dependency ratio (%).....	5.5	Employment-to-population ratio (%).....	54.5
Child dependency ratio (%).....	63.5	Unemployment rate (%).....	11.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.34
Quality of business schools	4.64
Specialized training services.....	4.05
Capacity to attract talent	4.04
Capacity to retain talent	3.99

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	8,857	1,838
Agriculture.....	187	34
Education	2,991	840
Engineering, Manufacturing, Construction	685	138
Health and Welfare.....	1,170	251
Humanities and Arts.....	223	29
Sciences	967	109
Services.....	93	14
Social Sciences, Business, Law	2,483	423
Unspecified.....	58	—

Guyana

	Value	Score	Rank
Under 15 Age Group		83.41	60
Enrolment in education			
Primary enrolment rate	74.8	74.75	116
Secondary enrolment rate	92.6	92.56	21
Basic education survival rate	87.8	87.78	63
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.71	61.75	33
Vulnerability			
Incidence of child labour	16.4	83.60	86

	Value	Score	Rank
15–24 Age Group		61.04	87
Enrolment in education			
Tertiary enrolment rate	12.9	12.91	95
Vocational enrolment rate	9.7	9.72	85
Quality of education			
Quality of education system ¹	3.93	48.89	47
Youth literacy rate	94.4	94.38	90
Educational attainment			
Primary education attainment rate	99.6	99.56	53
Secondary education attainment rate	90.1	90.13	28
Economic participation			
Labour force participation rate	46.6	46.60	65
Unemployment rate	23.8	76.20	93
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.290	70.97	78

	Value	Score	Rank
25–54 Age Group		56.59	81
Educational attainment			
Primary education attainment rate	97.5	97.47	59
Secondary education attainment rate	78.1	78.09	50
Tertiary education attainment rate	11.1	11.13	79
Workplace learning			
Staff training services ¹	4.04	50.74	58
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	72.6	72.60	109
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	14.0	14.00	91
Medium-skilled employment share	70.7	70.70	114
Ease of finding skilled employees ¹	4.48	58.00	31

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		62.51	80
Educational attainment			
Primary education attainment rate	94.7	94.69	56
Secondary education attainment rate	63.2	63.16	47
Tertiary education attainment rate	9.0	8.96	75
Economic participation			
Labour force participation rate	61.1	61.10	69
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	55	84.62	100

	Value	Score	Rank
65 and Over Age Group		48.90	80
Educational attainment			
Primary education attainment rate	94.7	94.74	44
Secondary education attainment rate	51.8	51.77	37
Tertiary education attainment rate	7.9	7.91	57
Economic participation			
Labour force participation rate	17.7	17.70	65
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	72.37	100

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.90
University-business R&D collaboration ¹	3.76
Ease of starting a business ⁴	99

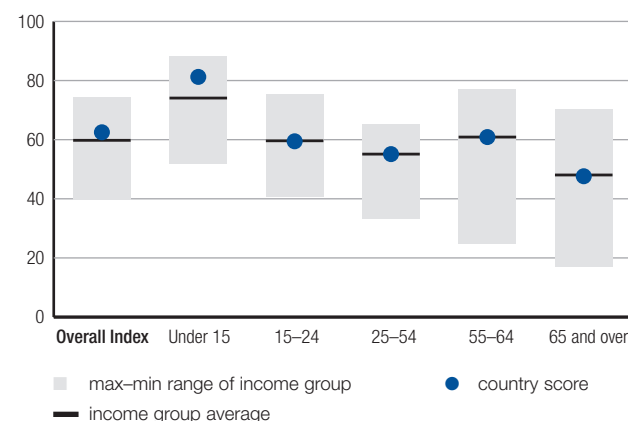
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	46.1
Social safety net ¹	3.75
Primary completion rate (poorest | richest quintile)	114, 83

Public investment

Public spending on education (% of GDP)	3.19
Internet access in schools ¹	4.25

Country Score Within Income Group



Honduras

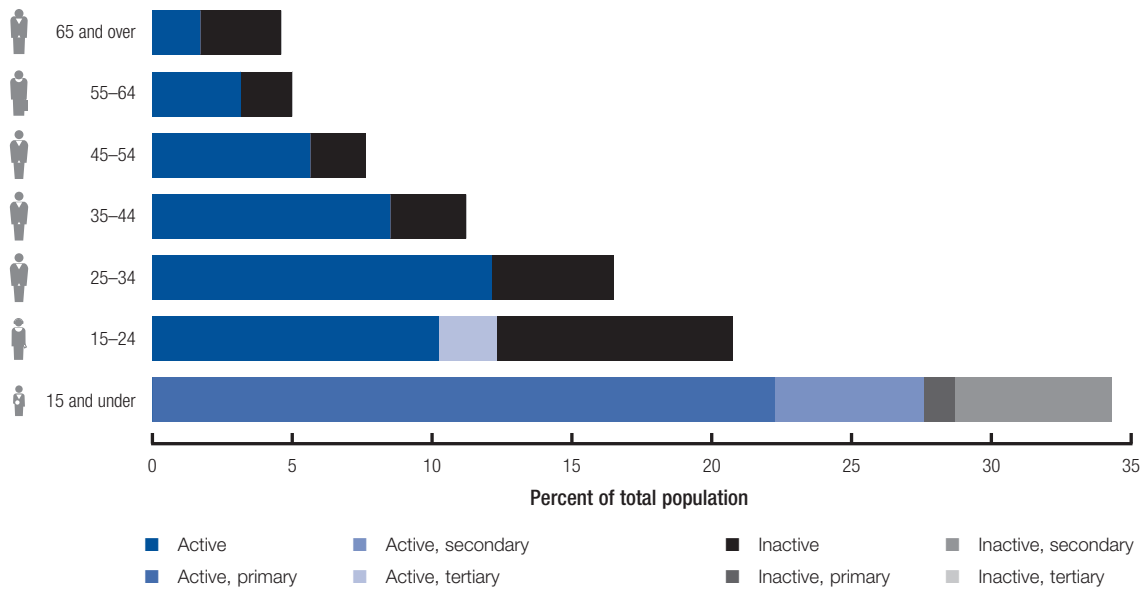
Human Capital Index 2015 Rank

96
(out of 124 countries)

Key indicators

Total population (1,000s).....	8,424	Median age of population (years).....	21
Working age population (1,000s).....	5,147	GDP per capita (constant '11 US\$, PPP).....	4,713
Tertiary-educated population (1,000s).....	380	Labour force participation rate (%).....	62.6
Aged dependency ratio (%).....	7.3	Employment-to-population ratio (%).....	60.2
Child dependency ratio (%).....	62.5	Unemployment rate (%).....	3.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.92
Quality of business schools	3.59
Specialized training services.....	3.96
Capacity to attract talent	3.13
Capacity to retain talent	3.36

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	174,935	18,024
Agriculture.....	4,979	465
Education	35,167	6,244
Engineering, Manufacturing, Construction	22,023	1,781
Health and Welfare.....	22,971	1,176
Humanities and Arts.....	7,000	559
Sciences	9,210	766
Services.....	2,475	353
Social Sciences, Business, Law	71,110	6,680
Unspecified.....	—	12

Honduras

	Value	Score	Rank
Under 15 Age Group	68.39	103	
Enrolment in education			
Primary enrolment rate	90.1	90.10	97
Secondary enrolment rate	48.6	48.63	88
Basic education survival rate	54.3	54.26	105
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.88	31.37	101
Vulnerability			
Incidence of child labour	14.0	86.00	80

	Value	Score	Rank
15–24 Age Group	61.22	86	
Enrolment in education			
Tertiary enrolment rate	21.1	21.14	80
Vocational enrolment rate	45.8	45.84	29
Quality of education			
Quality of education system ¹	3.18	36.34	87
Youth literacy rate	97.2	97.17	85
Educational attainment			
Primary education attainment rate	93.7	93.72	89
Secondary education attainment rate	44.7	44.65	98
Economic participation			
Labour force participation rate	49.2	49.20	51
Unemployment rate	6.9	93.10	21
Underemployment rate	—	—	—
Not in employment, education or training rate	41.4	58.60	71
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.275	72.48	72

	Value	Score	Rank
25–54 Age Group	53.55	98	
Educational attainment			
Primary education attainment rate	87.3	87.35	90
Secondary education attainment rate	32.1	32.14	102
Tertiary education attainment rate	9.0	8.96	90
Workplace learning			
Staff training services ¹	4.40	56.68	35
Economic complexity ³	-0.300	45.01	78
Economic participation			
Labour force participation rate	74.3	74.30	105
Unemployment rate	2.6	97.40	13
Underemployment rate	—	—	—
Employment gender gap	57.4	57.41	72
Skills			
High-skilled employment share	12.9	12.90	92
Medium-skilled employment share	71.4	71.40	113
Ease of finding skilled employees ¹	3.73	45.55	76

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	Value	Score	Rank
55–64 Age Group	60.68	87	
Educational attainment			
Primary education attainment rate	75.6	75.61	85
Secondary education attainment rate	21.7	21.71	100
Tertiary education attainment rate	6.1	6.13	91
Economic participation			
Labour force participation rate	63.0	63.00	60
Unemployment rate	0.8	99.20	9
Underemployment rate	—	—	—
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group	49.35	77	
Educational attainment			
Primary education attainment rate	58.4	58.40	85
Secondary education attainment rate	13.0	13.00	98
Tertiary education attainment rate	3.8	3.81	90
Economic participation			
Labour force participation rate	37.1	37.10	29
Unemployment rate	0.4	99.60	13
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.06
University-business R&D collaboration ¹	3.94
Ease of starting a business ⁴	138

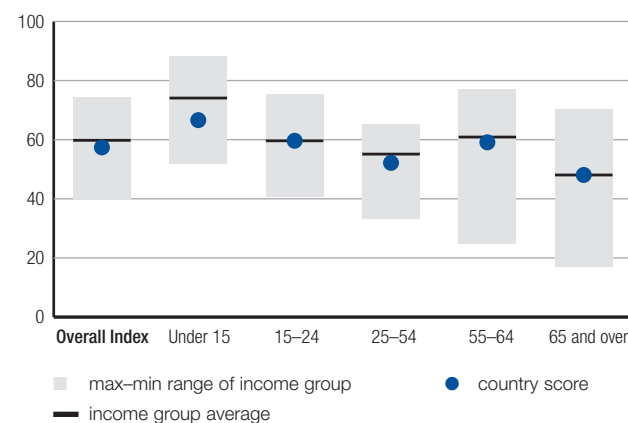
Vulnerability

Workers in informal employment	73.9
Workers in vulnerable employment	52.0
Social safety net ¹	2.73
Primary completion rate (poorest | richest quintile)	76, 100

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	3.47

Country Score Within Income Group



Hungary

Human Capital Index 2015 Rank

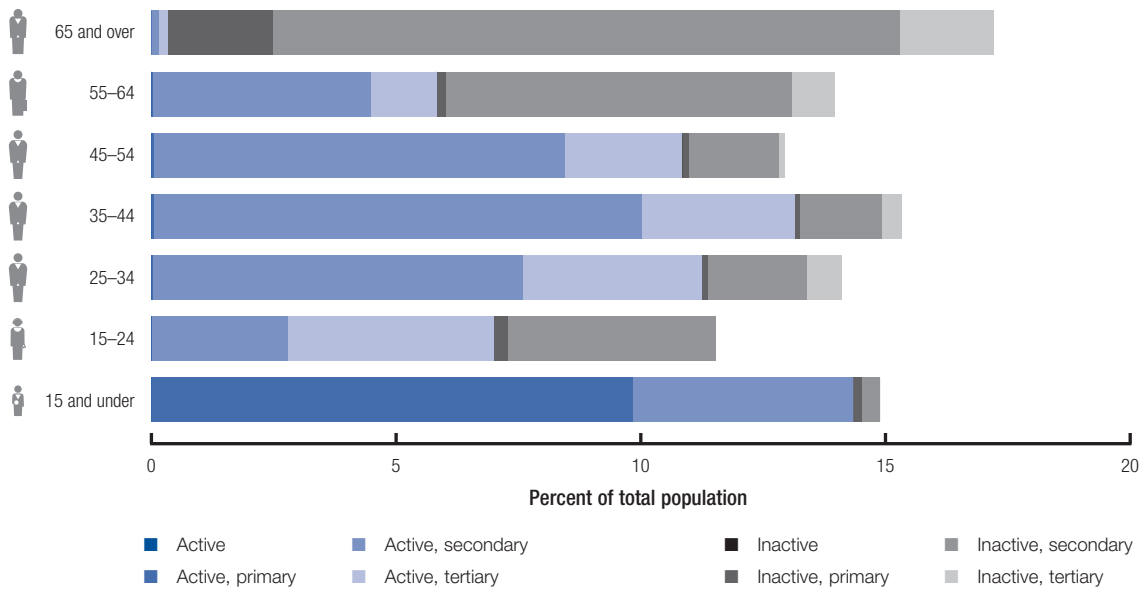
32

(out of 124 countries)

Key indicators

Total population (1,000s).....	9,911	Median age of population (years).....	40
Working age population (1,000s).....	6,696	GDP per capita (constant '11 US\$, PPP).....	24,336
Tertiary-educated population (1,000s).....	1,449	Labour force participation rate (%).....	51.9
Aged dependency ratio (%).....	24.4	Employment-to-population ratio (%).....	46.6
Child dependency ratio (%).....	21.3	Unemployment rate (%).....	10.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.3	14.1	30.7	47.1	1.8	
Managers, professionals and technicians.....	0.3	2.8	13.7	Tertiary education requirements.....	16.8	0.2
Clerical, service and sales workers.....	0.2	0.9	9.9	Secondary education requirements.....	25.6	0.5
Skilled agricultural and trades workers.....	1.2	5.2	1.8			0.4
Plant and machine operators, and assemblers.....	0.3	4.0	2.1			0.2
Elementary occupations.....	0.4	1.1	3.1	Primary education requirements.....	4.5	0.6
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.31
Quality of business schools.....	4.29
Specialized training services.....	3.91
Capacity to attract talent.....	2.59
Capacity to retain talent.....	2.58

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	380,757	69,917
Agriculture.....	9,340	1,411
Education.....	25,802	7,936
Engineering, Manufacturing, Construction.....	57,827	7,430
Health and Welfare.....	36,898	5,936
Humanities and Arts.....	34,556	7,702
Sciences.....	27,996	4,342
Services.....	38,170	6,645
Social Sciences, Business, Law.....	150,169	28,515
Unspecified.....	—	—

Hungary

	Value	Score	Rank
Under 15 Age Group		85.24	50
Enrolment in education			
Primary enrolment rate	96.7	96.66	60
Secondary enrolment rate	92.2	92.17	23
Basic education survival rate	—	—	—
Secondary enrolment gender gap	99.4	99.42	70
Quality of education			
Quality of primary schools ¹	4.16	52.71	53
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		73.38	38
Enrolment in education			
Tertiary enrolment rate	59.6	59.63	39
Vocational enrolment rate	28.9	28.95	52
Quality of education			
Quality of education system ¹	3.29	38.15	84
Youth literacy rate	98.8	98.84	66
Educational attainment			
Primary education attainment rate	99.8	99.80	46
Secondary education attainment rate	98.0	97.98	13
Economic participation			
Labour force participation rate	26.9	26.90	120
Unemployment rate	21.0	79.00	86
Underemployment rate	4.6	95.40	24
Not in employment, education or training rate	15.4	84.60	38
Long-term unemployment rate	32.9	67.06	55
Skills			
Incidence of overeducation	14.3	85.70	32
Incidence of undereducation	12.4	87.60	9
Skill diversity ²	0.223	77.69	47

	Value	Score	Rank
25–54 Age Group		71.86	28
Educational attainment			
Primary education attainment rate	99.3	99.30	40
Secondary education attainment rate	97.7	97.65	18
Tertiary education attainment rate	18.0	17.98	53
Workplace learning			
Staff training services ¹	3.63	43.83	94
Economic complexity ³	1.422	73.70	14
Economic participation			
Labour force participation rate	83.1	83.10	68
Unemployment rate	9.2	90.80	73
Underemployment rate	2.7	97.30	15
Employment gender gap	86.1	86.07	32
Skills			
High-skilled employment share	36.0	36.00	31
Medium-skilled employment share	90.3	90.30	45
Ease of finding skilled employees ¹	3.77	46.24	70

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	Value	Score	Rank
55–64 Age Group		77.13	31
Educational attainment			
Primary education attainment rate	98.9	98.85	40
Secondary education attainment rate	97.1	97.07	14
Tertiary education attainment rate	15.0	15.02	46
Economic participation			
Labour force participation rate	39.0	39.00	116
Unemployment rate	7.7	92.30	77
Underemployment rate	2.3	97.70	20
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		69.14	20
Educational attainment			
Primary education attainment rate	98.4	98.37	32
Secondary education attainment rate	87.5	87.50	16
Tertiary education attainment rate	12.1	12.10	36
Economic participation			
Labour force participation rate	2.9	2.90	121
Unemployment rate	1.5	98.50	36
Underemployment rate	2.2	97.80	28
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.49
University-business R&D collaboration ¹	4.27
Ease of starting a business ⁴	57

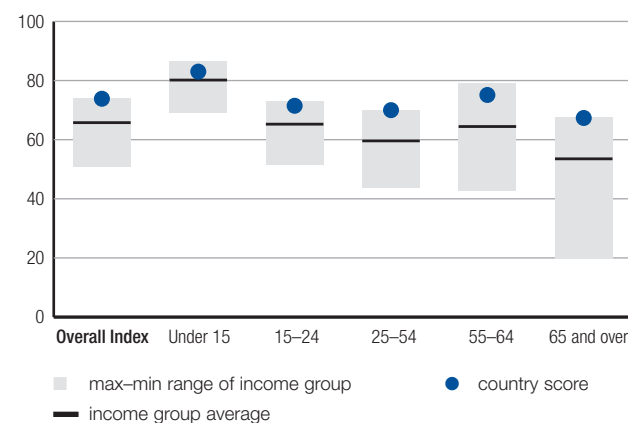
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	6.0
Social safety net ¹	2.85
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.71
Internet access in schools ¹	5.36

Country Score Within Income Group



Iceland

Human Capital Index 2015 Rank

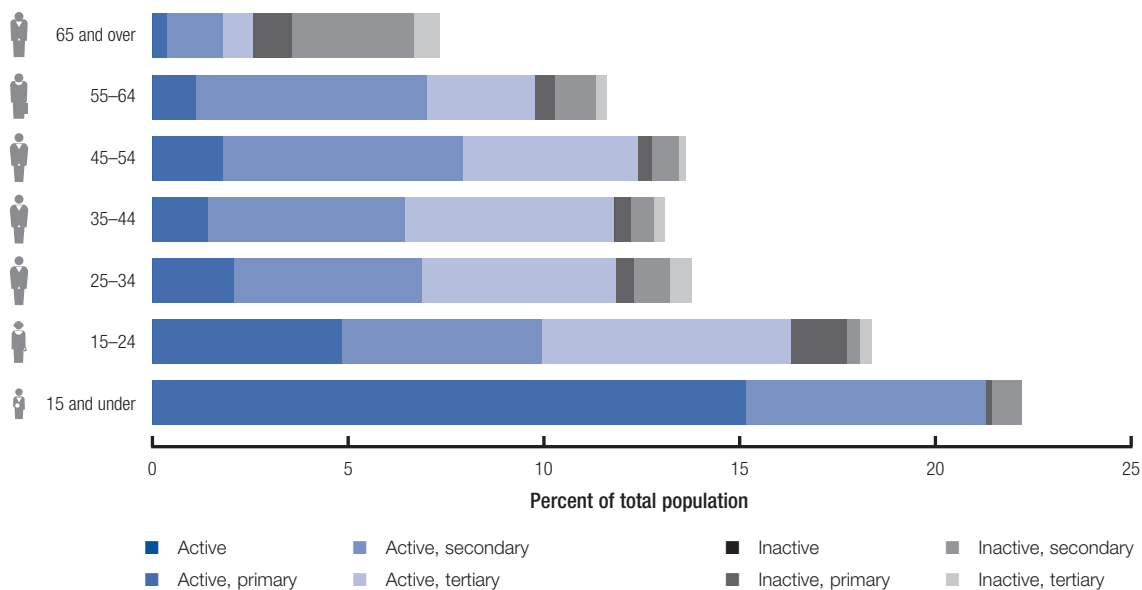
20

(out of 124 countries)

Key indicators

Total population (1,000s).....	337	Median age of population (years).....	35
Working age population (1,000s).....	222	GDP per capita (constant '11 US\$, PPP).....	42,630
Tertiary-educated population (1,000s).....	64	Labour force participation rate (%).....	73.9
Aged dependency ratio (%).....	18.1	Employment-to-population ratio (%).....	69.8
Child dependency ratio (%).....	31.3	Unemployment rate (%).....	5.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	3.3	14.1	58.5	76.0	—	
Managers, professionals and technicians.....	0.4	3.5	33.6	Tertiary education requirements.....	37.5	0.7
Clerical, service and sales workers.....	0.0	0.9	17.6	Secondary education requirements.....	33.5	0.7
Skilled agricultural and trades workers.....	2.6	6.7	2.2			0.4
Plant and machine operators, and assemblers.....	0.1	1.8	1.6			0.0
Elementary occupations.....	0.2	1.2	3.6	Primary education requirements.....	5.0	0.5
Others.....	0.0	0.0	0.0			—

Business Perceptions

Score (1–7)

Quality of math/science education.....	4.70
Quality of business schools.....	5.23
Specialized training services.....	4.61
Capacity to attract talent.....	3.42
Capacity to retain talent.....	4.35

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	19,099	4,099
Agriculture.....	196	34
Education.....	2,267	575
Engineering, Manufacturing, Construction.....	1,612	408
Health and Welfare.....	2,654	589
Humanities and Arts.....	3,012	526
Sciences.....	1,820	328
Services.....	472	102
Social Sciences, Business, Law.....	7,066	1,537
Unspecified.....	—	—

Iceland

	Value	Score	Rank
Under 15 Age Group	92.23	19	
Enrolment in education			
Primary enrolment rate	98.1	98.14	44
Secondary enrolment rate	88.7	88.73	35
Basic education survival rate	98.7	98.74	17
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.13	68.80	18
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	78.97	14	
Enrolment in education			
Tertiary enrolment rate	81.4	81.36	8
Vocational enrolment rate	34.4	34.38	43
Quality of education			
Quality of education system ¹	4.88	64.71	17
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	97.5	97.53	80
Secondary education attainment rate	58.8	58.78	85
Economic participation			
Labour force participation rate	72.0	72.00	8
Unemployment rate	10.9	89.10	46
Underemployment rate	2.9	97.10	12
Not in employment, education or training rate	5.5	94.50	8
Long-term unemployment rate	8.8	91.18	12
Skills			
Incidence of overeducation	3.9	96.10	5
Incidence of undereducation	49.7	50.30	49
Skill diversity ²	0.214	78.56	37

	Value	Score	Rank
25–54 Age Group	75.06	16	
Educational attainment			
Primary education attainment rate	93.0	92.96	79
Secondary education attainment rate	63.2	63.24	71
Tertiary education attainment rate	24.4	24.36	32
Workplace learning			
Staff training services ¹	4.65	60.85	24
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	89.3	89.30	24
Unemployment rate	4.6	95.40	34
Underemployment rate	0.8	99.20	1
Employment gender gap	92.2	92.18	15
Skills			
High-skilled employment share	49.2	49.20	5
Medium-skilled employment share	93.4	93.40	17
Ease of finding skilled employees ¹	4.94	65.60	13

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	74.15	45	
Educational attainment			
Primary education attainment rate	89.1	89.08	70
Secondary education attainment rate	41.3	41.32	70
Tertiary education attainment rate	8.9	8.92	77
Economic participation			
Labour force participation rate	83.1	83.10	11
Unemployment rate	3.2	96.80	40
Underemployment rate	0.2	99.80	1
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group	60.07	50	
Educational attainment			
Primary education attainment rate	80.1	80.09	65
Secondary education attainment rate	23.9	23.93	71
Tertiary education attainment rate	5.1	5.11	77
Economic participation			
Labour force participation rate	19.8	19.80	62
Unemployment rate	2.9	97.10	61
Underemployment rate	0.3	99.70	3
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.92
University-business R&D collaboration ¹	4.62
Ease of starting a business ⁴	31

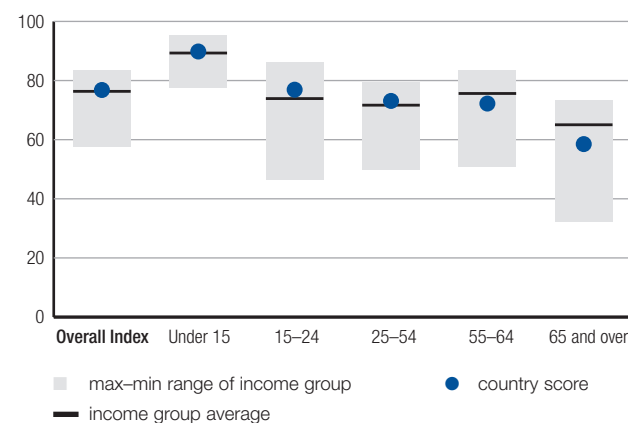
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	8.9
Social safety net ¹	5.28
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	7.60
Internet access in schools ¹	6.73

Country Score Within Income Group



India

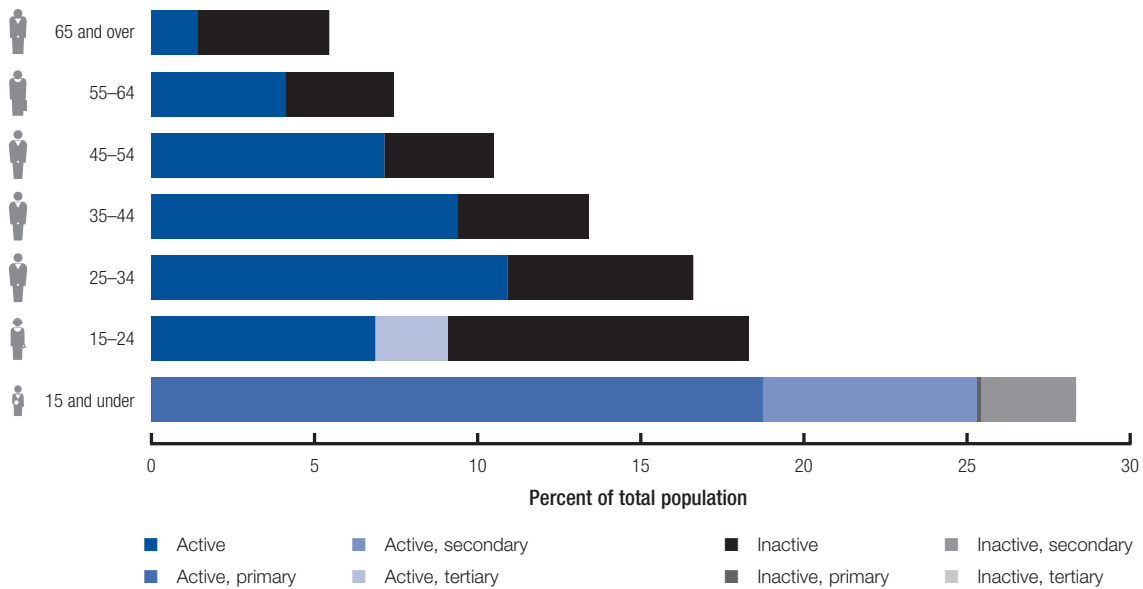
Human Capital Index 2015 Rank

100
(out of 124 countries)

Key indicators

Total population (1,000s).....	1,282,390	Median age of population (years)	25
Working age population (1,000s)	848,518	GDP per capita (constant '11 US\$, PPP).....	5,777
Tertiary-educated population (1,000s).....	77,950	Labour force participation rate (%).....	54.2
Aged dependency ratio (%).....	7.8	Employment-to-population ratio (%).....	52.2
Child dependency ratio (%).....	46.6	Unemployment rate (%).....	3.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.23
Quality of business schools	4.43
Specialized training services.....	4.21
Capacity to attract talent	3.82
Capacity to retain talent	3.93

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	28,568,409	—
Agriculture.....	139,182	—
Education	1,179,398	—
Engineering, Manufacturing, Construction	6,379,917	—
Health and Welfare.....	961,990	—
Humanities and Arts.....	1,592,003	—
Sciences	4,701,689	—
Services	114,188	—
Social Sciences, Business, Law	13,500,039	—
Unspecified.....	—	—

India

	Value	Score	Rank
Under 15 Age Group	82.03	67	
Enrolment in education			
Primary enrolment rate	98.9	98.87	24
Secondary enrolment rate	—	—	—
Basic education survival rate	97.0	97.01	28
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.64	44.03	75
Vulnerability			
Incidence of child labour	11.8	88.20	76

	Value	Score	Rank
15–24 Age Group	57.50	98	
Enrolment in education			
Tertiary enrolment rate	24.8	24.80	77
Vocational enrolment rate	1.8	1.84	108
Quality of education			
Quality of education system ¹	4.16	52.61	38
Youth literacy rate	90.2	90.18	98
Educational attainment			
Primary education attainment rate	85.6	85.62	107
Secondary education attainment rate	65.7	65.74	75
Economic participation			
Labour force participation rate	37.7	37.70	89
Unemployment rate	10.4	89.60	39
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.306	69.38	81

	Value	Score	Rank
25–54 Age Group	49.34	109	
Educational attainment			
Primary education attainment rate	70.1	70.07	107
Secondary education attainment rate	48.0	47.99	87
Tertiary education attainment rate	10.7	10.71	81
Workplace learning			
Staff training services ¹	3.94	49.06	70
Economic complexity ³	0.362	56.03	50
Economic participation			
Labour force participation rate	67.8	67.80	112
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	14.6	14.60	89
Medium-skilled employment share	73.4	73.40	111
Ease of finding skilled employees ¹	4.26	54.38	40

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	46.42	115	
Educational attainment			
Primary education attainment rate	52.6	52.64	104
Secondary education attainment rate	29.4	29.42	91
Tertiary education attainment rate	6.8	6.76	86
Economic participation			
Labour force participation rate	55.6	55.60	82
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	57	87.69	95

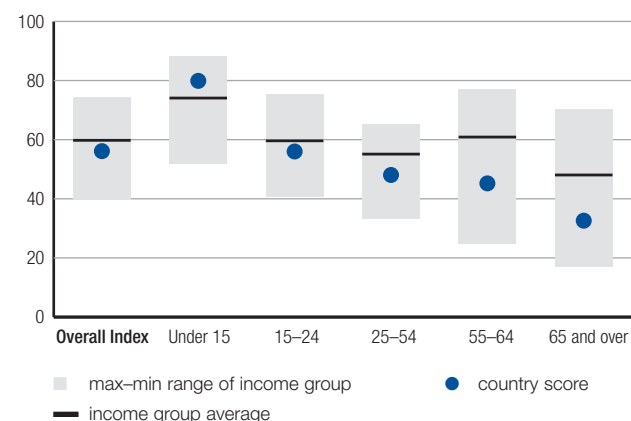
	Value	Score	Rank
65 and Over Age Group	33.47	114	
Educational attainment			
Primary education attainment rate	41.6	41.58	99
Secondary education attainment rate	20.1	20.09	82
Tertiary education attainment rate	4.6	4.56	83
Economic participation			
Labour force participation rate	26.1	26.10	48
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	75.00	95

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.50
University-business R&D collaboration ¹	3.87
Ease of starting a business ⁴	158
Vulnerability	
Workers in informal employment	83.6
Workers in vulnerable employment	78.1
Social safety net ¹	3.48
Primary completion rate (poorest | richest quintile)	81, 103
Public investment	
Public spending on education (% of GDP)	3.35
Internet access in schools ¹	3.83

Country Score Within Income Group



Indonesia

Human Capital Index 2015 Rank

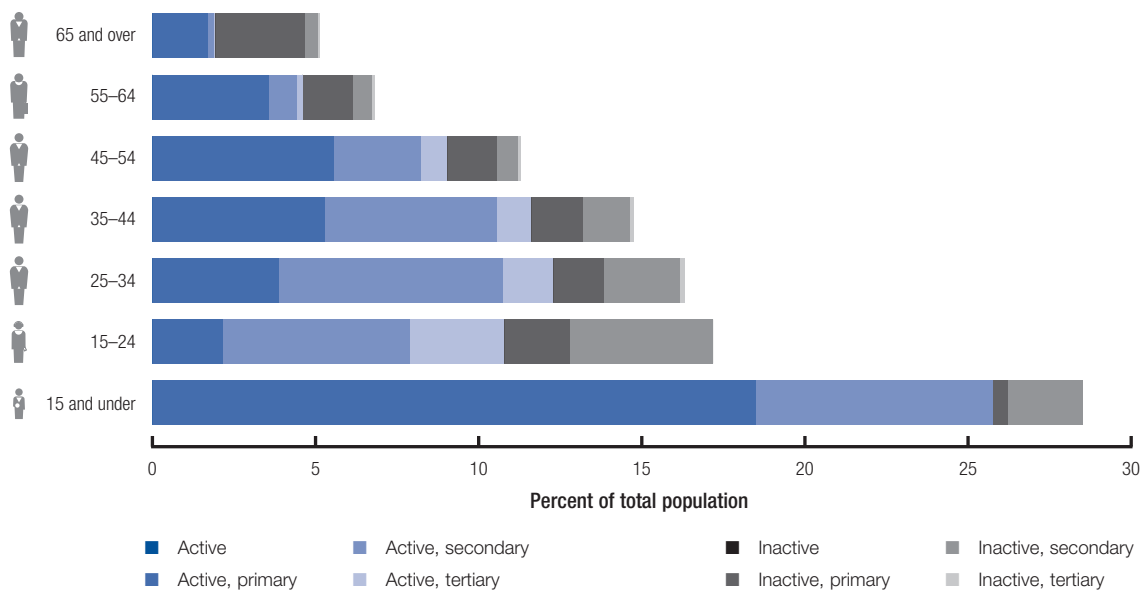
69

(out of 124 countries)

Key indicators

Total population (1,000s).....	255,709	Median age of population (years)	27
Working age population (1,000s)	170,106	GDP per capita (constant '11 US\$, PPP).....	10,157
Tertiary-educated population (1,000s).....	11,704	Labour force participation rate (%).....	67.7
Aged dependency ratio (%).....	7.7	Employment-to-population ratio (%).....	63.5
Child dependency ratio (%).....	45.8	Unemployment rate (%).....	6.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	21.8	12.8	28.1	62.7	—
Managers, professionals and technicians	0.0	0.7	4.8	Tertiary education requirements.....	5.6
Clerical, service and sales workers	0.1	0.9	13.8	Secondary education requirements.....	46.6
Skilled agricultural and trades workers.....	19.0	6.1	2.2		—
Plant and machine operators, and assemblers.....	0.1	2.0	2.3		—
Elementary occupations	2.5	3.0	4.7	Primary education requirements	10.2
Others.....	0.0	0.0	0.3		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.61
Quality of business schools	4.61
Specialized training services.....	4.44
Capacity to attract talent	4.31
Capacity to retain talent	4.15

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	6,233,984	867,822
Agriculture.....	332,635	51,511
Education	919,319	168,881
Engineering, Manufacturing, Construction	1,003,371	140,169
Health and Welfare.....	244,767	49,921
Humanities and Arts.....	29,877	3,775
Sciences	503,750	—
Services	—	48,006
Social Sciences, Business, Law	3,163,383	333,673
Unspecified.....	36,882	71,886

Indonesia

	Value	Score	Rank
Under 15 Age Group	86.04	47	
Enrolment in education			
Primary enrolment rate	95.3	95.29	69
Secondary enrolment rate	76.1	76.10	63
Basic education survival rate	94.6	94.58	44
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.43	57.18	42
Vulnerability			
Incidence of child labour	6.9	93.10	60

	Value	Score	Rank
15–24 Age Group	67.35	65	
Enrolment in education			
Tertiary enrolment rate	31.5	31.51	67
Vocational enrolment rate	43.3	43.33	34
Quality of education			
Quality of education system ¹	4.46	57.74	30
Youth literacy rate	99.0	98.98	62
Educational attainment			
Primary education attainment rate	99.7	99.74	48
Secondary education attainment rate	78.3	78.26	54
Economic participation			
Labour force participation rate	50.3	50.30	49
Unemployment rate	21.8	78.20	90
Underemployment rate	32.9	67.10	70
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.316	68.39	82

	Value	Score	Rank
25–54 Age Group	60.00	70	
Educational attainment			
Primary education attainment rate	97.8	97.76	58
Secondary education attainment rate	61.1	61.07	74
Tertiary education attainment rate	11.1	11.15	78
Workplace learning			
Staff training services ¹	4.66	61.07	23
Economic complexity ³	-0.020	49.67	65
Economic participation			
Labour force participation rate	78.0	78.00	94
Unemployment rate	6.5	93.50	54
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	9.1	9.10	99
Medium-skilled employment share	83.7	83.70	83
Ease of finding skilled employees ¹	4.30	54.96	37

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	63.87	74	
Educational attainment			
Primary education attainment rate	88.9	88.91	72
Secondary education attainment rate	30.6	30.56	86
Tertiary education attainment rate	6.0	6.02	92
Economic participation			
Labour force participation rate	68.4	68.40	39
Unemployment rate	0.4	99.60	4
Underemployment rate	41.8	58.20	70
Healthy life expectancy at birth	62	95.38	77

	Value	Score	Rank
65 and Over Age Group	43.95	92	
Educational attainment			
Primary education attainment rate	70.7	70.71	74
Secondary education attainment rate	20.5	20.52	79
Tertiary education attainment rate	3.3	3.29	92
Economic participation			
Labour force participation rate	39.7	39.70	26
Unemployment rate	—	—	—
Underemployment rate	52.1	47.90	66
Healthy life years beyond age 65	0	81.58	77

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.53
University-business R&D collaboration ¹	4.55
Ease of starting a business ⁴	155

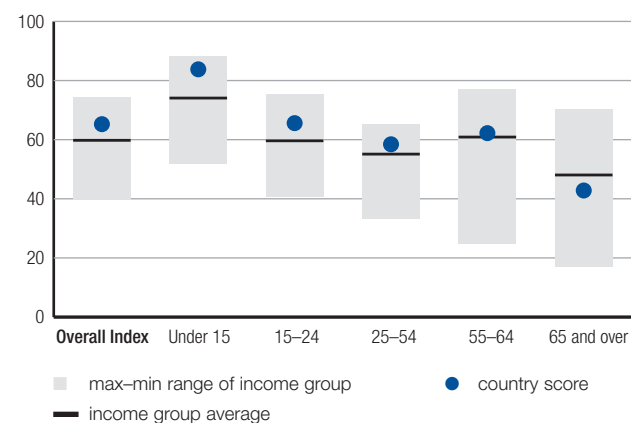
Vulnerability

Workers in informal employment	72.5
Workers in vulnerable employment	36.3
Social safety net ¹	4.23
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.56
Internet access in schools ¹	4.90

Country Score Within Income Group



Iran, Islamic Rep.

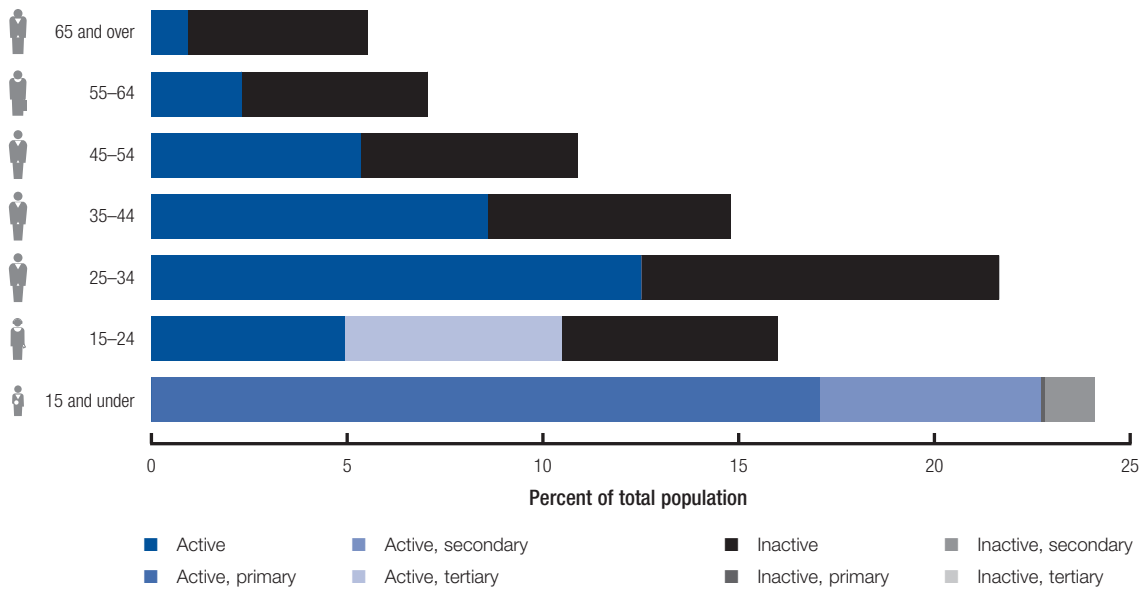
Human Capital Index 2015 Rank

80
(out of 124 countries)

Key indicators

Total population (1,000s).....	79,476	Median age of population (years).....	27
Working age population (1,000s).....	55,946	GDP per capita (constant '11 US\$, PPP).....	16,463
Tertiary-educated population (1,000s).....	7,453	Labour force participation rate (%).....	45.1
Aged dependency ratio (%).....	7.2	Employment-to-population ratio (%).....	39.3
Child dependency ratio (%).....	33.2	Unemployment rate (%).....	12.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.50
Quality of business schools	3.75
Specialized training services.....	3.86
Capacity to attract talent	1.82
Capacity to retain talent	2.51

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	4,404,614	570,730
Agriculture.....	191,953	24,125
Education	203,342	31,575
Engineering, Manufacturing, Construction	1,599,329	233,695
Health and Welfare.....	189,112	18,521
Humanities and Arts.....	364,012	46,227
Sciences	320,683	35,819
Services	145,529	16,883
Social Sciences, Business, Law	1,390,654	163,885
Unspecified.....	—	—

Iran, Islamic Rep.

	Value	Score	Rank
Under 15 Age Group		84.82	52
Enrolment in education			
Primary enrolment rate	98.6	98.63	31
Secondary enrolment rate	81.7	81.67	54
Basic education survival rate	95.8	95.85	36
Secondary enrolment gender gap	94.6	94.60	88
Quality of education			
Quality of primary schools ¹	3.97	49.57	60
Vulnerability			
Incidence of child labour	11.4	88.60	75

	Value	Score	Rank
15–24 Age Group		65.17	73
Enrolment in education			
Tertiary enrolment rate	55.2	55.16	45
Vocational enrolment rate	20.8	20.81	64
Quality of education			
Quality of education system ¹	3.01	33.54	95
Youth literacy rate	98.4	98.36	75
Educational attainment			
Primary education attainment rate	98.2	98.16	77
Secondary education attainment rate	80.6	80.63	50
Economic participation			
Labour force participation rate	31.0	31.00	110
Unemployment rate	29.4	70.60	103
Underemployment rate	13.7	86.30	52
Not in employment, education or training rate	34.4	65.60	70
Long-term unemployment rate	31.4	68.59	51
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.267	73.26	68

	Value	Score	Rank
25–54 Age Group		53.73	95
Educational attainment			
Primary education attainment rate	92.7	92.67	80
Secondary education attainment rate	66.7	66.73	63
Tertiary education attainment rate	14.6	14.59	64
Workplace learning			
Staff training services ¹	3.03	33.82	118
Economic complexity ³	-0.766	37.23	95
Economic participation			
Labour force participation rate	55.8	55.80	123
Unemployment rate	10.6	89.40	79
Underemployment rate	10.8	89.20	48
Employment gender gap	20.2	20.20	83
Skills			
High-skilled employment share	16.2	16.20	83
Medium-skilled employment share	83.2	83.20	85
Ease of finding skilled employees ¹	3.74	45.68	74

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	Value	Score	Rank
55–64 Age Group		56.72	96
Educational attainment			
Primary education attainment rate	70.0	70.04	93
Secondary education attainment rate	36.6	36.60	76
Tertiary education attainment rate	8.2	8.25	80
Economic participation			
Labour force participation rate	32.5	32.50	122
Unemployment rate	5.5	94.50	59
Underemployment rate	—	—	—
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group		44.79	90
Educational attainment			
Primary education attainment rate	45.6	45.64	95
Secondary education attainment rate	18.0	18.02	88
Tertiary education attainment rate	5.6	5.56	74
Economic participation			
Labour force participation rate	16.9	16.90	67
Unemployment rate	1.6	98.40	40
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.42
University-business R&D collaboration ¹	3.18
Ease of starting a business ⁴	62

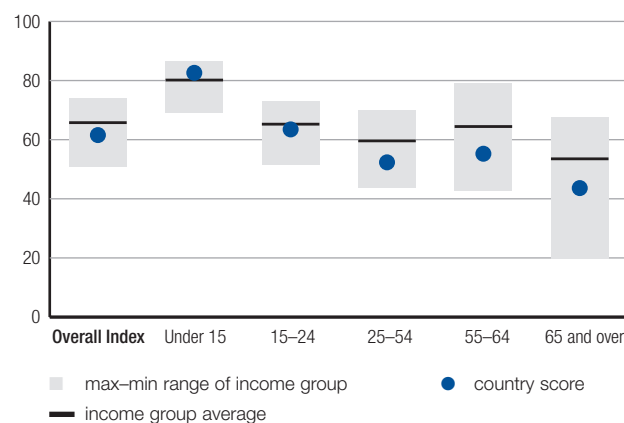
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	39.9
Social safety net ¹	3.46
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.61
Internet access in schools ¹	2.68

Country Score Within Income Group



Ireland

Human Capital Index 2015 Rank

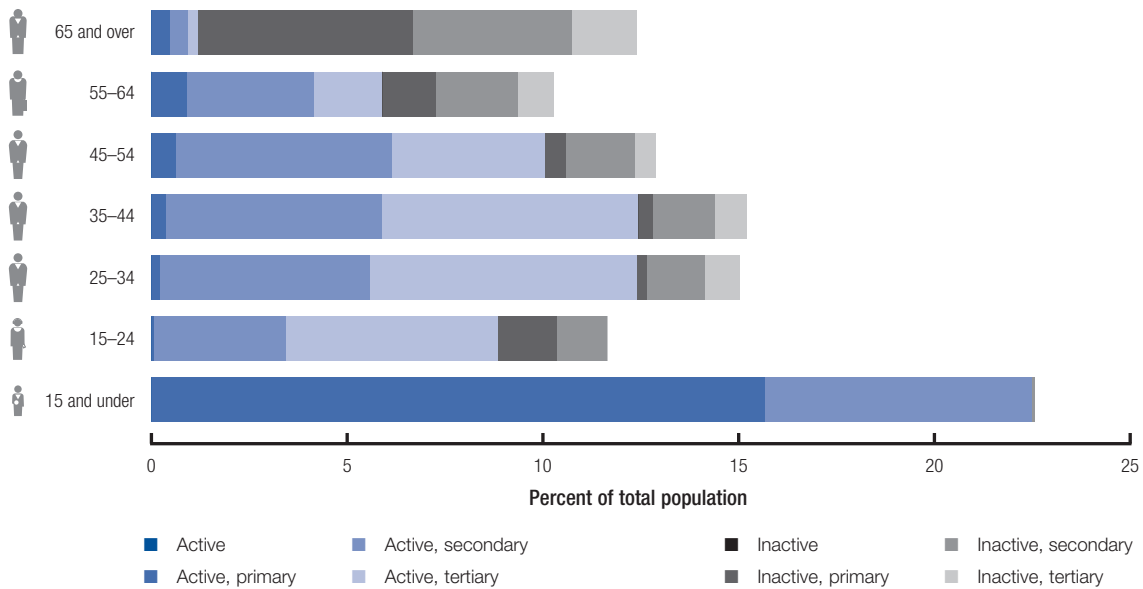
12

(out of 124 countries)

Key indicators

Total population (1,000s).....	4,727	Median age of population (years)	34
Working age population (1,000s)	3,108	GDP per capita (constant '11 US\$, PPP).....	46,770
Tertiary-educated population (1,000s).....	1,157	Labour force participation rate (%).....	60.5
Aged dependency ratio (%).....	16.8	Employment-to-population ratio (%).....	52.6
Child dependency ratio (%).....	31.7	Unemployment rate (%).....	13.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	3.0	9.5	39.8	52.3	1.8	
Managers, professionals and technicians	0.1	2.7	18.3	Tertiary education requirements.....	21.2	0.5
Clerical, service and sales workers	0.1	0.9	14.6	Secondary education requirements.....	26.0	0.6
Skilled agricultural and trades workers.....	2.3	3.4	1.8			0.3
Plant and machine operators, and assemblers.....	0.1	1.3	1.6			0.1
Elementary occupations	0.4	1.2	3.1	Primary education requirements	4.6	0.2
Others.....	0.1	0.0	0.4			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	5.01
Quality of business schools	5.32
Specialized training services.....	5.03
Capacity to attract talent	5.12
Capacity to retain talent	4.21

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	192,647	60,022
Agriculture.....	3,347	804
Education	10,443	5,299
Engineering, Manufacturing, Construction	22,569	7,122
Health and Welfare.....	33,110	9,784
Humanities and Arts.....	32,962	8,806
Sciences	31,553	7,142
Services	8,153	3,160
Social Sciences, Business, Law	48,983	17,905
Unspecified.....	1,527	2,075

Ireland

	Value	Score	Rank
Under 15 Age Group		96.05	2
Enrolment in education			
Primary enrolment rate	99.7	99.74	7
Secondary enrolment rate	99.1	99.15	2
Basic education survival rate	99.1	99.07	14
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.76	79.33	7
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.68	27
Enrolment in education			
Tertiary enrolment rate	71.2	71.24	22
Vocational enrolment rate	31.9	31.95	47
Quality of education			
Quality of education system ¹	5.43	73.90	5
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	99.97	27
Secondary education attainment rate	92.4	92.37	25
Economic participation			
Labour force participation rate	41.0	41.00	75
Unemployment rate	25.8	74.20	98
Underemployment rate	17.2	82.80	61
Not in employment, education or training rate	16.1	83.90	40
Long-term unemployment rate	40.4	59.58	64
Skills			
Incidence of overeducation	26.0	74.00	51
Incidence of undereducation	7.6	92.40	3
Skill diversity ²	0.177	82.27	14

	Value	Score	Rank
25–54 Age Group		75.94	13
Educational attainment			
Primary education attainment rate	99.7	99.72	27
Secondary education attainment rate	89.3	89.34	37
Tertiary education attainment rate	40.8	40.78	6
Workplace learning			
Staff training services ¹	4.78	63.08	19
Economic complexity ³	1.318	71.96	17
Economic participation			
Labour force participation rate	80.7	80.70	84
Unemployment rate	12.0	88.00	84
Underemployment rate	9.9	90.10	45
Employment gender gap	85.5	85.53	33
Skills			
High-skilled employment share	40.9	40.90	24
Medium-skilled employment share	91.1	91.10	38
Ease of finding skilled employees ¹	5.20	70.02	5

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		77.65	28
Educational attainment			
Primary education attainment rate	99.5	99.47	32
Secondary education attainment rate	83.3	83.32	34
Tertiary education attainment rate	24.4	24.36	17
Economic participation			
Labour force participation rate	56.1	56.10	81
Unemployment rate	10.6	89.40	88
Underemployment rate	9.1	90.90	55
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		67.58	26
Educational attainment			
Primary education attainment rate	99.2	99.20	28
Secondary education attainment rate	60.2	60.23	32
Tertiary education attainment rate	16.7	16.69	22
Economic participation			
Labour force participation rate	9.2	9.20	96
Unemployment rate	1.9	98.10	49
Underemployment rate	3.8	96.20	39
Healthy life years beyond age 65	6	93.42	16

Value

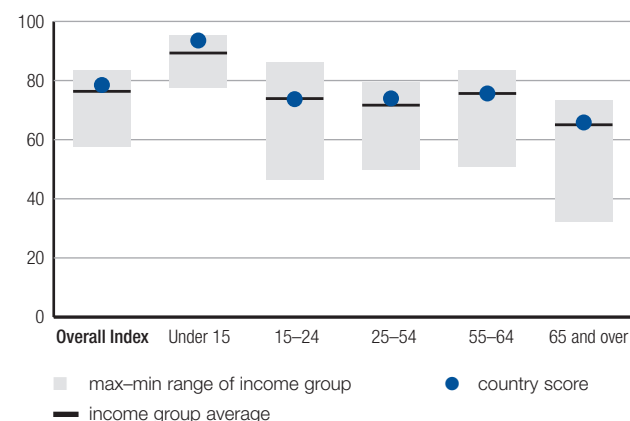
Additional Indicators

Innovation ecosystem			
State of cluster development ¹		4.80	
University-business R&D collaboration ¹		5.24	
Ease of starting a business ⁴		19	

Vulnerability			
Workers in informal employment		—	
Workers in vulnerable employment		12.7	
Social safety net ¹		5.49	
Primary completion rate (poorest | richest quintile)		—, —	

Public investment			
Public spending on education (% of GDP)		6.15	
Internet access in schools ¹		5.35	

Country Score Within Income Group



Israel

Human Capital Index 2015 Rank

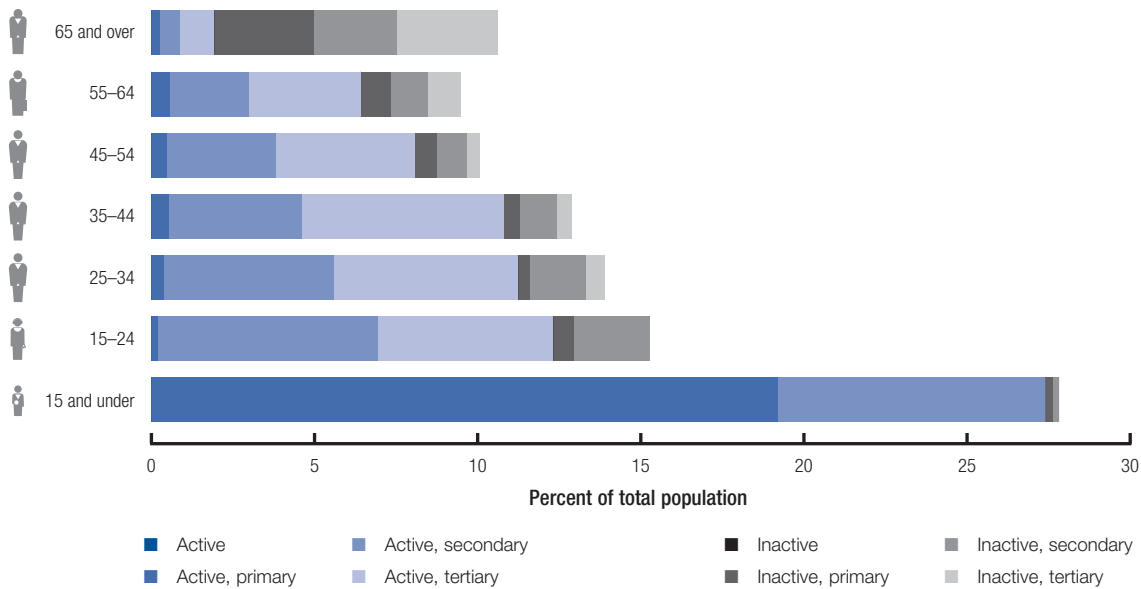
29

(out of 124 countries)

Key indicators

Total population (1,000s).....	7,920	Median age of population (years).....	30
Working age population (1,000s).....	4,841	GDP per capita (constant '11 US\$, PPP).....	33,352
Tertiary-educated population (1,000s).....	2,139	Labour force participation rate (%).....	63.4
Aged dependency ratio (%).....	16.7	Employment-to-population ratio (%).....	59.4
Child dependency ratio (%).....	43.7	Unemployment rate (%).....	6.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.7	10.4	47.3	58.4	—	
Managers, professionals and technicians.....	0.1	3.5	23.9	Tertiary education requirements.....	27.5	0.7
Clerical, service and sales workers.....	0.0	0.8	14.9	Secondary education requirements.....	24.6	0.8
Skilled agricultural and trades workers.....	0.4	3.6	1.4			0.3
Plant and machine operators, and assemblers.....	0.0	1.5	1.9			0.1
Elementary occupations.....	0.1	0.8	2.5	Primary education requirements.....	3.4	0.3
Others.....	0.0	0.2	2.7			—

Business Perceptions

Score (1–7)

Quality of math/science education.....	3.95
Quality of business schools.....	4.86
Specialized training services.....	4.61
Capacity to attract talent.....	3.27
Capacity to retain talent.....	3.63

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	379,182	—
Agriculture.....	1,719	—
Education.....	59,834	—
Engineering, Manufacturing, Construction.....	72,937	—
Health and Welfare.....	27,454	—
Humanities and Arts.....	36,395	—
Sciences.....	32,771	—
Services.....	1,557	—
Social Sciences, Business, Law.....	141,270	—
Unspecified.....	5,245	—

Israel

	Value	Score	Rank
Under 15 Age Group		89.16	32
Enrolment in education			
Primary enrolment rate	97.7	97.66	49
Secondary enrolment rate	97.7	97.68	6
Basic education survival rate	95.7	95.68	40
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.70	44.93	73
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.88	25
Enrolment in education			
Tertiary enrolment rate	67.9	67.89	27
Vocational enrolment rate	39.1	39.10	36
Quality of education			
Quality of education system ¹	3.72	45.32	59
Youth literacy rate	99.5	99.55	44
Educational attainment			
Primary education attainment rate	98.8	98.83	69
Secondary education attainment rate	61.5	61.52	81
Economic participation			
Labour force participation rate	47.4	47.40	62
Unemployment rate	11.0	89.00	47
Underemployment rate	4.3	95.70	22
Not in employment, education or training rate	15.7	84.30	39
Long-term unemployment rate	6.4	93.55	9
Skills			
Incidence of overeducation	10.9	89.10	23
Incidence of undereducation	26.7	73.30	32
Skill diversity ²	0.223	77.71	46

	Value	Score	Rank
25–54 Age Group		71.40	31
Educational attainment			
Primary education attainment rate	97.4	97.41	62
Secondary education attainment rate	84.0	84.01	43
Tertiary education attainment rate	30.5	30.47	14
Workplace learning			
Staff training services ¹	3.95	49.23	69
Economic complexity ³	1.404	73.40	15
Economic participation			
Labour force participation rate	81.7	81.70	78
Unemployment rate	9.1	90.90	72
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	49.7	49.70	4
Medium-skilled employment share	93.8	93.80	15
Ease of finding skilled employees ¹	4.80	63.38	17

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	Value	Score	Rank
55–64 Age Group		79.10	20
Educational attainment			
Primary education attainment rate	94.7	94.67	57
Secondary education attainment rate	73.9	73.92	39
Tertiary education attainment rate	29.6	29.63	7
Economic participation			
Labour force participation rate	66.2	66.20	46
Unemployment rate	7.6	92.40	76
Underemployment rate	3.1	96.90	33
Healthy life expectancy at birth	72	100.00	1

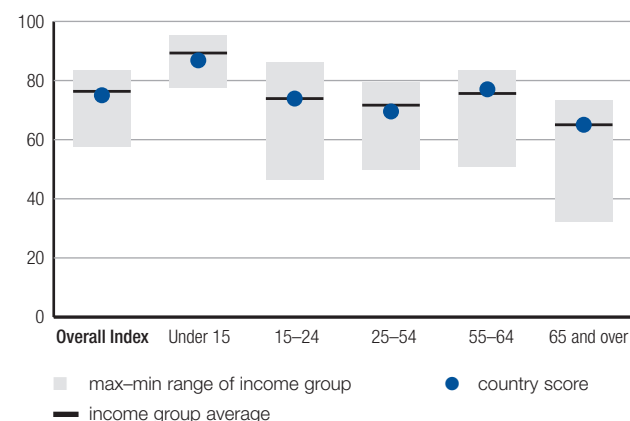
	Value	Score	Rank
65 and Over Age Group		66.78	28
Educational attainment			
Primary education attainment rate	83.8	83.78	59
Secondary education attainment rate	56.4	56.45	35
Tertiary education attainment rate	21.1	21.11	8
Economic participation			
Labour force participation rate	17.1	17.10	66
Unemployment rate	4.1	95.90	71
Underemployment rate	1.6	98.40	21
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.50
University-business R&D collaboration ¹	5.50
Ease of starting a business ⁴	53
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	7.8
Social safety net ¹	3.90
Primary completion rate (poorest | richest quintile)	—, —
Public investment	
Public spending on education (% of GDP)	5.64
Internet access in schools ¹	5.48

Country Score Within Income Group



Italy

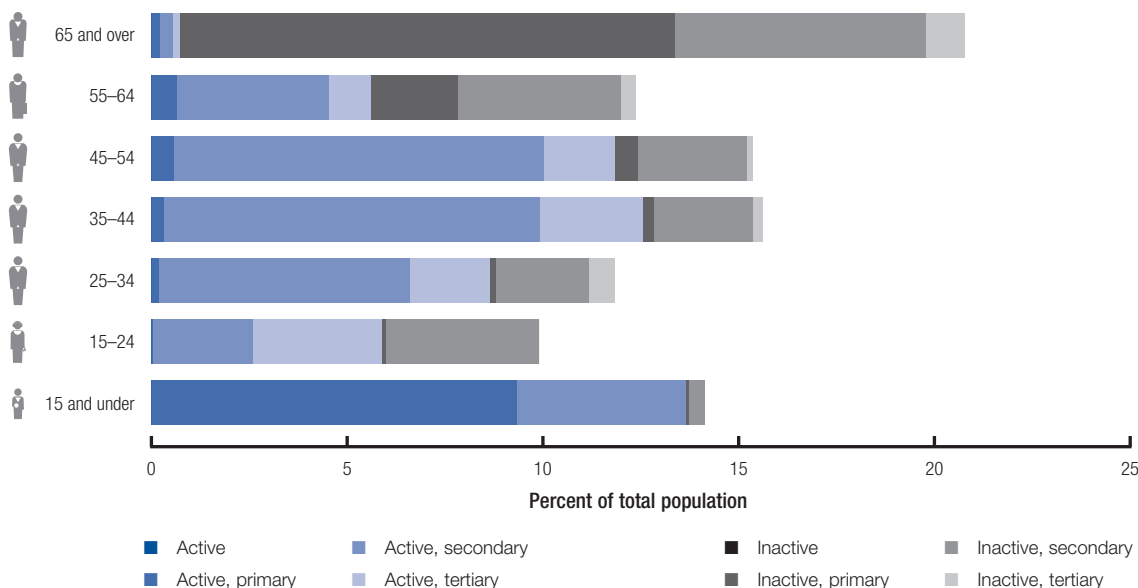
Human Capital Index 2015 Rank

35
(out of 124 countries)

Key indicators

Total population (1,000s).....	61,142	Median age of population (years).....	43
Working age population (1,000s).....	39,275	GDP per capita (constant '11 US\$, PPP).....	34,455
Tertiary-educated population (1,000s).....	6,395	Labour force participation rate (%).....	49.1
Aged dependency ratio (%).....	30.9	Employment-to-population ratio (%).....	43.1
Child dependency ratio (%).....	21.4	Unemployment rate (%).....	12.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.6	11.7	29.7	43.0	1.9	
Managers, professionals and technicians.....	0.0	2.9	12.2	Tertiary education requirements.....	15.1	0.3
Clerical, service and sales workers.....	0.0	1.2	11.3	Secondary education requirements.....	22.7	0.7
Skilled agricultural and trades workers.....	0.9	5.1	1.2			0.4
Plant and machine operators, and assemblers.....	0.1	1.8	1.1			0.1
Elementary occupations.....	0.5	0.8	3.4	Primary education requirements.....	4.7	0.4
Others.....	0.0	0.0	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.47
Quality of business schools.....	5.08
Specialized training services.....	4.82
Capacity to attract talent.....	2.34
Capacity to retain talent.....	2.60

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	1,925,930	374,994
Agriculture.....	44,518	7,299
Education.....	105,885	26,382
Engineering, Manufacturing, Construction.....	314,874	47,943
Health and Welfare.....	288,648	60,606
Humanities and Arts.....	282,146	58,027
Sciences.....	153,900	27,719
Services.....	54,823	10,683
Social Sciences, Business, Law.....	655,496	118,571
Unspecified.....	25,640	17,764

Italy

	Value	Score	Rank
Under 15 Age Group		91.68	24
Enrolment in education			
Primary enrolment rate	98.4	98.37	34
Secondary enrolment rate	91.3	91.35	26
Basic education survival rate	99.1	99.10	13
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.74	62.27	30
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		72.07	47
Enrolment in education			
Tertiary enrolment rate	62.5	62.47	32
Vocational enrolment rate	59.2	59.24	13
Quality of education			
Quality of education system ¹	3.74	45.61	57
Youth literacy rate	99.9	99.93	27
Educational attainment			
Primary education attainment rate	99.8	99.82	42
Secondary education attainment rate	97.1	97.07	15
Economic participation			
Labour force participation rate	29.1	29.10	116
Unemployment rate	44.1	55.90	118
Underemployment rate	6.5	93.50	34
Not in employment, education or training rate	22.2	77.80	60
Long-term unemployment rate	52.2	47.82	69
Skills			
Incidence of overeducation	5.3	94.70	8
Incidence of undereducation	35.9	64.10	40
Skill diversity ²	0.180	81.98	16

	Value	Score	Rank
25–54 Age Group		68.99	39
Educational attainment			
Primary education attainment rate	98.7	98.75	44
Secondary education attainment rate	92.6	92.58	28
Tertiary education attainment rate	15.0	15.05	62
Workplace learning			
Staff training services ¹	3.19	36.42	116
Economic complexity ³	1.312	71.87	19
Economic participation			
Labour force participation rate	78.1	78.10	92
Unemployment rate	11.3	88.70	82
Underemployment rate	5.0	95.00	30
Employment gender gap	73.1	73.07	54
Skills			
High-skilled employment share	35.4	35.40	33
Medium-skilled employment share	88.9	88.90	57
Ease of finding skilled employees ¹	4.24	54.04	42

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	Value	Score	Rank
55–64 Age Group		75.23	38
Educational attainment			
Primary education attainment rate	97.5	97.50	48
Secondary education attainment rate	82.5	82.46	36
Tertiary education attainment rate	11.9	11.93	60
Economic participation			
Labour force participation rate	44.7	44.70	99
Unemployment rate	5.7	94.30	60
Underemployment rate	4.3	95.70	39
Healthy life expectancy at birth	73	100.00	1

	Value	Score	Rank
65 and Over Age Group		62.93	40
Educational attainment			
Primary education attainment rate	90.3	90.33	48
Secondary education attainment rate	46.8	46.81	42
Tertiary education attainment rate	7.6	7.62	59
Economic participation			
Labour force participation rate	4.3	4.30	114
Unemployment rate	1.7	98.30	44
Underemployment rate	2.9	97.10	33
Healthy life years beyond age 65	8	96.05	4

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.60
University-business R&D collaboration ¹	3.73
Ease of starting a business ⁴	46

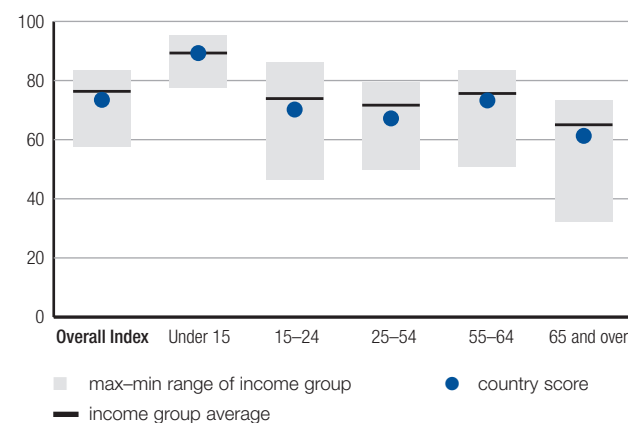
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	17.9
Social safety net ¹	3.74
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.29
Internet access in schools ¹	3.77

Country Score Within Income Group



Jamaica

Human Capital Index 2015 Rank

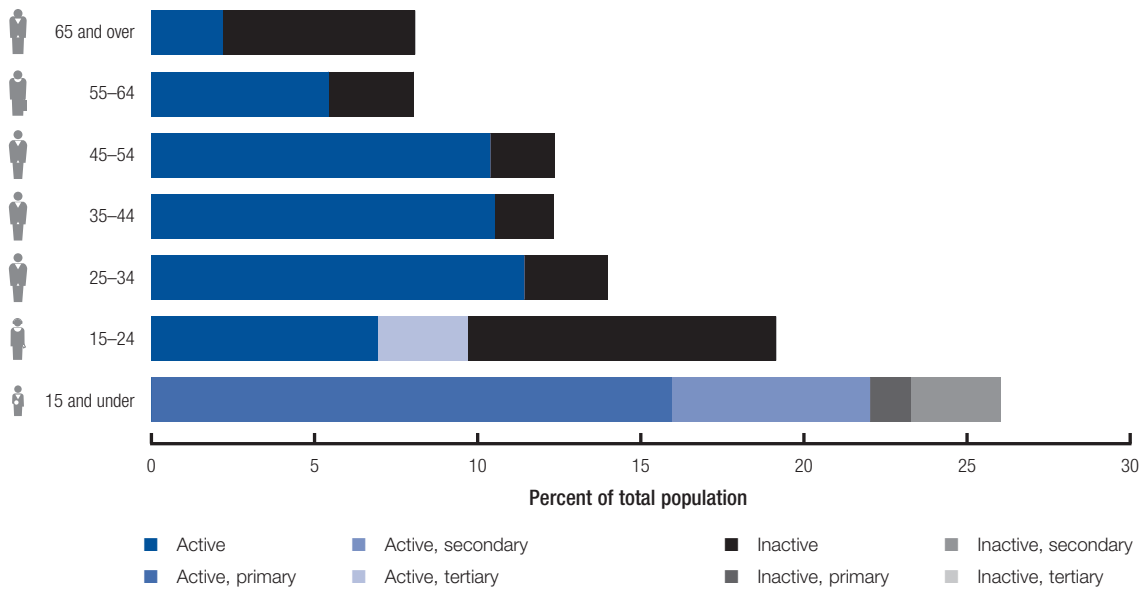
74

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,813	Median age of population (years).....	27
Working age population (1,000s).....	1,853	GDP per capita (constant '11 US\$, PPP).....	8,673
Tertiary-educated population (1,000s).....	164	Labour force participation rate (%).....	63.3
Aged dependency ratio (%).....	12.4	Employment-to-population ratio (%).....	53.8
Child dependency ratio (%).....	46.0	Unemployment rate (%).....	15.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.46
Quality of business schools	4.42
Specialized training services.....	3.88
Capacity to attract talent	3.16
Capacity to retain talent	2.92

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	78,268	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Jamaica

	Value	Score	Rank
Under 15 Age Group		82.71	65
Enrolment in education			
Primary enrolment rate	85.5	85.51	105
Secondary enrolment rate	68.9	68.89	71
Basic education survival rate	98.1	98.10	22
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.82	47.04	63
Vulnerability			
Incidence of child labour	3.3	96.70	46

	Value	Score	Rank
15–24 Age Group		62.08	81
Enrolment in education			
Tertiary enrolment rate	28.7	28.74	71
Vocational enrolment rate	0.5	0.47	114
Quality of education			
Quality of education system ¹	3.71	45.20	60
Youth literacy rate	96.5	96.50	86
Educational attainment			
Primary education attainment rate	92.8	92.83	94
Secondary education attainment rate	50.6	50.62	94
Economic participation			
Labour force participation rate	35.8	35.80	97
Unemployment rate	30.5	69.50	106
Underemployment rate	1.2	98.80	4
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	17.4	82.60	42
Incidence of undereducation	18.2	81.80	20
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		59.16	74
Educational attainment			
Primary education attainment rate	90.9	90.90	85
Secondary education attainment rate	56.2	56.20	80
Tertiary education attainment rate	10.9	10.90	80
Workplace learning			
Staff training services ¹	4.11	51.82	53
Economic complexity ³	-0.052	49.13	70
Economic participation			
Labour force participation rate	83.6	83.60	64
Unemployment rate	8.8	91.20	70
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	22.3	22.30	60
Medium-skilled employment share	86.5	86.50	73
Ease of finding skilled employees ¹	3.94	49.08	60

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	Value	Score	Rank
55–64 Age Group		64.42	73
Educational attainment			
Primary education attainment rate	50.9	50.90	107
Secondary education attainment rate	30.0	30.02	88
Tertiary education attainment rate	9.5	9.46	72
Economic participation			
Labour force participation rate	67.6	67.60	41
Unemployment rate	3.5	96.50	43
Underemployment rate	2.0	98.00	18
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group		55.94	61
Educational attainment			
Primary education attainment rate	58.6	58.59	84
Secondary education attainment rate	19.6	19.61	84
Tertiary education attainment rate	5.2	5.16	76
Economic participation			
Labour force participation rate	26.7	26.70	46
Unemployment rate	2.3	97.70	55
Underemployment rate	0.4	99.60	4
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.67
University-business R&D collaboration ¹	3.79
Ease of starting a business ⁴	20

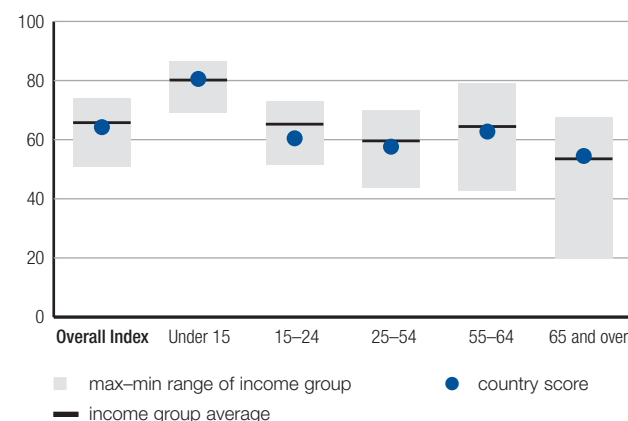
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	37.6
Social safety net ¹	2.44
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.12
Internet access in schools ¹	3.96

Country Score Within Income Group



Japan

Human Capital Index 2015 Rank

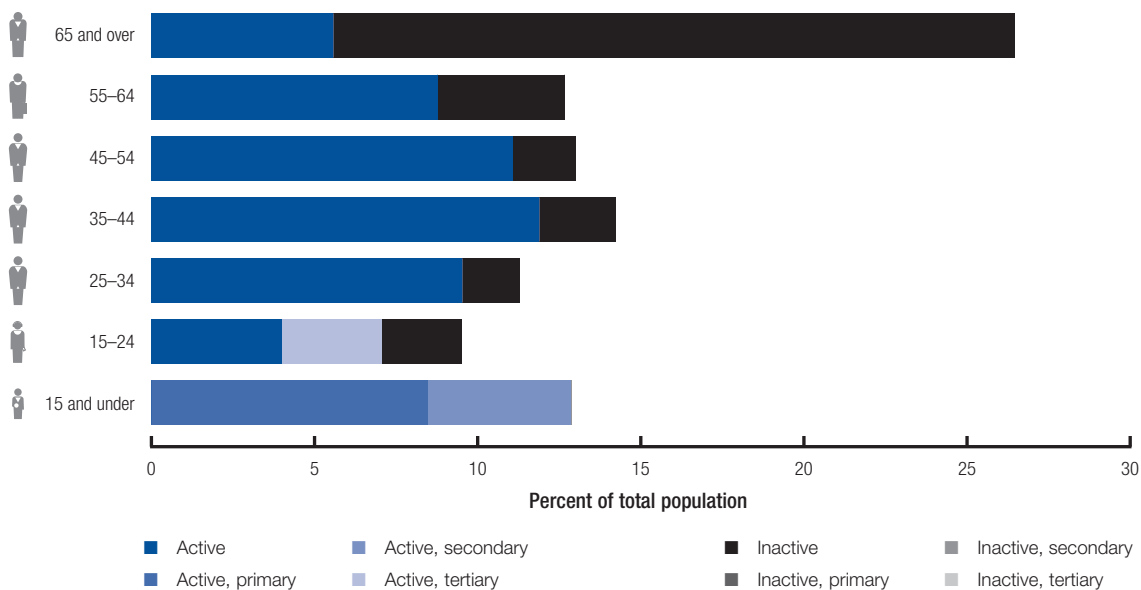
5

(out of 124 countries)

Key indicators

Total population (1,000s).....	126,818	Median age of population (years).....	45
Working age population (1,000s).....	76,941	GDP per capita (constant '11 US\$, PPP).....	37,683
Tertiary-educated population (1,000s).....	37,210	Labour force participation rate (%).....	59.2
Aged dependency ratio (%).....	36.0	Employment-to-population ratio (%).....	56.8
Child dependency ratio (%).....	20.8	Unemployment rate (%).....	4.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	2.3	16.2	43.2	61.7	—
Managers, professionals and technicians.....	0.0	2.5	12.7	Tertiary education requirements..... 15.3	0.2
Clerical, service and sales workers.....	0.1	2.8	23.0	Secondary education requirements..... 42.2	0.8
Skilled agricultural and trades workers.....	2.2	0.0	0.1		0.0
Plant and machine operators, and assemblers.....	0.0	10.2	3.9		0.4
Elementary occupations.....	0.0	0.7	3.5	Primary education requirements..... 4.2	0.2
Others.....	0.0	0.0	0.0	0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	5.09
Quality of business schools.....	4.23
Specialized training services.....	5.64
Capacity to attract talent.....	3.31
Capacity to retain talent.....	4.41

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	3,884,638	980,902
Agriculture.....	95,664	25,871
Education.....	294,978	70,534
Engineering, Manufacturing, Construction.....	586,112	168,214
Health and Welfare.....	551,660	127,259
Humanities and Arts.....	592,490	144,219
Sciences.....	113,123	30,495
Services.....	202,068	83,119
Social Sciences, Business, Law.....	1,101,908	265,051
Unspecified.....	346,635	66,140

Japan

	Value	Score	Rank
Under 15 Age Group		94.76	5
Enrolment in education			
Primary enrolment rate	99.9	99.92	1
Secondary enrolment rate	99.1	99.14	3
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.55	75.76	10
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		76.26	21
Enrolment in education			
Tertiary enrolment rate	61.5	61.46	37
Vocational enrolment rate	23.1	23.12	60
Quality of education			
Quality of education system ¹	4.43	57.17	31
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.2	96.21	17
Economic participation			
Labour force participation rate	42.1	42.10	71
Unemployment rate	6.5	93.50	17
Underemployment rate	7.6	92.40	37
Not in employment, education or training rate	3.9	96.10	4
Long-term unemployment rate	31.0	69.05	50
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.159	84.06	7

	Value	Score	Rank
25–54 Age Group		78.61	5
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.9	99.93	1
Tertiary education attainment rate	50.7	50.73	1
Workplace learning			
Staff training services ¹	5.41	73.53	2
Economic complexity ³	2.235	87.25	1
Economic participation			
Labour force participation rate	84.3	84.30	61
Unemployment rate	4.1	95.90	26
Underemployment rate	4.8	95.20	29
Employment gender gap	77.3	77.29	49
Skills			
High-skilled employment share	24.7	24.70	56
Medium-skilled employment share	93.2	93.20	20
Ease of finding skilled employees ¹	4.68	61.33	23

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		85.24	2
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.9	99.89	1
Tertiary education attainment rate	36.3	36.26	2
Economic participation			
Labour force participation rate	69.1	69.10	37
Unemployment rate	3.7	96.30	47
Underemployment rate	4.9	95.10	41
Healthy life expectancy at birth	75	100.00	1

	Value	Score	Rank
65 and Over Age Group		75.39	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.9	99.85	1
Tertiary education attainment rate	16.2	16.20	24
Economic participation			
Labour force participation rate	20.7	20.70	58
Unemployment rate	2.3	97.70	55
Underemployment rate	5.4	94.60	50
Healthy life years beyond age 65	10	98.68	2

Value

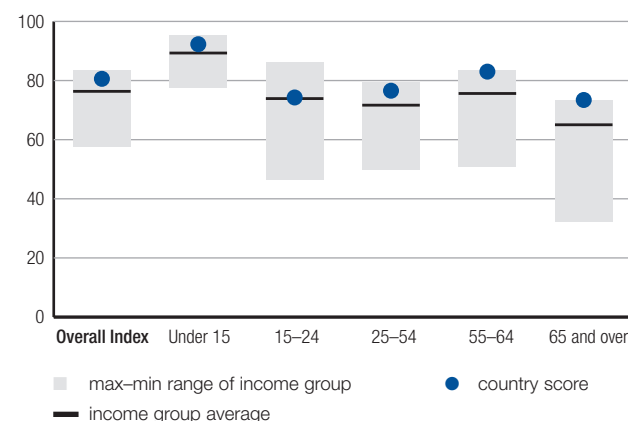
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	5.28
University-business R&D collaboration ¹	5.00
Ease of starting a business ⁴	83

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	9.4
Social safety net ¹	5.12
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	3.86
Internet access in schools ¹	5.33

Country Score Within Income Group



Jordan

Human Capital Index 2015 Rank

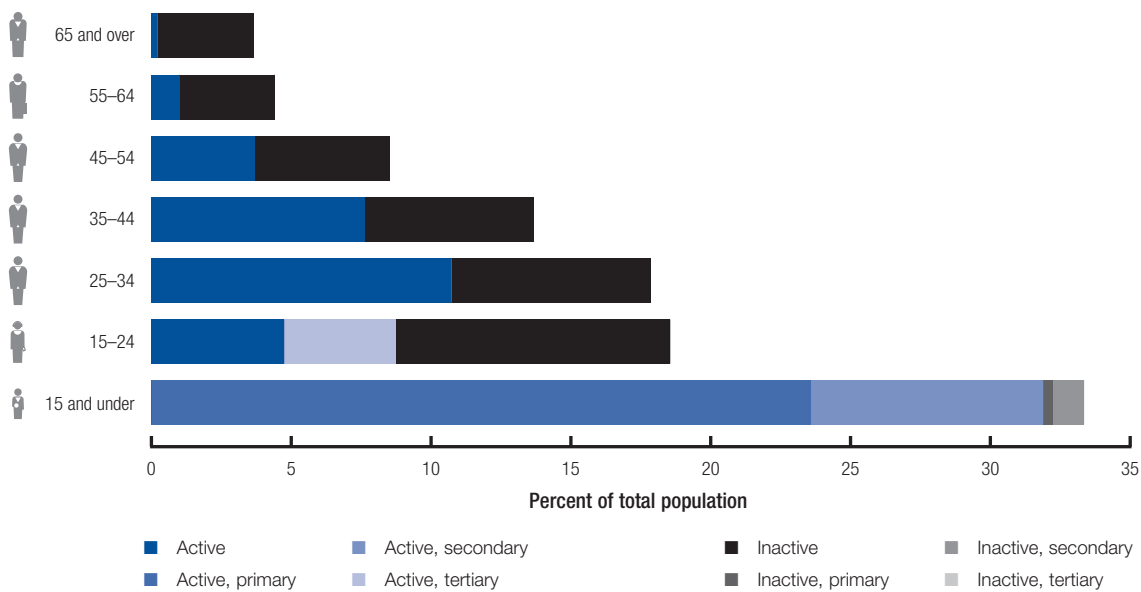
76

(out of 124 countries)

Key indicators

Total population (1,000s).....	7,690	Median age of population (years).....	22
Working age population (1,000s).....	4,844	GDP per capita (constant '11 US\$, PPP).....	11,974
Tertiary-educated population (1,000s).....	—	Labour force participation rate (%).....	41.6
Aged dependency ratio (%).....	5.5	Employment-to-population ratio (%).....	36.3
Child dependency ratio (%).....	57.0	Unemployment rate (%).....	12.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1–7)

Quality of math/science education	4.56
Quality of business schools	4.70
Specialized training services.....	4.56
Capacity to attract talent	3.99
Capacity to retain talent	3.92

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	306,630	60,686
Agriculture.....	5,069	3,299
Education	25,748	—
Engineering, Manufacturing, Construction	56,894	3,884
Health and Welfare.....	37,999	1,811
Humanities and Arts.....	43,796	10,680
Sciences	29,418	5,899
Services.....	516	295
Social Sciences, Business, Law	107,190	17,030
Unspecified.....	—	5,997

Jordan

	Value	Score	Rank
Under 15 Age Group		88.65	34
Enrolment in education			
Primary enrolment rate	97.1	97.11	55
Secondary enrolment rate	87.9	87.91	36
Basic education survival rate	92.6	92.61	49
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.35	55.84	45
Vulnerability			
Incidence of child labour	1.6	98.40	41

	Value	Score	Rank
15–24 Age Group		66.36	69
Enrolment in education			
Tertiary enrolment rate	46.6	46.61	52
Vocational enrolment rate	12.3	12.29	77
Quality of education			
Quality of education system ¹	4.59	59.76	23
Youth literacy rate	99.2	99.25	54
Educational attainment			
Primary education attainment rate	99.9	99.91	39
Secondary education attainment rate	82.2	82.16	46
Economic participation			
Labour force participation rate	25.3	25.30	122
Unemployment rate	28.8	71.20	101
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	9.4	90.60	18
Incidence of undereducation	43.4	56.60	47
Skill diversity ²	0.137	86.31	3

	Value	Score	Rank
25–54 Age Group		55.91	85
Educational attainment			
Primary education attainment rate	97.1	97.11	64
Secondary education attainment rate	73.8	73.84	55
Tertiary education attainment rate	2.5	2.53	111
Workplace learning			
Staff training services ¹	4.11	51.85	52
Economic complexity ³	0.398	56.63	47
Economic participation			
Labour force participation rate	55.0	55.00	124
Unemployment rate	15.9	84.10	91
Underemployment rate	—	—	—
Employment gender gap	21.5	21.51	82
Skills			
High-skilled employment share	33.0	33.00	37
Medium-skilled employment share	81.0	81.00	92
Ease of finding skilled employees ¹	4.51	58.48	29

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		57.21	93
Educational attainment			
Primary education attainment rate	87.8	87.79	74
Secondary education attainment rate	42.8	42.79	69
Tertiary education attainment rate	0.8	0.83	118
Economic participation			
Labour force participation rate	22.9	22.90	124
Unemployment rate	9.5	90.50	84
Underemployment rate	—	—	—
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group		47.92	82
Educational attainment			
Primary education attainment rate	73.5	73.54	72
Secondary education attainment rate	24.5	24.48	70
Tertiary education attainment rate	0.2	0.17	122
Economic participation			
Labour force participation rate	5.6	5.60	108
Unemployment rate	0.5	99.50	14
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

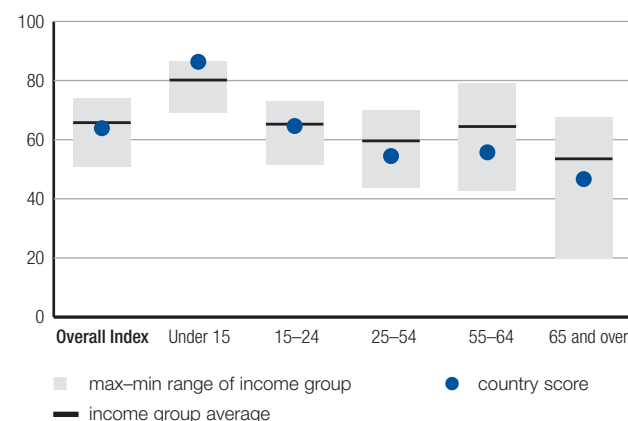
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.49
University-business R&D collaboration ¹	3.82
Ease of starting a business ⁴	86

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	9.6
Social safety net ¹	4.19
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	—
Internet access in schools ¹	4.96

Country Score Within Income Group



Kazakhstan

Human Capital Index 2015 Rank

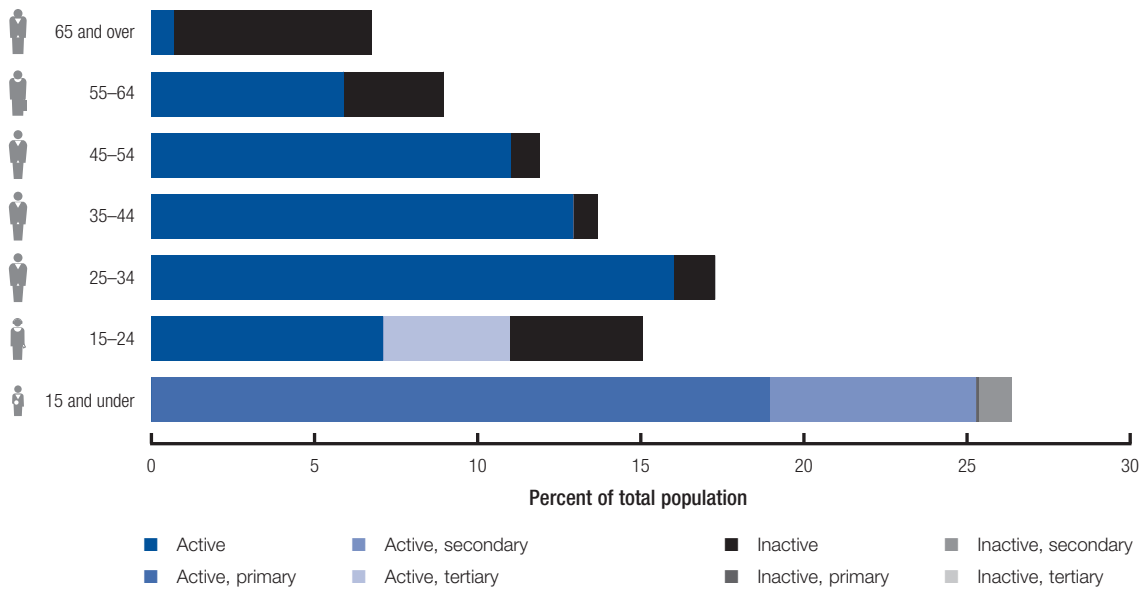
37

(out of 124 countries)

Key indicators

Total population (1,000s).....	16,770	Median age of population (years).....	29
Working age population (1,000s).....	11,216	GDP per capita (constant '11 US\$, PPP).....	24,144
Tertiary-educated population (1,000s).....	2,439	Labour force participation rate (%).....	72.5
Aged dependency ratio (%).....	9.7	Employment-to-population ratio (%).....	68.7
Child dependency ratio (%).....	36.4	Unemployment rate (%).....	5.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.11
Quality of business schools	3.86
Specialized training services.....	4.20
Capacity to attract talent	3.92
Capacity to retain talent	3.41

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	652,007	—
Agriculture.....	13,663	—
Education	148,003	—
Engineering, Manufacturing, Construction	131,507	—
Health and Welfare.....	32,470	—
Humanities and Arts.....	32,426	—
Sciences	20,430	—
Services	28,676	—
Social Sciences, Business, Law	240,840	—
Unspecified.....	3,992	—

Kazakhstan

	Value	Score	Rank
Under 15 Age Group	88.80	33	
Enrolment in education			
Primary enrolment rate	99.1	99.10	15
Secondary enrolment rate	86.3	86.31	41
Basic education survival rate	99.4	99.41	6
Secondary enrolment gender gap	98.6	98.62	74
Quality of education			
Quality of primary schools ¹	4.09	51.57	55
Vulnerability			
Incidence of child labour	2.2	97.80	43

	Value	Score	Rank
15–24 Age Group	74.27	34	
Enrolment in education			
Tertiary enrolment rate	44.5	44.53	56
Vocational enrolment rate	24.5	24.48	56
Quality of education			
Quality of education system ¹	3.58	43.03	66
Youth literacy rate	99.8	99.84	33
Educational attainment			
Primary education attainment rate	100.0	99.96	30
Secondary education attainment rate	99.9	99.88	8
Economic participation			
Labour force participation rate	47.4	47.40	62
Unemployment rate	3.5	96.50	7
Underemployment rate	3.0	97.00	13
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	12.0	88.00	18
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.237	76.30	52

	Value	Score	Rank
25–54 Age Group	66.23	43	
Educational attainment			
Primary education attainment rate	99.7	99.75	26
Secondary education attainment rate	99.5	99.47	7
Tertiary education attainment rate	22.7	22.72	36
Workplace learning			
Staff training services ¹	4.06	51.03	56
Economic complexity ³	0.049	50.82	60
Economic participation			
Labour force participation rate	93.1	93.10	9
Unemployment rate	7.4	92.60	60
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	32.7	32.70	39
Medium-skilled employment share	77.9	77.90	99
Ease of finding skilled employees ¹	3.54	42.25	89

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	81.21	12	
Educational attainment			
Primary education attainment rate	99.4	99.43	33
Secondary education attainment rate	98.9	98.91	6
Tertiary education attainment rate	20.6	20.59	27
Economic participation			
Labour force participation rate	65.7	65.70	50
Unemployment rate	6.1	93.90	67
Underemployment rate	2.4	97.60	22
Healthy life expectancy at birth	60	92.31	87

	Value	Score	Rank
65 and Over Age Group	64.57	34	
Educational attainment			
Primary education attainment rate	98.1	98.14	35
Secondary education attainment rate	85.7	85.67	18
Tertiary education attainment rate	15.9	15.88	26
Economic participation			
Labour force participation rate	10.0	10.00	91
Unemployment rate	—	—	—
Underemployment rate	1.2	98.80	13
Healthy life years beyond age 65	0	78.95	87

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.17
University-business R&D collaboration ¹	3.29
Ease of starting a business ⁴	55

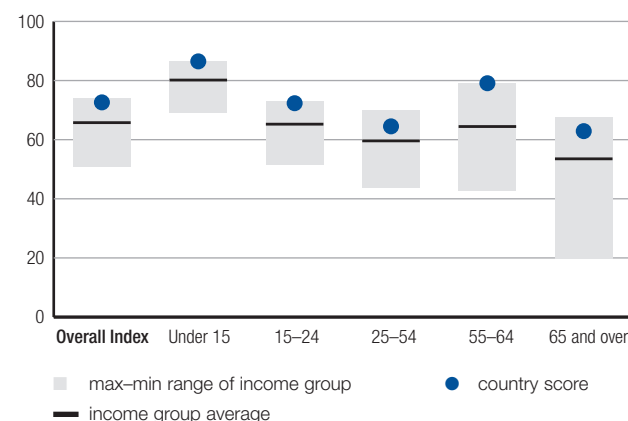
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	28.6
Social safety net ¹	3.72
Primary completion rate (poorest | richest quintile)	102, 115

Public investment

Public spending on education (% of GDP)	3.06
Internet access in schools ¹	4.69

Country Score Within Income Group



Kenya

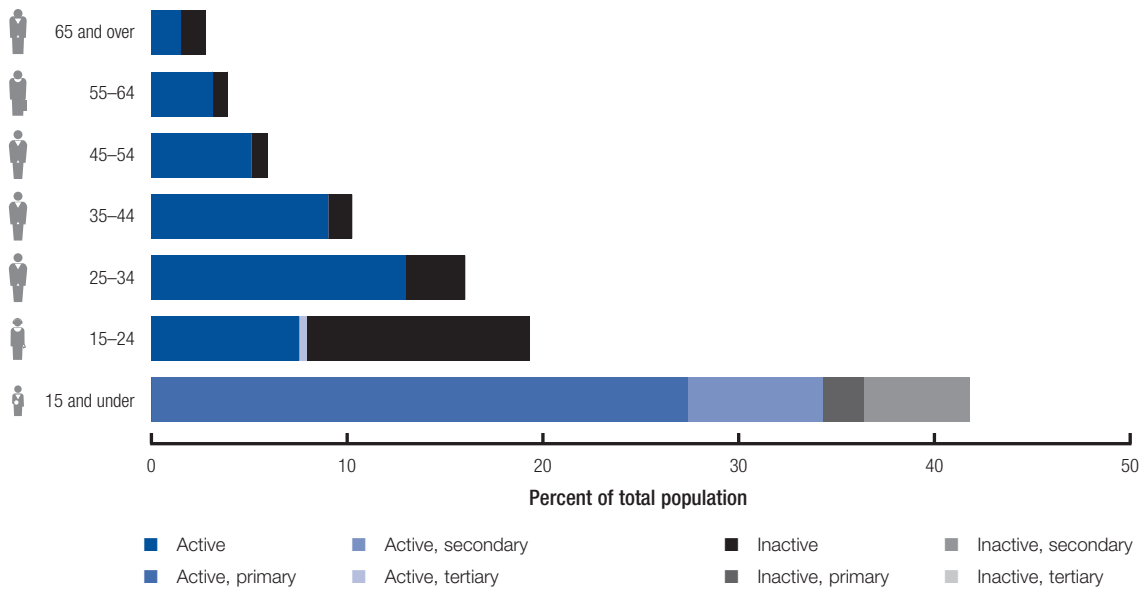
Human Capital Index 2015 Rank

101
(out of 124 countries)

Key indicators

Total population (1,000s).....	46,749	Median age of population (years)	19
Working age population (1,000s)	25,917	GDP per capita (constant '11 US\$, PPP).....	3,138
Tertiary-educated population (1,000s).....	2,536	Labour force participation rate (%).....	67.3
Aged dependency ratio (%).....	4.8	Employment-to-population ratio (%).....	61.1
Child dependency ratio (%).....	77.6	Unemployment rate (%).....	9.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.03
Quality of business schools	4.69
Specialized training services.....	4.80
Capacity to attract talent	3.65
Capacity to retain talent	3.77

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	167,983	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Kenya

	Value	Score	Rank
Under 15 Age Group		71.58	96
Enrolment in education			
Primary enrolment rate	84.9	84.90	106
Secondary enrolment rate	56.0	55.97	85
Basic education survival rate	—	—	—
Secondary enrolment gender gap	96.8	96.79	81
Quality of education			
Quality of primary schools ¹	3.77	46.17	67
Vulnerability			
Incidence of child labour	25.9	74.10	97

	Value	Score	Rank
15–24 Age Group		51.54	111
Enrolment in education			
Tertiary enrolment rate	4.0	4.05	115
Vocational enrolment rate	1.0	1.03	113
Quality of education			
Quality of education system ¹	4.51	58.50	28
Youth literacy rate	85.9	85.90	103
Educational attainment			
Primary education attainment rate	96.7	96.69	83
Secondary education attainment rate	44.3	44.27	99
Economic participation			
Labour force participation rate	39.3	39.30	84
Unemployment rate	17.4	82.60	74
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		54.55	92
Educational attainment			
Primary education attainment rate	93.0	92.98	78
Secondary education attainment rate	41.4	41.43	94
Tertiary education attainment rate	12.8	12.85	73
Workplace learning			
Staff training services ¹	4.43	57.18	31
Economic complexity ³	-0.251	45.81	76
Economic participation			
Labour force participation rate	84.1	84.10	63
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	2.6	2.60	115
Medium-skilled employment share	88.8	88.80	58
Ease of finding skilled employees ¹	4.91	65.17	14

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		56.76	95
Educational attainment			
Primary education attainment rate	78.8	78.75	83
Secondary education attainment rate	33.8	33.80	83
Tertiary education attainment rate	9.6	9.61	70
Economic participation			
Labour force participation rate	80.1	80.10	16
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	53	81.54	107

	Value	Score	Rank
65 and Over Age Group		40.71	101
Educational attainment			
Primary education attainment rate	57.6	57.63	86
Secondary education attainment rate	15.6	15.59	92
Tertiary education attainment rate	5.5	5.52	75
Economic participation			
Labour force participation rate	55.1	55.10	11
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	69.74	107

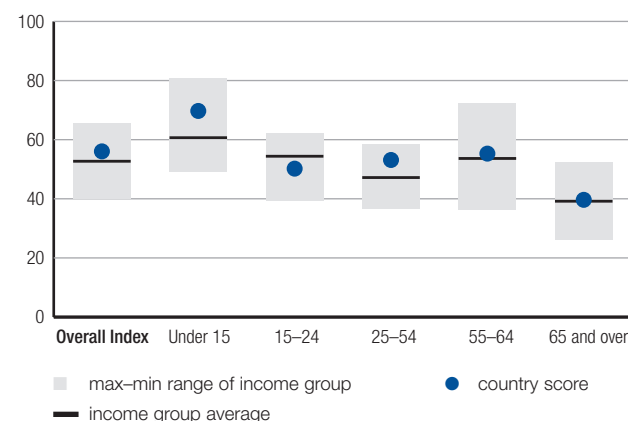
Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.20
University-business R&D collaboration ¹	4.22
Ease of starting a business ⁴	143
Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	59.4
Social safety net ¹	3.23
Primary completion rate (poorest | richest quintile)	88, 120

Public investment	
Public spending on education (% of GDP)	6.67
Internet access in schools ¹	4.07

Country Score Within Income Group



Korea, Rep.

Human Capital Index 2015 Rank

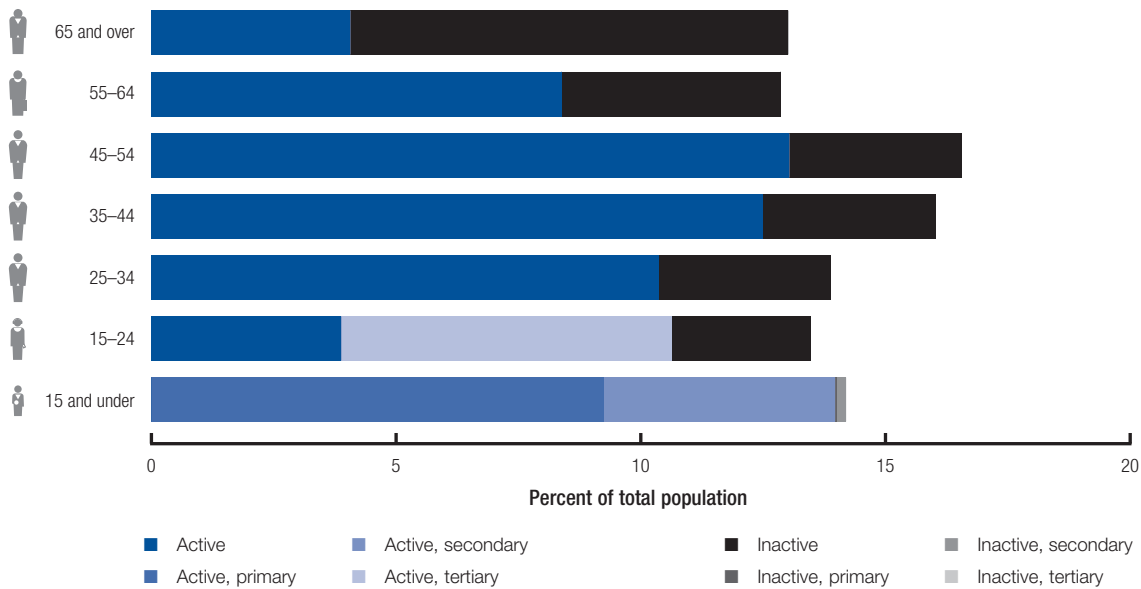
30

(out of 124 countries)

Key indicators

Total population (1,000s).....	49,750	Median age of population (years).....	38
Working age population (1,000s).....	36,214	GDP per capita (constant '11 US\$, PPP).....	35,485
Tertiary-educated population (1,000s).....	12,742	Labour force participation rate (%).....	61.0
Aged dependency ratio (%).....	15.2	Employment-to-population ratio (%).....	59.1
Child dependency ratio (%).....	22.3	Unemployment rate (%).....	3.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	3.8	15.2	43.4	62.3	—
Managers, professionals and technicians.....	0.0	2.0	11.3	Tertiary education requirements..... 13.4	—
Clerical, service and sales workers.....	0.0	3.0	21.4	Secondary education requirements..... 41.0	—
Skilled agricultural and trades workers.....	3.5	3.9	1.7		—
Plant and machine operators, and assemblers.....	0.0	4.3	3.2		—
Elementary occupations.....	0.2	2.0	5.8	Primary education requirements..... 8.0	—
Others.....	0.0	0.0	0.0	0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	4.70
Quality of business schools.....	4.21
Specialized training services.....	4.67
Capacity to attract talent.....	4.24
Capacity to retain talent.....	4.44

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	3,356,630	618,281
Agriculture.....	40,200	7,456
Education.....	193,890	45,567
Engineering, Manufacturing, Construction.....	895,939	147,858
Health and Welfare.....	361,518	88,872
Humanities and Arts.....	609,282	108,946
Sciences.....	284,187	44,199
Services.....	223,940	40,333
Social Sciences, Business, Law.....	747,674	135,050
Unspecified.....	—	—

Korea, Rep.

	Value	Score	Rank
Under 15 Age Group		91.91	20
Enrolment in education			
Primary enrolment rate	99.2	99.25	11
Secondary enrolment rate	96.0	95.98	11
Basic education survival rate	99.0	99.03	15
Secondary enrolment gender gap	99.1	99.15	72
Quality of education			
Quality of primary schools ¹	4.54	59.05	39
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.81	26
Enrolment in education			
Tertiary enrolment rate	98.4	98.38	1
Vocational enrolment rate	19.4	19.44	66
Quality of education			
Quality of education system ¹	3.62	43.59	63
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	22
Secondary education attainment rate	96.0	96.01	18
Economic participation			
Labour force participation rate	28.3	28.30	118
Unemployment rate	10.4	89.60	39
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	0.0	100.00	1
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.172	82.84	12

	Value	Score	Rank
25–54 Age Group		70.36	34
Educational attainment			
Primary education attainment rate	99.8	99.81	24
Secondary education attainment rate	98.5	98.49	13
Tertiary education attainment rate	43.9	43.95	3
Workplace learning			
Staff training services ¹	4.22	53.63	47
Economic complexity ³	1.736	78.94	5
Economic participation			
Labour force participation rate	77.1	77.10	98
Unemployment rate	2.9	97.10	16
Underemployment rate	—	—	—
Employment gender gap	70.4	70.39	62
Skills			
High-skilled employment share	21.7	21.70	61
Medium-skilled employment share	87.0	87.00	70
Ease of finding skilled employees ¹	3.75	45.82	73

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		78.42	24
Educational attainment			
Primary education attainment rate	98.9	98.87	39
Secondary education attainment rate	86.5	86.52	28
Tertiary education attainment rate	22.2	22.20	21
Economic participation			
Labour force participation rate	65.0	65.00	52
Unemployment rate	2.1	97.90	24
Underemployment rate	—	—	—
Healthy life expectancy at birth	73	100.00	1

	Value	Score	Rank
65 and Over Age Group		61.73	43
Educational attainment			
Primary education attainment rate	85.5	85.55	56
Secondary education attainment rate	49.6	49.61	39
Tertiary education attainment rate	9.6	9.64	47
Economic participation			
Labour force participation rate	31.0	31.00	42
Unemployment rate	1.5	98.50	36
Underemployment rate	—	—	—
Healthy life years beyond age 65	8	96.05	4

Value

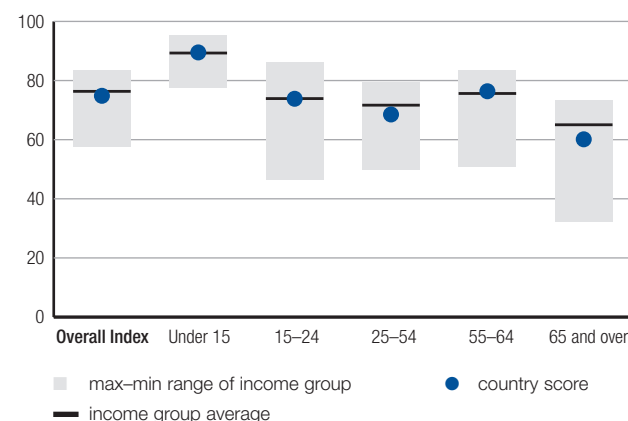
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.35
University-business R&D collaboration ¹	4.62
Ease of starting a business ⁴	17

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	21.4
Social safety net ¹	3.37
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	5.25
Internet access in schools ¹	6.25

Country Score Within Income Group



Kuwait

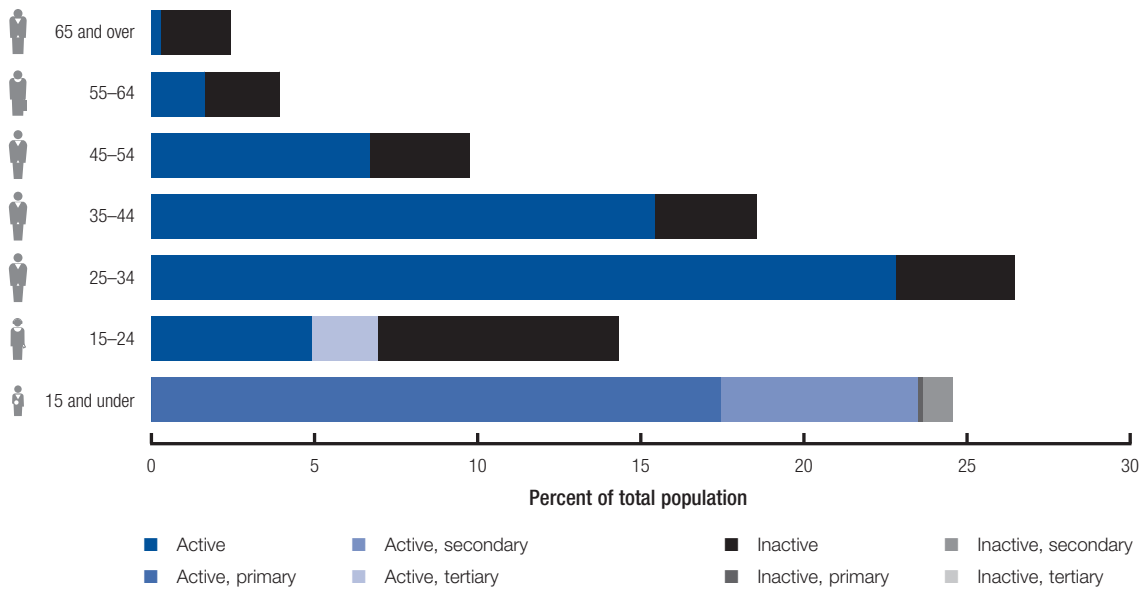
Human Capital Index 2015 Rank

93
(out of 124 countries)

Key indicators

Total population (1,000s).....	3,583	Median age of population (years).....	28
Working age population (1,000s).....	2,616	GDP per capita (constant '11 US\$, PPP).....	70,992
Tertiary-educated population (1,000s).....	110	Labour force participation rate (%).....	68.4
Aged dependency ratio (%).....	3.0	Employment-to-population ratio (%).....	66.1
Child dependency ratio (%).....	34.7	Unemployment rate (%).....	3.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.43
Quality of business schools	3.91
Specialized training services.....	3.60
Capacity to attract talent	3.66
Capacity to retain talent	3.43

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	71,786	12,716
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Kuwait

	Value	Score	Rank
Under 15 Age Group	85.20	51	
Enrolment in education			
Primary enrolment rate	98.2	98.25	39
Secondary enrolment rate	86.7	86.68	40
Basic education survival rate	91.3	91.30	52
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.16	35.97	89
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	47.83	116	
Enrolment in education			
Tertiary enrolment rate	28.5	28.45	72
Vocational enrolment rate	4.3	4.34	101
Quality of education			
Quality of education system ¹	3.08	34.60	92
Youth literacy rate	99.5	99.51	46
Educational attainment			
Primary education attainment rate	79.7	79.67	110
Secondary education attainment rate	21.1	21.06	118
Economic participation			
Labour force participation rate	34.4	34.40	100
Unemployment rate	19.4	80.60	82
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	51.15	105	
Educational attainment			
Primary education attainment rate	55.9	55.88	114
Secondary education attainment rate	26.5	26.51	110
Tertiary education attainment rate	5.4	5.39	103
Workplace learning			
Staff training services ¹	3.71	45.12	87
Economic complexity ³	-0.647	39.21	89
Economic participation			
Labour force participation rate	82.1	82.10	74
Unemployment rate	2.3	97.70	10
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	19.3	19.30	69
Medium-skilled employment share	98.9	98.90	5
Ease of finding skilled employees ¹	3.49	41.42	93

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	57.40	91	
Educational attainment			
Primary education attainment rate	60.8	60.82	100
Secondary education attainment rate	34.1	34.10	82
Tertiary education attainment rate	10.2	10.21	68
Economic participation			
Labour force participation rate	41.3	41.30	112
Unemployment rate	2.0	98.00	22
Underemployment rate	—	—	—
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group	42.62	96	
Educational attainment			
Primary education attainment rate	34.9	34.93	105
Secondary education attainment rate	15.1	15.05	94
Tertiary education attainment rate	4.8	4.85	79
Economic participation			
Labour force participation rate	11.4	11.40	84
Unemployment rate	0.0	100.00	1
Underemployment rate	—	—	—
Healthy life years beyond age 65	3	89.47	33

Value

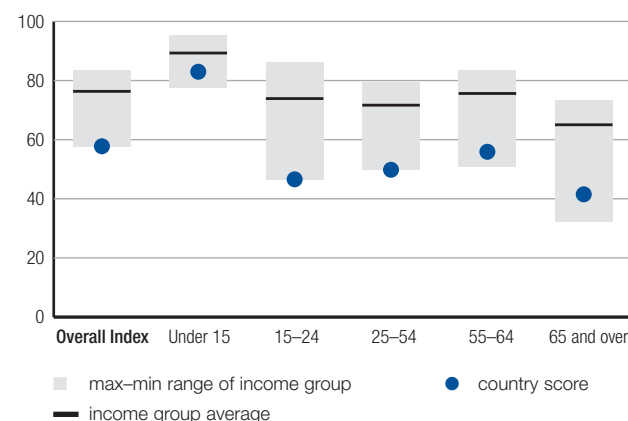
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.67
University-business R&D collaboration ¹	3.10
Ease of starting a business ⁴	150

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	2.4
Social safety net ¹	4.99
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	3.76
Internet access in schools ¹	4.06

Country Score Within Income Group



Kyrgyz Republic

Human Capital Index 2015 Rank

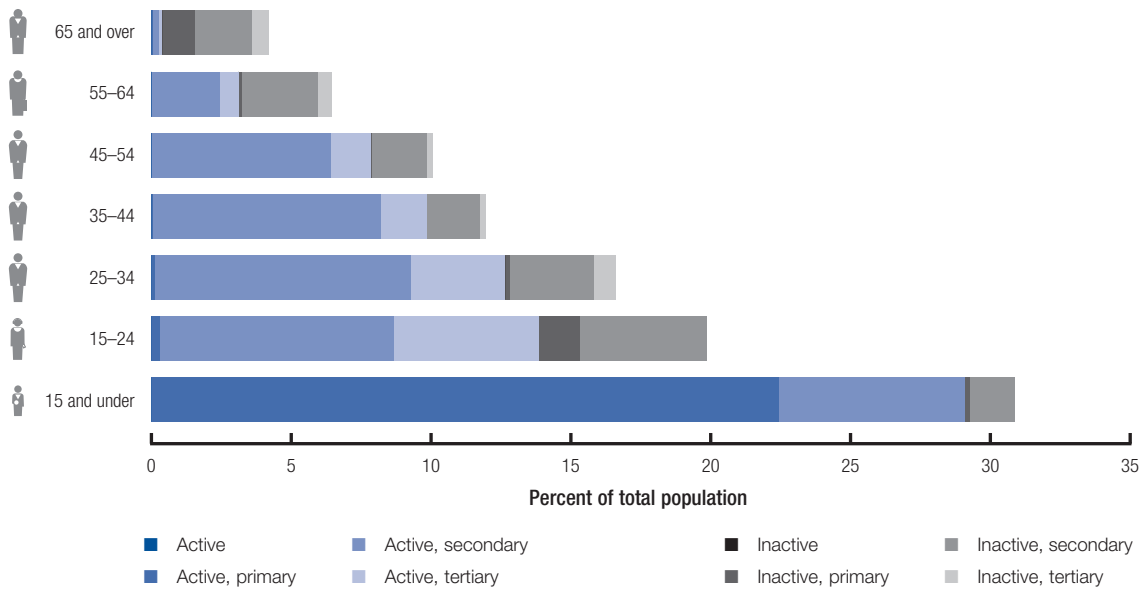
44

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,708	Median age of population (years).....	24
Working age population (1,000s).....	3,708	GDP per capita (constant '11 US\$, PPP).....	3,385
Tertiary-educated population (1,000s).....	593	Labour force participation rate (%).....	67.5
Aged dependency ratio (%).....	6.8	Employment-to-population ratio (%).....	61.8
Child dependency ratio (%).....	45.9	Unemployment rate (%).....	8.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	18.1	11.6	27.6	57.3	—	
Managers, professionals and technicians.....	0.0	1.2	8.7	Tertiary education requirements.....	9.9	0.4
Clerical, service and sales workers.....	0.0	0.7	9.7	Secondary education requirements.....	41.9	0.5
Skilled agricultural and trades workers.....	15.9	8.2	1.6			1.4
Plant and machine operators, and assemblers.....	1.5	0.5	3.7			0.2
Elementary occupations.....	0.6	1.0	3.8	Primary education requirements.....	5.5	0.2
Others.....	0.0	0.0	0.0		0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	2.95
Quality of business schools.....	2.90
Specialized training services.....	3.46
Capacity to attract talent.....	2.06
Capacity to retain talent.....	2.15

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	258,869	49,945
Agriculture.....	3,174	482
Education.....	44,251	10,262
Engineering, Manufacturing, Construction.....	33,263	5,594
Health and Welfare.....	16,465	3,233
Humanities and Arts.....	15,628	4,061
Sciences.....	15,934	2,216
Services.....	19,539	2,732
Social Sciences, Business, Law.....	110,614	21,365
Unspecified.....	—	46

Kyrgyz Republic

	Value	Score	Rank
Under 15 Age Group		83.83	57
Enrolment in education			
Primary enrolment rate	98.4	98.37	35
Secondary enrolment rate	80.4	80.37	58
Basic education survival rate	95.0	95.02	42
Secondary enrolment gender gap	99.0	98.96	73
Quality of education			
Quality of primary schools ¹	3.03	33.84	95
Vulnerability			
Incidence of child labour	3.6	96.40	48

	Value	Score	Rank
15–24 Age Group		73.46	37
Enrolment in education			
Tertiary enrolment rate	47.6	47.64	50
Vocational enrolment rate	32.6	32.65	46
Quality of education			
Quality of education system ¹	2.85	30.89	105
Youth literacy rate	99.7	99.75	36
Educational attainment			
Primary education attainment rate	99.9	99.93	36
Secondary education attainment rate	99.9	99.92	7
Economic participation			
Labour force participation rate	48.2	48.20	56
Unemployment rate	14.7	85.30	62
Underemployment rate	—	—	—
Not in employment, education or training rate	21.2	78.80	56
Long-term unemployment rate	11.8	88.21	17
Skills			
Incidence of overeducation	15.3	84.70	35
Incidence of undereducation	15.7	84.30	16
Skill diversity ²	0.254	74.64	60

	Value	Score	Rank
25–54 Age Group		63.72	52
Educational attainment			
Primary education attainment rate	99.5	99.53	37
Secondary education attainment rate	99.4	99.39	8
Tertiary education attainment rate	22.1	22.10	40
Workplace learning			
Staff training services ¹	3.52	42.06	99
Economic complexity ³	-0.001	49.98	62
Economic participation			
Labour force participation rate	85.3	85.30	57
Unemployment rate	7.0	93.00	57
Underemployment rate	—	—	—
Employment gender gap	67.6	67.62	64
Skills			
High-skilled employment share	17.6	17.60	76
Medium-skilled employment share	90.3	90.30	45
Ease of finding skilled employees ¹	3.04	34.06	115

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		76.72	33
Educational attainment			
Primary education attainment rate	99.3	99.33	34
Secondary education attainment rate	98.8	98.78	7
Tertiary education attainment rate	20.0	19.96	31
Economic participation			
Labour force participation rate	54.6	54.60	84
Unemployment rate	6.2	93.80	68
Underemployment rate	—	—	—
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group		65.79	30
Educational attainment			
Primary education attainment rate	97.3	97.27	38
Secondary education attainment rate	88.0	88.03	14
Tertiary education attainment rate	19.3	19.29	15
Economic participation			
Labour force participation rate	13.5	13.50	75
Unemployment rate	3.6	96.40	68
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	80.26	81

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.95
University-business R&D collaboration ¹	2.57
Ease of starting a business ⁴	9

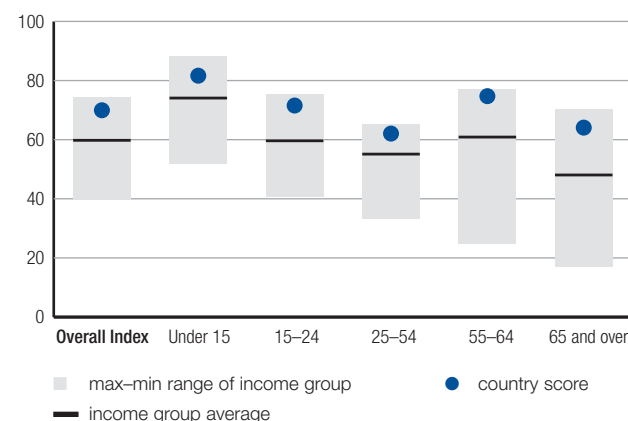
Vulnerability

Workers in informal employment	59.2
Workers in vulnerable employment	43.4
Social safety net ¹	2.69
Primary completion rate (poorest | richest quintile)	102, 98

Public investment

Public spending on education (% of GDP)	6.79
Internet access in schools ¹	3.64

Country Score Within Income Group



Lao PDR

Human Capital Index 2015 Rank

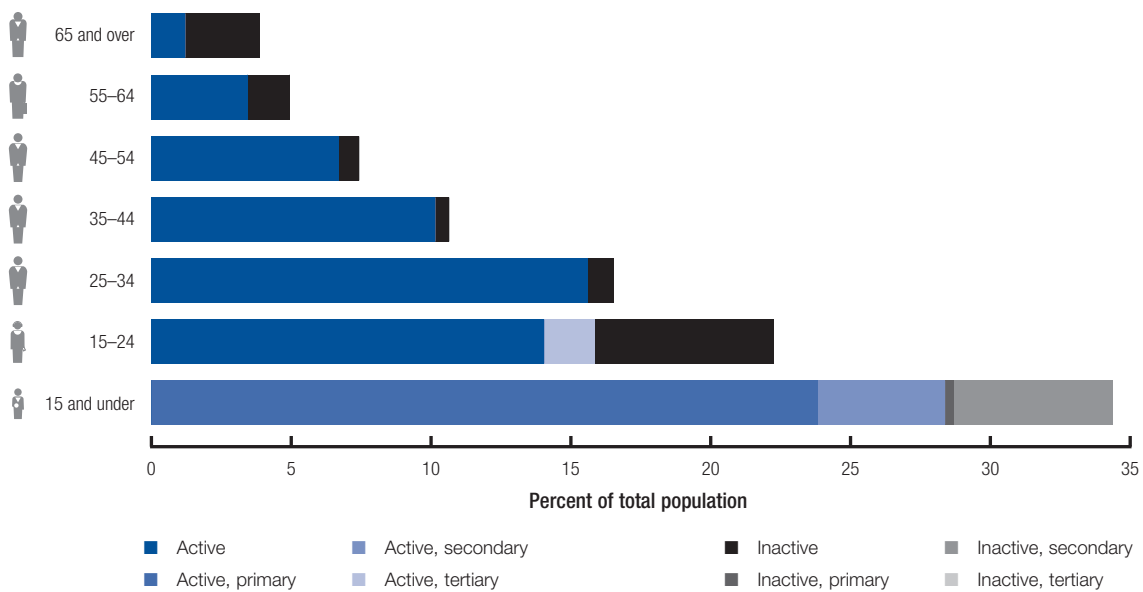
105

(out of 124 countries)

Key indicators

Total population (1,000s).....	7,020	Median age of population (years).....	20
Working age population (1,000s).....	4,337	GDP per capita (constant '11 US\$, PPP).....	4,999
Tertiary-educated population (1,000s).....	513	Labour force participation rate (%).....	77.7
Aged dependency ratio (%).....	6.3	Employment-to-population ratio (%).....	76.6
Child dependency ratio (%).....	61.8	Unemployment rate (%).....	1.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.88
Quality of business schools	4.15
Specialized training services.....	3.92
Capacity to attract talent	3.38
Capacity to retain talent	4.11

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	126,314	31,496
Agriculture.....	6,320	1,849
Education	24,453	7,940
Engineering, Manufacturing, Construction	10,589	2,455
Health and Welfare.....	4,144	777
Humanities and Arts.....	16,150	2,976
Sciences	6,804	1,269
Services	4,207	568
Social Sciences, Business, Law	53,647	13,662
Unspecified.....	—	—

Lao PDR

	Value	Score	Rank
Under 15 Age Group	74.47	92	
Enrolment in education			
Primary enrolment rate	97.3	97.29	51
Secondary enrolment rate	44.7	44.67	93
Basic education survival rate	74.9	74.94	89
Secondary enrolment gender gap	94.7	94.73	87
Quality of education			
Quality of primary schools ¹	3.72	45.30	71
Vulnerability			
Incidence of child labour	10.1	89.90	72

	Value	Score	Rank
15–24 Age Group	59.06	92	
Enrolment in education			
Tertiary enrolment rate	17.7	17.70	86
Vocational enrolment rate	3.7	3.71	105
Quality of education			
Quality of education system ¹	3.83	47.25	51
Youth literacy rate	90.2	90.23	97
Educational attainment			
Primary education attainment rate	89.0	88.97	100
Secondary education attainment rate	51.1	51.08	92
Economic participation			
Labour force participation rate	63.3	63.30	20
Unemployment rate	3.4	96.60	6
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.273	72.73	70

	Value	Score	Rank
25–54 Age Group	49.78	108	
Educational attainment			
Primary education attainment rate	77.1	77.12	100
Secondary education attainment rate	36.0	35.99	99
Tertiary education attainment rate	14.4	14.36	67
Workplace learning			
Staff training services ¹	4.30	54.99	40
Economic complexity ³	-1.043	32.62	107
Economic participation			
Labour force participation rate	93.8	93.80	7
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	5.6	5.60	105
Medium-skilled employment share	98.8	98.80	6
Ease of finding skilled employees ¹	3.08	34.73	113

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	Value	Score	Rank
55–64 Age Group	49.02	111	
Educational attainment			
Primary education attainment rate	64.2	64.21	97
Secondary education attainment rate	16.6	16.59	106
Tertiary education attainment rate	6.7	6.71	87
Economic participation			
Labour force participation rate	69.9	69.90	35
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	57	87.69	95

	Value	Score	Rank
65 and Over Age Group	31.64	117	
Educational attainment			
Primary education attainment rate	41.2	41.21	100
Secondary education attainment rate	8.0	8.01	105
Tertiary education attainment rate	2.7	2.66	96
Economic participation			
Labour force participation rate	31.3	31.30	40
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	75.00	95

Value

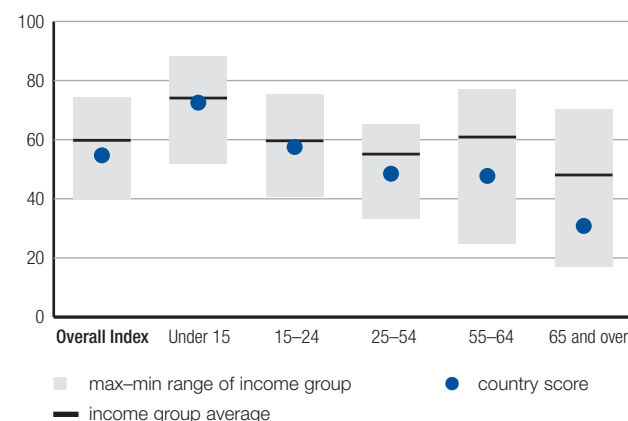
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.28
University-business R&D collaboration ¹	3.47
Ease of starting a business ⁴	154

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	83.4
Social safety net ¹	4.24
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	2.77
Internet access in schools ¹	3.80

Country Score Within Income Group



Latvia

Human Capital Index 2015 Rank

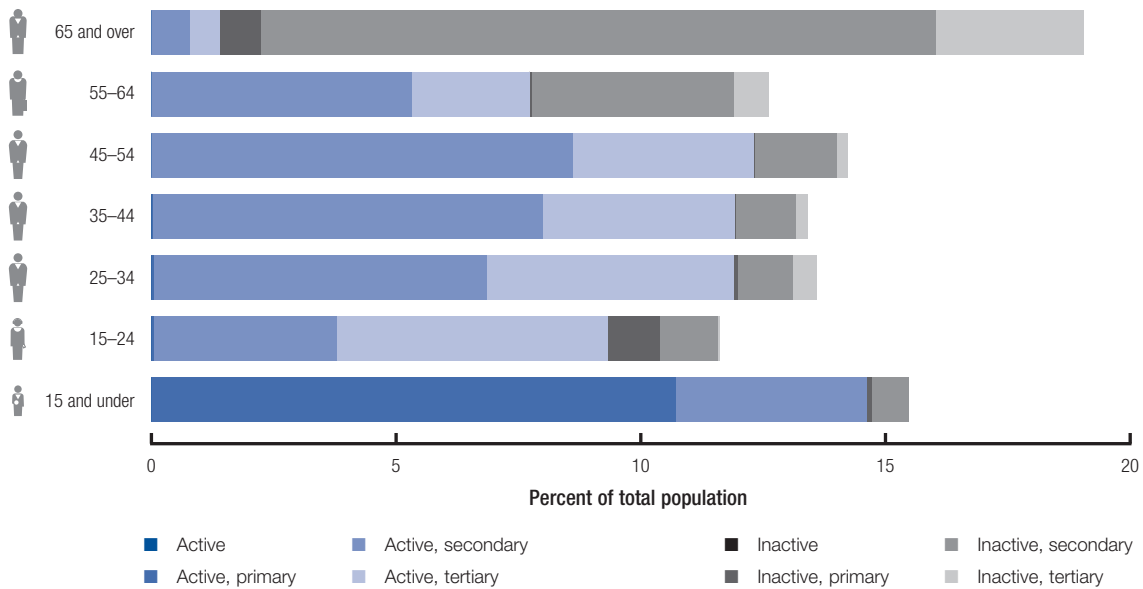
23

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,031	Median age of population (years)	41
Working age population (1,000s)	1,339	GDP per capita (constant '11 US\$, PPP).....	23,904
Tertiary-educated population (1,000s).....	400	Labour force participation rate (%).....	60.6
Aged dependency ratio (%).....	27.2	Employment-to-population ratio (%).....	53.4
Child dependency ratio (%).....	21.0	Unemployment rate (%).....	11.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	4.2	12.5	35.6	52.3	2.4	
Managers, professionals and technicians	0.6	3.1	16.8	Tertiary education requirements.....	20.5	0.4
Clerical, service and sales workers	0.2	0.6	10.4	Secondary education requirements.....	24.7	0.6
Skilled agricultural and trades workers.....	1.9	4.9	1.7			0.4
Plant and machine operators, and assemblers.....	0.7	1.9	2.5			0.1
Elementary occupations	0.8	2.0	3.7	Primary education requirements	6.5	0.8
Others.....	0.0	0.0	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.88
Quality of business schools	4.56
Specialized training services.....	4.40
Capacity to attract talent	2.73
Capacity to retain talent	3.07

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	97,041	21,472
Agriculture.....	1,297	231
Education	6,501	1,628
Engineering, Manufacturing, Construction	14,059	2,671
Health and Welfare.....	10,081	2,301
Humanities and Arts.....	9,053	1,726
Sciences	6,378	1,357
Services	7,651	1,458
Social Sciences, Business, Law	42,021	10,100
Unspecified.....	27	15

Latvia

	Value	Score	Rank
Under 15 Age Group		89.39	31
Enrolment in education			
Primary enrolment rate	98.4	98.36	36
Secondary enrolment rate	83.6	83.60	48
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.96	65.99	24
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.89	24
Enrolment in education			
Tertiary enrolment rate	65.1	65.13	28
Vocational enrolment rate	44.9	44.89	31
Quality of education			
Quality of education system ¹	3.76	46.07	55
Youth literacy rate	99.8	99.83	34
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	90.3	90.28	27
Economic participation			
Labour force participation rate	41.4	41.40	72
Unemployment rate	19.3	80.70	81
Underemployment rate	5.8	94.20	31
Not in employment, education or training rate	13.0	87.00	32
Long-term unemployment rate	29.3	70.70	49
Skills			
Incidence of overeducation	17.4	82.60	42
Incidence of undereducation	13.5	86.50	11
Skill diversity ²	0.269	73.09	69

	Value	Score	Rank
25–54 Age Group		73.30	24
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.2	98.18	16
Tertiary education attainment rate	22.3	22.31	38
Workplace learning			
Staff training services ¹	4.43	57.20	30
Economic complexity ³	0.830	63.83	34
Economic participation			
Labour force participation rate	88.6	88.60	29
Unemployment rate	11.0	89.00	81
Underemployment rate	5.7	94.30	33
Employment gender gap	95.2	95.24	4
Skills			
High-skilled employment share	39.9	39.90	25
Medium-skilled employment share	87.3	87.30	67
Ease of finding skilled employees ¹	3.62	43.74	81

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		80.52	16
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.4	99.38	4
Tertiary education attainment rate	18.2	18.16	36
Economic participation			
Labour force participation rate	62.9	62.90	61
Unemployment rate	10.5	89.50	86
Underemployment rate	6.3	93.70	48
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		71.56	12
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	95.5	95.52	7
Tertiary education attainment rate	19.0	19.01	16
Economic participation			
Labour force participation rate	8.5	8.50	97
Unemployment rate	3.5	96.50	65
Underemployment rate	4.1	95.90	42
Healthy life years beyond age 65	0	85.53	57

Value

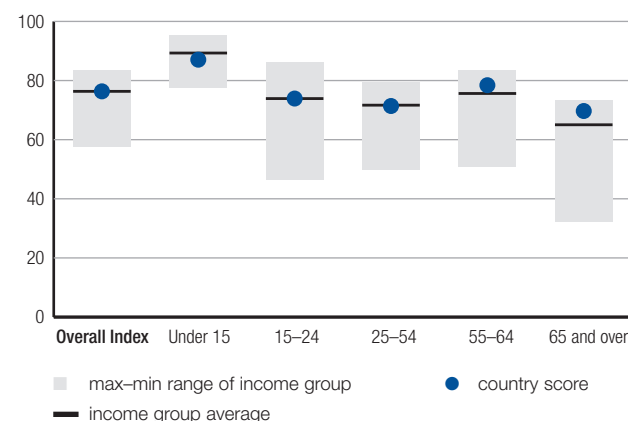
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.50
University-business R&D collaboration ¹	3.67
Ease of starting a business ⁴	36

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	7.4
Social safety net ¹	4.01
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	4.93
Internet access in schools ¹	5.98

Country Score Within Income Group



Lesotho

Human Capital Index 2015 Rank

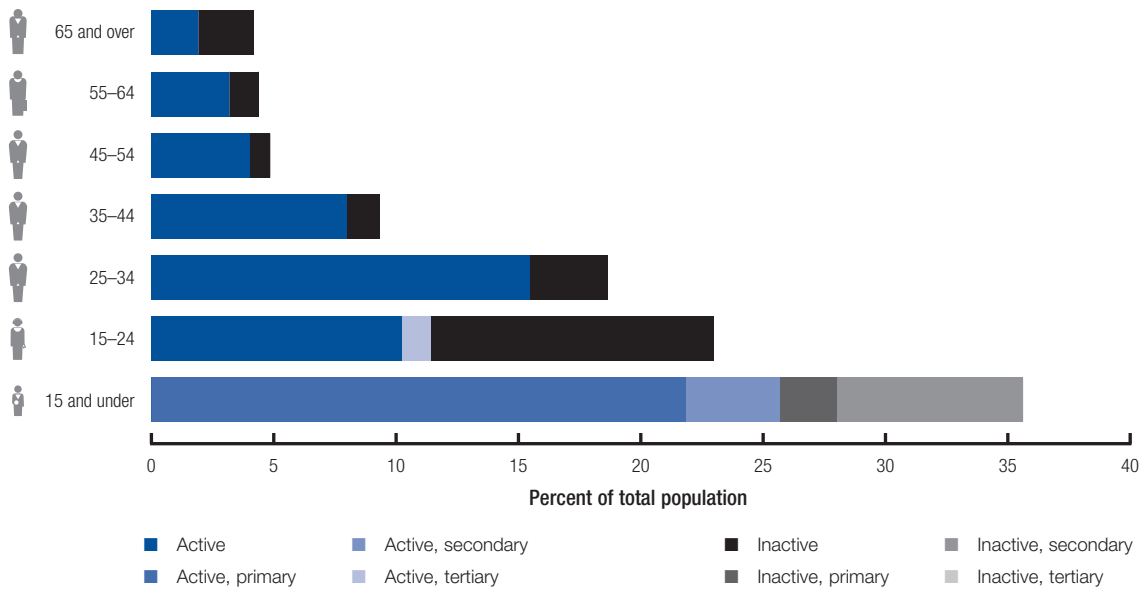
107

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,120	Median age of population (years)	20
Working age population (1,000s)	1,276	GDP per capita (constant '11 US\$, PPP).....	2,925
Tertiary-educated population (1,000s).....	8	Labour force participation rate (%).....	66.0
Aged dependency ratio (%).....	7.4	Employment-to-population ratio (%).....	49.8
Child dependency ratio (%).....	64.8	Unemployment rate (%).....	24.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.81
Quality of business schools	3.87
Specialized training services.....	3.93
Capacity to attract talent	3.55
Capacity to retain talent	3.43

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	25,507	6,461
Agriculture.....	—	329
Education	—	1,515
Engineering, Manufacturing, Construction	—	764
Health and Welfare.....	—	688
Humanities and Arts.....	—	546
Sciences	—	47
Services	—	248
Social Sciences, Business, Law	—	2,324
Unspecified.....	—	—

Lesotho

	Value	Score	Rank
Under 15 Age Group	67.82	104	
Enrolment in education			
Primary enrolment rate	80.1	80.09	111
Secondary enrolment rate	33.4	33.37	99
Basic education survival rate	65.2	65.20	96
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.07	51.13	57
Vulnerability			
Incidence of child labour	22.9	77.10	92

	Value	Score	Rank
15–24 Age Group	51.31	112	
Enrolment in education			
Tertiary enrolment rate	10.8	10.83	99
Vocational enrolment rate	11.5	11.48	82
Quality of education			
Quality of education system ¹	4.05	50.89	42
Youth literacy rate	85.1	85.09	104
Educational attainment			
Primary education attainment rate	51.6	51.60	119
Secondary education attainment rate	14.2	14.21	121
Economic participation			
Labour force participation rate	44.6	44.60	68
Unemployment rate	33.0	67.00	110
Underemployment rate	0.5	99.50	2
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.221	77.91	43

	Value	Score	Rank
25–54 Age Group	53.07	99	
Educational attainment			
Primary education attainment rate	52.4	52.41	115
Secondary education attainment rate	18.6	18.60	115
Tertiary education attainment rate	1.4	1.43	120
Workplace learning			
Staff training services ¹	3.95	49.23	68
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	83.5	83.50	65
Unemployment rate	22.9	77.10	97
Underemployment rate	1.4	98.60	5
Employment gender gap	79.6	79.58	47
Skills			
High-skilled employment share	11.7	11.70	94
Medium-skilled employment share	51.9	51.90	124
Ease of finding skilled employees ¹	4.58	59.71	26

NOTES

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	Value	Score	Rank
55–64 Age Group	49.67	109	
Educational attainment			
Primary education attainment rate	19.4	19.37	119
Secondary education attainment rate	6.0	6.02	119
Tertiary education attainment rate	1.0	1.04	113
Economic participation			
Labour force participation rate	72.5	72.50	26
Unemployment rate	16.2	83.80	96
Underemployment rate	1.2	98.80	7
Healthy life expectancy at birth	43	66.15	124

	Value	Score	Rank
65 and Over Age Group	33.74	112	
Educational attainment			
Primary education attainment rate	9.3	9.28	116
Secondary education attainment rate	2.6	2.64	117
Tertiary education attainment rate	0.4	0.36	116
Economic participation			
Labour force participation rate	46.4	46.40	24
Unemployment rate	12.8	87.20	88
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	56.58	124

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.85
University-business R&D collaboration ¹	3.20
Ease of starting a business ⁴	108

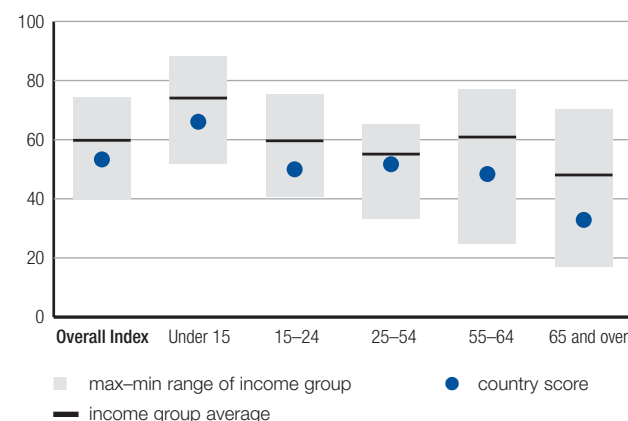
Vulnerability

Workers in informal employment	34.9
Workers in vulnerable employment	16.8
Social safety net ¹	4.05
Primary completion rate (poorest | richest quintile)	36, 122

Public investment

Public spending on education (% of GDP)	12.98
Internet access in schools ¹	3.22

Country Score Within Income Group



Lithuania

Human Capital Index 2015 Rank

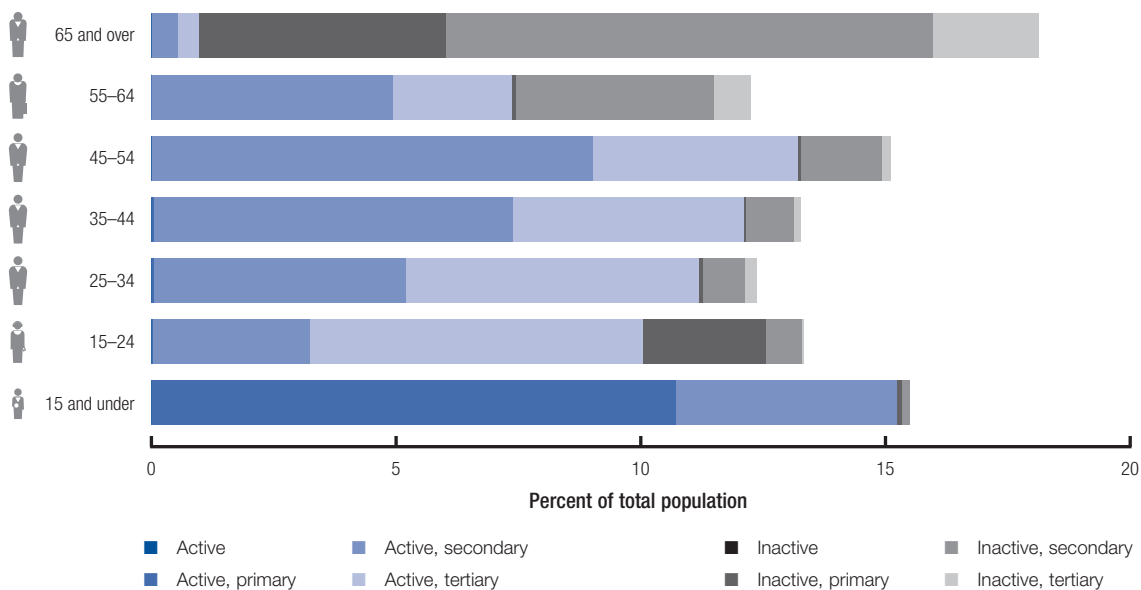
18

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,999	Median age of population (years).....	39
Working age population (1,000s).....	2,064	GDP per capita (constant '11 US\$, PPP).....	26,700
Tertiary-educated population (1,000s).....	669	Labour force participation rate (%).....	61.0
Aged dependency ratio (%).....	22.4	Employment-to-population ratio (%).....	53.8
Child dependency ratio (%).....	22.0	Unemployment rate (%).....	11.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	4.3	13.1	33.8	51.2	2.4	
Managers, professionals and technicians.....	0.2	3.5	18.2	Tertiary education requirements.....	21.9	0.3
Clerical, service and sales workers.....	0.1	0.6	8.4	Secondary education requirements.....	25.0	0.5
Skilled agricultural and trades workers.....	3.1	5.4	1.7			0.6
Plant and machine operators, and assemblers.....	0.5	2.4	2.7			0.2
Elementary occupations.....	0.4	1.1	2.5	Primary education requirements.....	4.0	0.9
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.06
Quality of business schools.....	4.39
Specialized training services.....	4.78
Capacity to attract talent.....	2.31
Capacity to retain talent.....	2.66

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	175,066	42,379
Agriculture.....	3,803	725
Education.....	15,886	4,430
Engineering, Manufacturing, Construction.....	29,169	7,094
Health and Welfare.....	18,239	4,576
Humanities and Arts.....	13,346	3,140
Sciences.....	9,577	2,281
Services.....	5,333	1,310
Social Sciences, Business, Law.....	79,713	18,823
Unspecified.....	—	—

Lithuania

	Value	Score	Rank
Under 15 Age Group		92.58	17
Enrolment in education			
Primary enrolment rate	97.8	97.82	46
Secondary enrolment rate	96.8	96.82	8
Basic education survival rate	95.8	95.84	37
Secondary enrolment gender gap	99.2	99.24	71
Quality of education			
Quality of primary schools ¹	5.01	66.78	22
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.65	28
Enrolment in education			
Tertiary enrolment rate	73.9	73.95	19
Vocational enrolment rate	30.4	30.41	50
Quality of education			
Quality of education system ¹	3.93	48.85	48
Youth literacy rate	99.9	99.91	28
Educational attainment			
Primary education attainment rate	100.0	99.97	29
Secondary education attainment rate	86.1	86.09	40
Economic participation			
Labour force participation rate	31.3	31.30	109
Unemployment rate	21.5	78.50	89
Underemployment rate	3.3	96.70	14
Not in employment, education or training rate	11.1	88.90	24
Long-term unemployment rate	20.1	79.93	35
Skills			
Incidence of overeducation	16.5	83.50	40
Incidence of undereducation	13.1	86.90	10
Skill diversity ²	0.258	74.25	61

	Value	Score	Rank
25–54 Age Group		74.24	20
Educational attainment			
Primary education attainment rate	99.7	99.71	29
Secondary education attainment rate	97.8	97.83	17
Tertiary education attainment rate	20.8	20.76	44
Workplace learning			
Staff training services ¹	4.25	54.09	44
Economic complexity ³	0.872	64.54	32
Economic participation			
Labour force participation rate	89.8	89.80	23
Unemployment rate	9.9	90.10	75
Underemployment rate	3.2	96.80	22
Employment gender gap	99.5	99.50	2
Skills			
High-skilled employment share	43.2	43.20	18
Medium-skilled employment share	92.0	92.00	29
Ease of finding skilled employees ¹	3.55	42.55	87

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	Value	Score	Rank
55–64 Age Group		80.89	13
Educational attainment			
Primary education attainment rate	99.7	99.74	22
Secondary education attainment rate	98.7	98.72	8
Tertiary education attainment rate	21.2	21.17	25
Economic participation			
Labour force participation rate	60.5	60.50	70
Unemployment rate	10.7	89.30	89
Underemployment rate	3.2	96.80	35
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		68.34	25
Educational attainment			
Primary education attainment rate	99.5	99.50	22
Secondary education attainment rate	76.8	76.85	23
Tertiary education attainment rate	15.9	15.91	25
Economic participation			
Labour force participation rate	6.1	6.10	104
Unemployment rate	1.5	98.50	36
Underemployment rate	4.0	96.00	41
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.50
University-business R&D collaboration ¹	4.61
Ease of starting a business ⁴	11

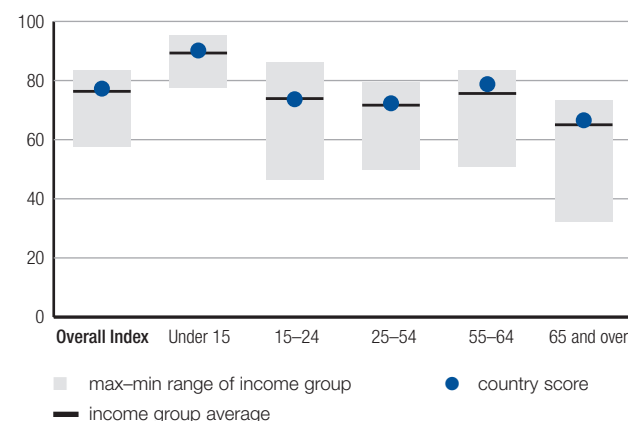
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	9.6
Social safety net ¹	3.57
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.20
Internet access in schools ¹	5.94

Country Score Within Income Group



Luxembourg

Human Capital Index 2015 Rank

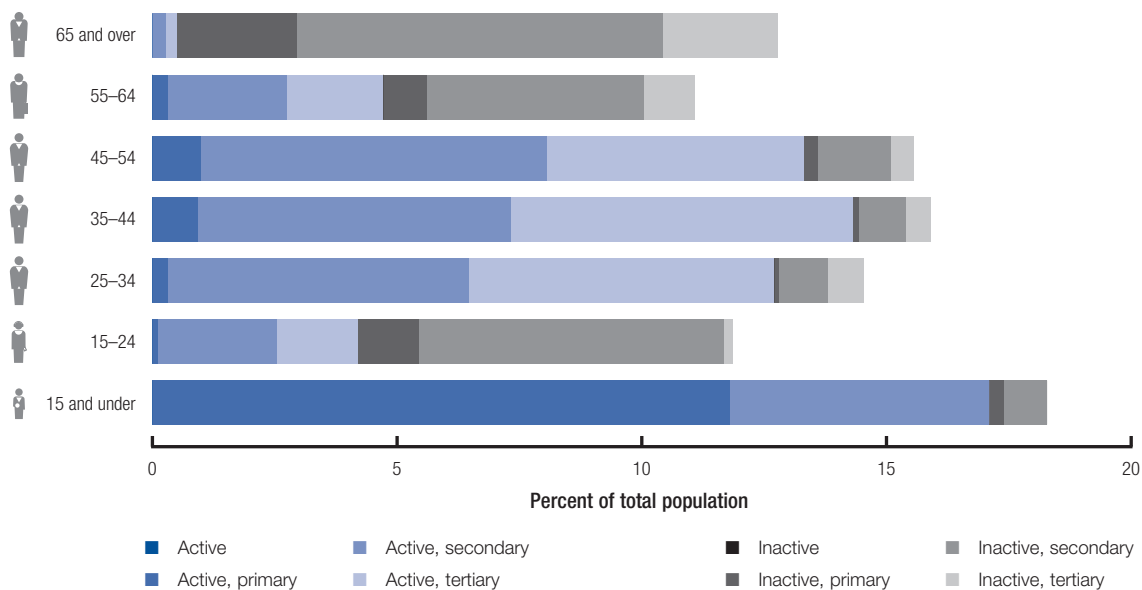
21

(out of 124 countries)

Key indicators

Total population (1,000s).....	543	Median age of population (years).....	39
Working age population (1,000s).....	371	GDP per capita (constant '11 US\$, PPP).....	92,507
Tertiary-educated population (1,000s).....	138	Labour force participation rate (%).....	57.6
Aged dependency ratio (%).....	20.5	Employment-to-population ratio (%).....	54.2
Child dependency ratio (%).....	25.8	Unemployment rate (%).....	5.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.9	6.5	46.9	54.3	1.5	
Managers, professionals and technicians.....	0.1	2.0	30.0	Tertiary education requirements.....	32.0	0.6
Clerical, service and sales workers.....	0.0	0.6	10.1	Secondary education requirements.....	18.2	0.5
Skilled agricultural and trades workers.....	0.8	2.5	1.8			0.2
Plant and machine operators, and assemblers.....	—	1.0	1.4			0.0
Elementary occupations.....	0.0	0.4	3.5	Primary education requirements.....	3.9	0.2
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.78
Quality of business schools.....	4.74
Specialized training services.....	5.29
Capacity to attract talent.....	5.48
Capacity to retain talent.....	4.99

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	6,085	1,289
Agriculture.....	25	—
Education.....	1,004	142
Engineering, Manufacturing, Construction.....	439	78
Health and Welfare.....	447	101
Humanities and Arts.....	680	134
Sciences.....	670	112
Services.....	—	—
Social Sciences, Business, Law.....	2,820	722
Unspecified.....	—	—

Luxembourg

	Value	Score	Rank
Under 15 Age Group	90.83	26	
Enrolment in education			
Primary enrolment rate	95.1	95.09	72
Secondary enrolment rate	85.7	85.65	43
Basic education survival rate	98.7	98.67	19
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.99	66.56	23
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	72.68	42	
Enrolment in education			
Tertiary enrolment rate	19.7	19.74	82
Vocational enrolment rate	59.3	59.26	12
Quality of education			
Quality of education system ¹	4.58	59.67	24
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	79.6	79.64	51
Economic participation			
Labour force participation rate	27.5	27.50	119
Unemployment rate	16.0	84.00	66
Underemployment rate	3.5	96.50	16
Not in employment, education or training rate	5.0	95.00	6
Long-term unemployment rate	25.0	75.00	41
Skills			
Incidence of overeducation	3.8	96.20	4
Incidence of undereducation	39.6	60.40	43
Skill diversity ²	0.354	64.60	88

	Value	Score	Rank
25–54 Age Group	76.69	11	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	79.2	79.20	49
Tertiary education attainment rate	24.1	24.08	33
Workplace learning			
Staff training services ¹	5.40	73.28	3
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	87.1	87.10	43
Unemployment rate	5.3	94.70	45
Underemployment rate	2.2	97.80	11
Employment gender gap	83.8	83.80	37
Skills			
High-skilled employment share	59.6	59.60	1
Medium-skilled employment share	92.8	92.80	24
Ease of finding skilled employees ¹	4.07	51.19	52

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	Value	Score	Rank
55–64 Age Group	75.36	37	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	73.3	73.31	41
Tertiary education attainment rate	19.2	19.19	35
Economic participation			
Labour force participation rate	42.2	42.20	108
Unemployment rate	4.7	95.30	55
Underemployment rate	2.5	97.50	25
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group	66.85	27	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	57.6	57.61	33
Tertiary education attainment rate	13.2	13.19	34
Economic participation			
Labour force participation rate	3.8	3.80	116
Unemployment rate	0.0	100.00	1
Underemployment rate	1.4	98.60	18
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.85
University-business R&D collaboration ¹	4.90
Ease of starting a business ⁴	82

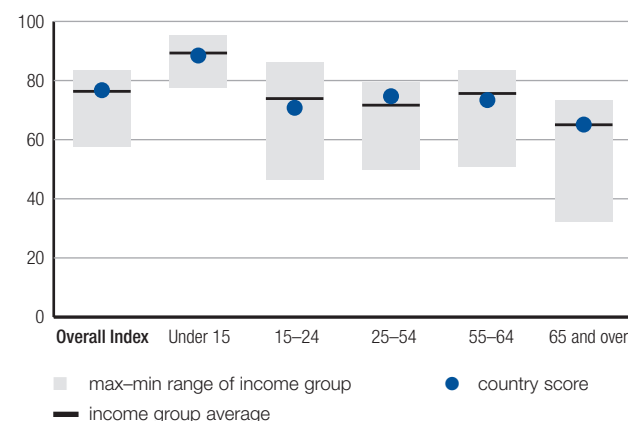
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	6.2
Social safety net ¹	6.10
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	6.10

Country Score Within Income Group



Macedonia, FYR

Human Capital Index 2015 Rank

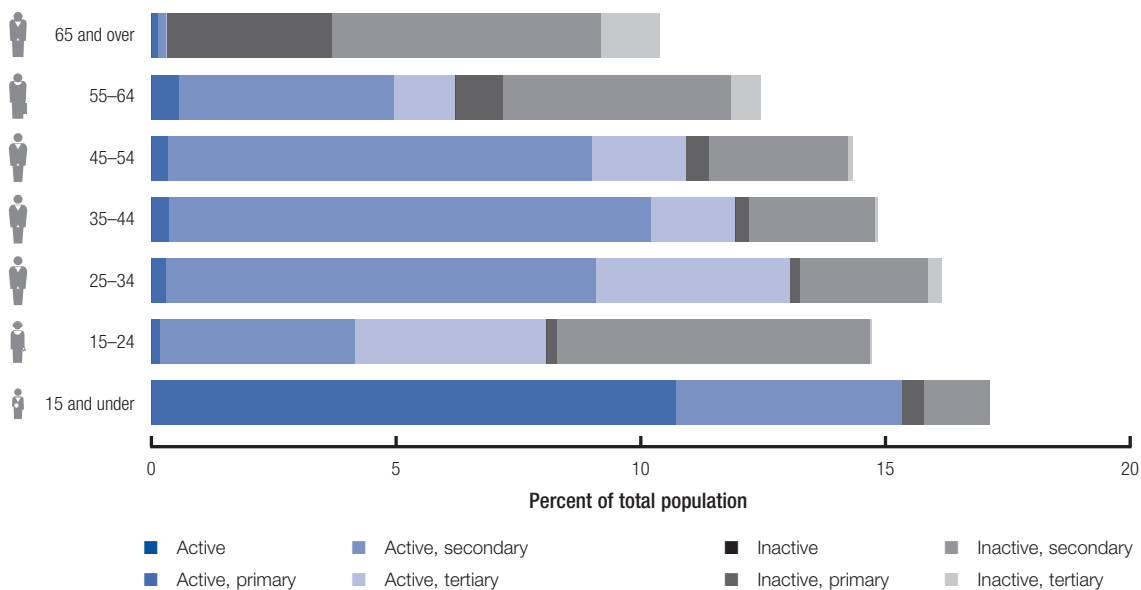
55

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,109	Median age of population (years).....	36
Working age population (1,000s).....	1,491	GDP per capita (constant '11 US\$, PPP).....	13,204
Tertiary-educated population (1,000s).....	245	Labour force participation rate (%).....	55.2
Aged dependency ratio (%).....	16.4	Employment-to-population ratio (%).....	39.2
Child dependency ratio (%).....	24.6	Unemployment rate (%).....	29.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	7.4	12.0	20.2	39.6	1.7	
Managers, professionals and technicians.....	0.1	2.1	8.8	Tertiary education requirements.....	11.1	0.3
Clerical, service and sales workers.....	0.1	0.8	7.3	Secondary education requirements.....	19.5	0.5
Skilled agricultural and trades workers.....	1.1	4.0	0.7			0.3
Plant and machine operators, and assemblers.....	0.0	3.8	1.7			0.3
Elementary occupations.....	6.1	1.3	1.3	Primary education requirements.....	8.8	0.4
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.44
Quality of business schools.....	3.87
Specialized training services.....	3.78
Capacity to attract talent.....	2.17
Capacity to retain talent.....	2.48

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	63,318	12,105
Agriculture.....	1,391	305
Education.....	3,106	1,109
Engineering, Manufacturing, Construction.....	6,916	1,063
Health and Welfare.....	7,467	999
Humanities and Arts.....	7,883	1,607
Sciences.....	7,669	1,246
Services.....	4,806	944
Social Sciences, Business, Law.....	24,080	4,832
Unspecified.....	—	—

Macedonia, FYR

	Value	Score	Rank
Under 15 Age Group	84.09	56	
Enrolment in education			
Primary enrolment rate	91.9	91.89	86
Secondary enrolment rate	77.6	77.59	60
Basic education survival rate	96.0	95.99	32
Secondary enrolment gender gap	97.3	97.34	78
Quality of education			
Quality of primary schools ¹	4.26	54.26	48
Vulnerability			
Incidence of child labour	12.5	87.50	77

	Value	Score	Rank
15–24 Age Group	66.98	67	
Enrolment in education			
Tertiary enrolment rate	38.5	38.46	62
Vocational enrolment rate	59.8	59.78	11
Quality of education			
Quality of education system ¹	3.96	49.35	46
Youth literacy rate	98.6	98.61	71
Educational attainment			
Primary education attainment rate	99.6	99.61	52
Secondary education attainment rate	60.9	60.90	82
Economic participation			
Labour force participation rate	34.4	34.40	100
Unemployment rate	50.8	49.20	121
Underemployment rate	2.8	97.20	11
Not in employment, education or training rate	24.2	75.80	61
Long-term unemployment rate	69.8	30.17	76
Skills			
Incidence of overeducation	18.8	81.20	44
Incidence of undereducation	15.3	84.70	15
Skill diversity ²	0.217	78.28	39

	Value	Score	Rank
25–54 Age Group	62.23	60	
Educational attainment			
Primary education attainment rate	98.8	98.77	43
Secondary education attainment rate	66.2	66.20	66
Tertiary education attainment rate	14.4	14.40	66
Workplace learning			
Staff training services ¹	3.91	48.48	73
Economic complexity ³	0.173	52.89	58
Economic participation			
Labour force participation rate	78.9	78.90	89
Unemployment rate	26.9	73.10	99
Underemployment rate	2.1	97.90	9
Employment gender gap	71.2	71.22	58
Skills			
High-skilled employment share	28.3	28.30	47
Medium-skilled employment share	77.7	77.70	100
Ease of finding skilled employees ¹	3.33	38.87	105

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	70.38	56	
Educational attainment			
Primary education attainment rate	98.3	98.33	44
Secondary education attainment rate	57.6	57.62	52
Tertiary education attainment rate	15.2	15.20	45
Economic participation			
Labour force participation rate	47.9	47.90	95
Unemployment rate	24.1	75.90	99
Underemployment rate	2.3	97.70	20
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group	61.30	46	
Educational attainment			
Primary education attainment rate	95.4	95.37	41
Secondary education attainment rate	41.5	41.51	47
Tertiary education attainment rate	13.5	13.45	33
Economic participation			
Labour force participation rate	3.4	3.40	118
Unemployment rate	7.4	92.60	84
Underemployment rate	4.1	95.90	42
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.46
University-business R&D collaboration ¹	3.71
Ease of starting a business ⁴	3

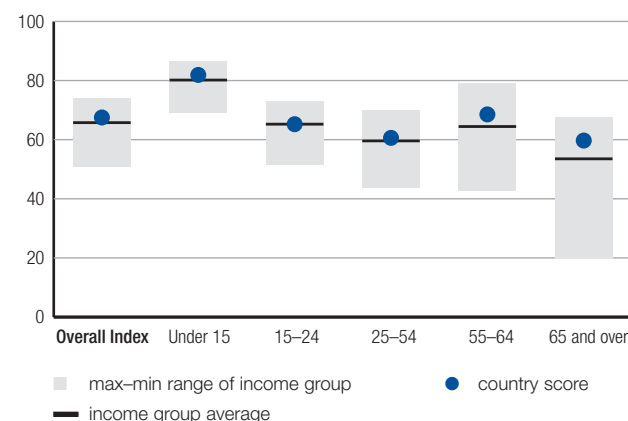
Vulnerability

Workers in informal employment	12.6
Workers in vulnerable employment	23.5
Social safety net ¹	3.90
Primary completion rate (poorest | richest quintile)	120, 119

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	5.46

Country Score Within Income Group



Madagascar

Human Capital Index 2015 Rank

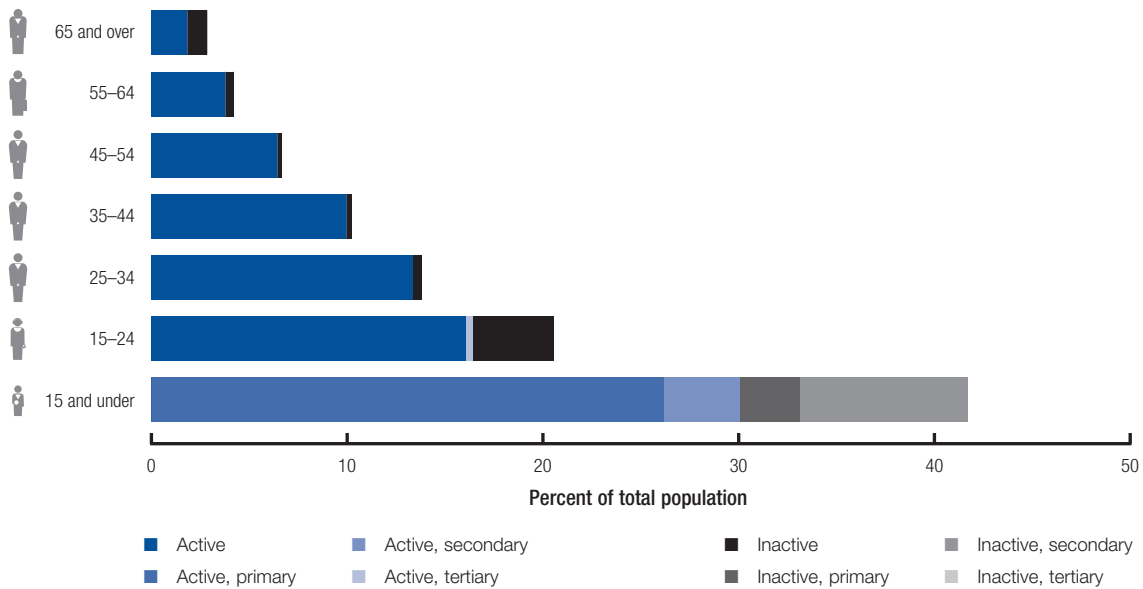
104

(out of 124 countries)

Key indicators

Total population (1,000s).....	24,235	Median age of population (years)	18
Working age population (1,000s)	13,439	GDP per capita (constant '11 US\$, PPP).....	1,429
Tertiary-educated population (1,000s).....	700	Labour force participation rate (%).....	88.5
Aged dependency ratio (%).....	5.3	Employment-to-population ratio (%).....	85.3
Child dependency ratio (%).....	80.8	Unemployment rate (%).....	3.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.75
Quality of business schools	3.85
Specialized training services.....	3.37
Capacity to attract talent	3.01
Capacity to retain talent	2.94

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	90,235	22,219
Agriculture.....	2,337	284
Education	1,814	354
Engineering, Manufacturing, Construction	5,770	1,973
Health and Welfare.....	7,452	716
Humanities and Arts.....	9,987	2,798
Sciences	10,552	2,575
Services	1,379	302
Social Sciences, Business, Law	50,944	13,217
Unspecified.....	—	210

Madagascar

	Value	Score	Rank
Under 15 Age Group		62.89	111
Enrolment in education			
Primary enrolment rate	77.4	77.43	114
Secondary enrolment rate	30.9	30.93	101
Basic education survival rate	64.6	64.61	97
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.64	27.25	106
Vulnerability			
Incidence of child labour	22.9	77.10	92

	Value	Score	Rank
15–24 Age Group		55.69	105
Enrolment in education			
Tertiary enrolment rate	4.1	4.09	114
Vocational enrolment rate	13.8	13.80	75
Quality of education			
Quality of education system ¹	2.97	32.81	101
Youth literacy rate	65.1	65.07	117
Educational attainment			
Primary education attainment rate	87.6	87.58	104
Secondary education attainment rate	45.1	45.13	97
Economic participation			
Labour force participation rate	78.5	78.50	2
Unemployment rate	5.2	94.80	11
Underemployment rate	45.8	54.20	72
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	5.3	94.70	8
Incidence of undereducation	63.1	36.90	53
Skill diversity ²	0.393	60.72	90

	Value	Score	Rank
25–54 Age Group		54.51	94
Educational attainment			
Primary education attainment rate	81.3	81.31	96
Secondary education attainment rate	36.0	36.01	98
Tertiary education attainment rate	4.2	4.15	105
Workplace learning			
Staff training services ¹	3.67	44.49	90
Economic complexity ³	-0.855	35.76	99
Economic participation			
Labour force participation rate	96.9	96.90	2
Unemployment rate	—	—	—
Underemployment rate	38.5	61.50	55
Employment gender gap	94.7	94.75	5
Skills			
High-skilled employment share	2.9	2.90	112
Medium-skilled employment share	93.4	93.40	17
Ease of finding skilled employees ¹	3.90	48.41	64

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		56.65	97
Educational attainment			
Primary education attainment rate	77.7	77.74	84
Secondary education attainment rate	29.5	29.50	90
Tertiary education attainment rate	4.3	4.33	99
Economic participation			
Labour force participation rate	90.4	90.40	6
Unemployment rate	—	—	—
Underemployment rate	46.7	53.30	71
Healthy life expectancy at birth	55	84.62	100

	Value	Score	Rank
65 and Over Age Group		44.59	91
Educational attainment			
Primary education attainment rate	65.3	65.34	79
Secondary education attainment rate	21.3	21.29	76
Tertiary education attainment rate	3.0	3.01	95
Economic participation			
Labour force participation rate	64.7	64.70	6
Unemployment rate	—	—	—
Underemployment rate	59.2	40.80	67
Healthy life years beyond age 65	0	72.37	100

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.87
University-business R&D collaboration ¹	3.26
Ease of starting a business ⁴	37

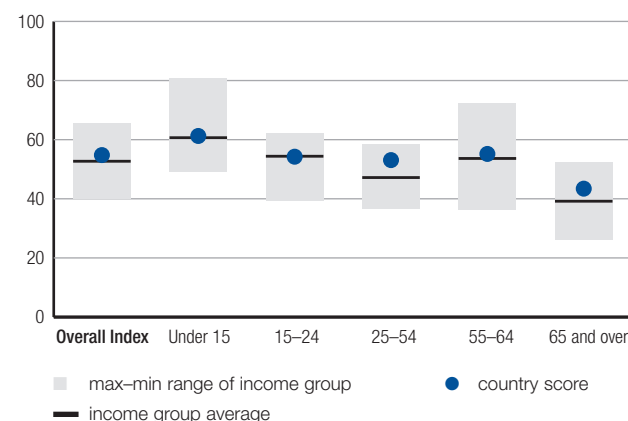
Vulnerability

Workers in informal employment	73.6
Workers in vulnerable employment	90.2
Social safety net ¹	2.59
Primary completion rate (poorest | richest quintile)	29, 106

Public investment

Public spending on education (% of GDP)	2.72
Internet access in schools ¹	2.37

Country Score Within Income Group



Malawi

Human Capital Index 2015 Rank

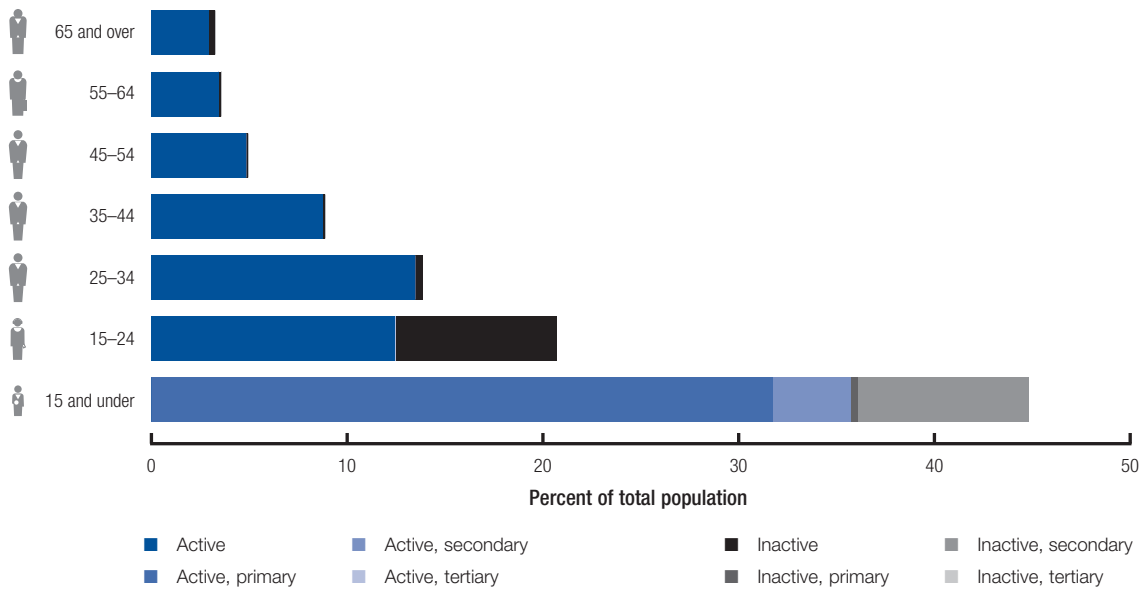
110

(out of 124 countries)

Key indicators

Total population (1,000s).....	17,309	Median age of population (years).....	17
Working age population (1,000s).....	8,989	GDP per capita (constant '11 US\$, PPP).....	781
Tertiary-educated population (1,000s).....	80	Labour force participation rate (%).....	83.0
Aged dependency ratio (%).....	6.0	Employment-to-population ratio (%).....	76.7
Child dependency ratio (%).....	89.6	Unemployment rate (%).....	7.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.96
Quality of business schools	3.16
Specialized training services.....	3.41
Capacity to attract talent	3.54
Capacity to retain talent	3.33

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	12,203	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Malawi

	Value	Score	Rank
Under 15 Age Group	59.24	117	
Enrolment in education			
Primary enrolment rate	97.5	97.48	50
Secondary enrolment rate	31.2	31.18	100
Basic education survival rate	31.1	31.06	110
Secondary enrolment gender gap	95.6	95.63	85
Quality of education			
Quality of primary schools ¹	2.55	25.82	110
Vulnerability			
Incidence of child labour	25.7	74.30	95

	Value	Score	Rank
15–24 Age Group	54.72	106	
Enrolment in education			
Tertiary enrolment rate	0.8	0.81	121
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	3.19	36.43	86
Youth literacy rate	75.1	75.06	111
Educational attainment			
Primary education attainment rate	90.9	90.93	97
Secondary education attainment rate	27.6	27.59	111
Economic participation			
Labour force participation rate	60.0	60.00	27
Unemployment rate	13.8	86.20	59
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	1.6	98.40	1
Incidence of undereducation	82.9	17.10	55
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	51.33	104	
Educational attainment			
Primary education attainment rate	78.3	78.35	99
Secondary education attainment rate	21.6	21.57	112
Tertiary education attainment rate	1.3	1.33	122
Workplace learning			
Staff training services ¹	4.03	50.57	59
Economic complexity ³	-1.241	29.31	110
Economic participation			
Labour force participation rate	97.8	97.80	1
Unemployment rate	5.8	94.20	48
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	1.9	1.90	120
Medium-skilled employment share	90.6	90.60	44
Ease of finding skilled employees ¹	3.86	47.68	66

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	55.41	100	
Educational attainment			
Primary education attainment rate	55.1	55.06	102
Secondary education attainment rate	9.0	9.04	114
Tertiary education attainment rate	0.8	0.81	119
Economic participation			
Labour force participation rate	96.3	96.30	1
Unemployment rate	5.7	94.30	60
Underemployment rate	—	—	—
Healthy life expectancy at birth	50	76.92	112

	Value	Score	Rank
65 and Over Age Group	41.59	98	
Educational attainment			
Primary education attainment rate	46.4	46.37	92
Secondary education attainment rate	5.3	5.33	108
Tertiary education attainment rate	0.6	0.55	112
Economic participation			
Labour force participation rate	89.9	89.90	1
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	65.79	112

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.69
University-business R&D collaboration ¹	2.84
Ease of starting a business ⁴	157

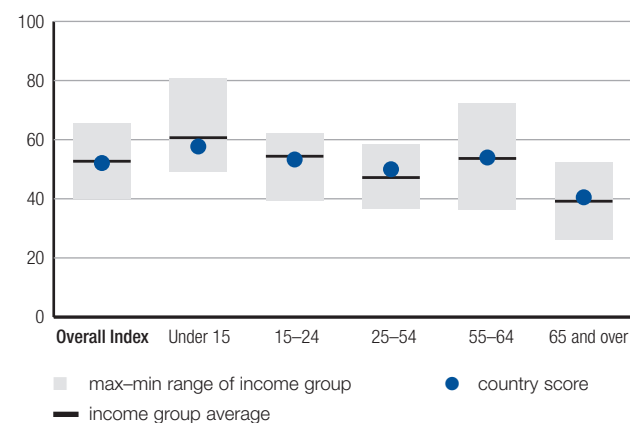
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	89.6
Social safety net ¹	2.95
Primary completion rate (poorest | richest quintile)	42, 98

Public investment

Public spending on education (% of GDP)	5.35
Internet access in schools ¹	2.68

Country Score Within Income Group



Malaysia

Human Capital Index 2015 Rank

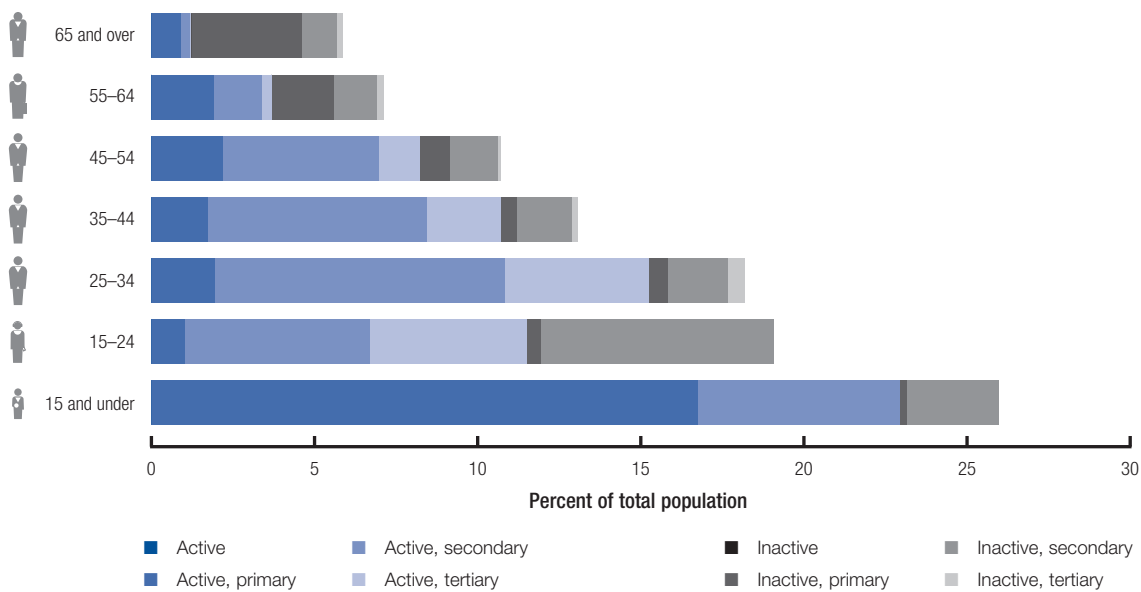
52

(out of 124 countries)

Key indicators

Total population (1,000s).....	30,651	Median age of population (years).....	26
Working age population (1,000s).....	21,148	GDP per capita (constant '11 US\$, PPP).....	24,521
Tertiary-educated population (1,000s).....	4,160	Labour force participation rate (%).....	59.4
Aged dependency ratio (%).....	7.2	Employment-to-population ratio (%).....	57.5
Child dependency ratio (%).....	41.0	Unemployment rate (%).....	3.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	8.3	18.1	38.5	65.0	—	
Managers, professionals and technicians.....	0.1	4.3	11.7	Tertiary education requirements.....	16.1	—
Clerical, service and sales workers.....	0.2	1.6	18.2	Secondary education requirements.....	40.7	—
Skilled agricultural and trades workers.....	5.7	5.3	1.9			—
Plant and machine operators, and assemblers.....	0.3	4.8	2.8			—
Elementary occupations.....	2.0	2.2	4.0	Primary education requirements.....	8.2	—
Others.....	0.0	0.0	0.0		0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	5.20
Quality of business schools.....	5.13
Specialized training services.....	5.44
Capacity to attract talent.....	5.03
Capacity to retain talent.....	5.07

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	1,076,675	261,819
Agriculture.....	19,688	4,919
Education.....	111,286	35,377
Engineering, Manufacturing, Construction.....	235,777	55,952
Health and Welfare.....	103,231	30,451
Humanities and Arts.....	91,538	30,276
Sciences.....	139,064	24,963
Services.....	51,899	14,149
Social Sciences, Business, Law.....	324,192	65,732
Unspecified.....	—	207

Malaysia

	Value	Score	Rank
Under 15 Age Group		84.71	54
Enrolment in education			
Primary enrolment rate	97.0	97.03	56
Secondary enrolment rate	68.8	68.83	72
Basic education survival rate	90.8	90.83	56
Secondary enrolment gender gap	95.4	95.38	86
Quality of education			
Quality of primary schools ¹	5.29	71.47	16
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		74.85	30
Enrolment in education			
Tertiary enrolment rate	37.2	37.20	64
Vocational enrolment rate	20.7	20.67	65
Quality of education			
Quality of education system ¹	5.26	70.97	10
Youth literacy rate	98.4	98.42	74
Educational attainment			
Primary education attainment rate	99.2	99.20	63
Secondary education attainment rate	92.7	92.73	23
Economic participation			
Labour force participation rate	40.0	40.00	79
Unemployment rate	6.7	93.30	18
Underemployment rate	4.1	95.90	21
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	8.4	91.57	10
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.166	83.38	9

	Value	Score	Rank
25–54 Age Group		66.33	42
Educational attainment			
Primary education attainment rate	95.9	95.91	70
Secondary education attainment rate	83.6	83.56	44
Tertiary education attainment rate	19.0	19.04	48
Workplace learning			
Staff training services ¹	5.35	72.46	4
Economic complexity ³	0.991	66.52	24
Economic participation			
Labour force participation rate	76.2	76.20	103
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	25.1	25.10	54
Medium-skilled employment share	87.4	87.40	65
Ease of finding skilled employees ¹	5.25	70.80	4

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		63.80	75
Educational attainment			
Primary education attainment rate	89.6	89.57	69
Secondary education attainment rate	55.0	55.03	57
Tertiary education attainment rate	7.6	7.63	81
Economic participation			
Labour force participation rate	43.8	43.80	101
Unemployment rate	—	—	—
Underemployment rate	11.7	88.30	62
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group		41.46	99
Educational attainment			
Primary education attainment rate	71.5	71.48	73
Secondary education attainment rate	26.9	26.91	65
Tertiary education attainment rate	3.9	3.90	87
Economic participation			
Labour force participation rate	20.8	20.80	57
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.28
University-business R&D collaboration ¹	5.33
Ease of starting a business ⁴	13

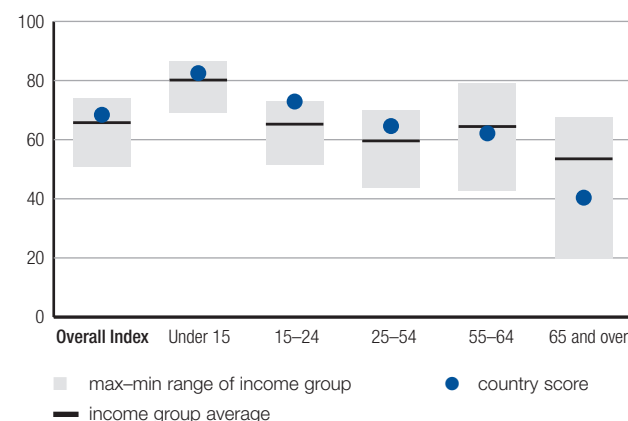
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	22.2
Social safety net ¹	5.11
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.94
Internet access in schools ¹	5.41

Country Score Within Income Group



Mali

Human Capital Index 2015 Rank

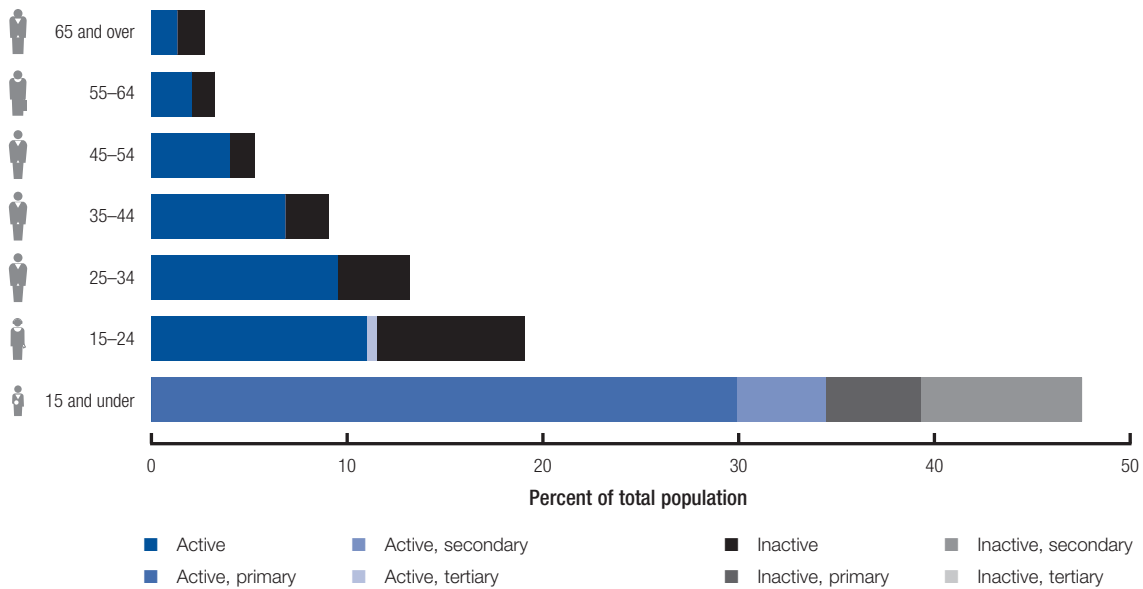
118

(out of 124 countries)

Key indicators

Total population (1,000s).....	16,259	Median age of population (years).....	17
Working age population (1,000s).....	8,092	GDP per capita (constant '11 US\$, PPP).....	1,559
Tertiary-educated population (1,000s).....	150	Labour force participation rate (%).....	66.0
Aged dependency ratio (%).....	5.8	Employment-to-population ratio (%).....	60.7
Child dependency ratio (%).....	93.0	Unemployment rate (%).....	8.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.14
Quality of business schools	3.41
Specialized training services.....	3.37
Capacity to attract talent	3.33
Capacity to retain talent	3.44

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	87,653	—
Agriculture.....	685	—
Education	7,145	—
Engineering, Manufacturing, Construction	1,723	—
Health and Welfare.....	5,980	—
Humanities and Arts.....	12,836	—
Sciences	1,565	—
Services	98	—
Social Sciences, Business, Law	57,183	—
Unspecified.....	—	—

Mali

	Value	Score	Rank
Under 15 Age Group	59.27	116	
Enrolment in education			
Primary enrolment rate	68.8	68.77	119
Secondary enrolment rate	35.6	35.60	98
Basic education survival rate	63.4	63.37	99
Secondary enrolment gender gap	79.8	79.82	97
Quality of education			
Quality of primary schools ¹	2.77	29.49	104
Vulnerability			
Incidence of child labour	21.4	78.60	89

	Value	Score	Rank
15–24 Age Group	49.50	115	
Enrolment in education			
Tertiary enrolment rate	7.5	7.47	108
Vocational enrolment rate	38.8	38.75	37
Quality of education			
Quality of education system ¹	3.00	33.39	97
Youth literacy rate	54.1	54.08	119
Educational attainment			
Primary education attainment rate	47.8	47.80	122
Secondary education attainment rate	25.6	25.64	116
Economic participation			
Labour force participation rate	57.8	57.80	33
Unemployment rate	10.5	89.50	41
Underemployment rate	—	—	—
Not in employment, education or training rate	13.5	86.50	35
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.459	54.09	93

	Value	Score	Rank
25–54 Age Group	44.52	120	
Educational attainment			
Primary education attainment rate	31.5	31.51	120
Secondary education attainment rate	16.7	16.65	119
Tertiary education attainment rate	3.4	3.36	109
Workplace learning			
Staff training services ¹	3.30	38.29	110
Economic complexity ³	-0.643	39.28	88
Economic participation			
Labour force participation rate	73.8	73.80	107
Unemployment rate	7.7	92.30	64
Underemployment rate	—	—	—
Employment gender gap	56.8	56.83	73
Skills			
High-skilled employment share	1.9	1.90	120
Medium-skilled employment share	84.1	84.10	82
Ease of finding skilled employees ¹	4.10	51.66	49

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	44.80	118	
Educational attainment			
Primary education attainment rate	20.5	20.45	118
Secondary education attainment rate	10.5	10.45	113
Tertiary education attainment rate	2.4	2.36	109
Economic participation			
Labour force participation rate	64.5	64.50	55
Unemployment rate	2.8	97.20	32
Underemployment rate	—	—	—
Healthy life expectancy at birth	48	73.85	117

	Value	Score	Rank
65 and Over Age Group	36.20	109	
Educational attainment			
Primary education attainment rate	5.4	5.35	121
Secondary education attainment rate	2.7	2.74	116
Tertiary education attainment rate	0.9	0.87	108
Economic participation			
Labour force participation rate	48.8	48.80	21
Unemployment rate	3.7	96.30	69
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	63.16	117

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.95
University-business R&D collaboration ¹	3.20
Ease of starting a business ⁴	169

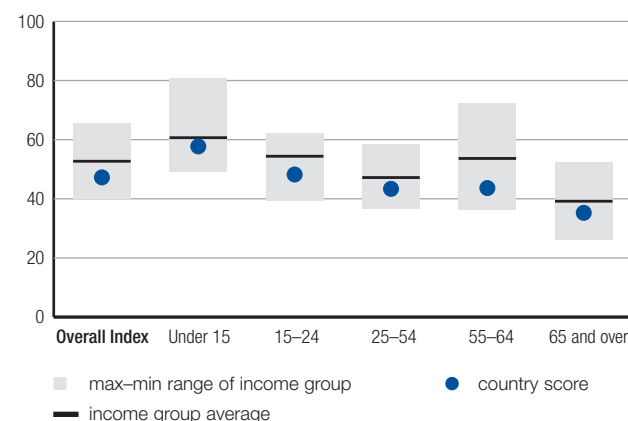
Vulnerability

Workers in informal employment	81.8
Workers in vulnerable employment	90.6
Social safety net ¹	2.95
Primary completion rate (poorest | richest quintile)	36, 79

Public investment

Public spending on education (% of GDP)	4.80
Internet access in schools ¹	3.42

Country Score Within Income Group



Malta

Human Capital Index 2015 Rank

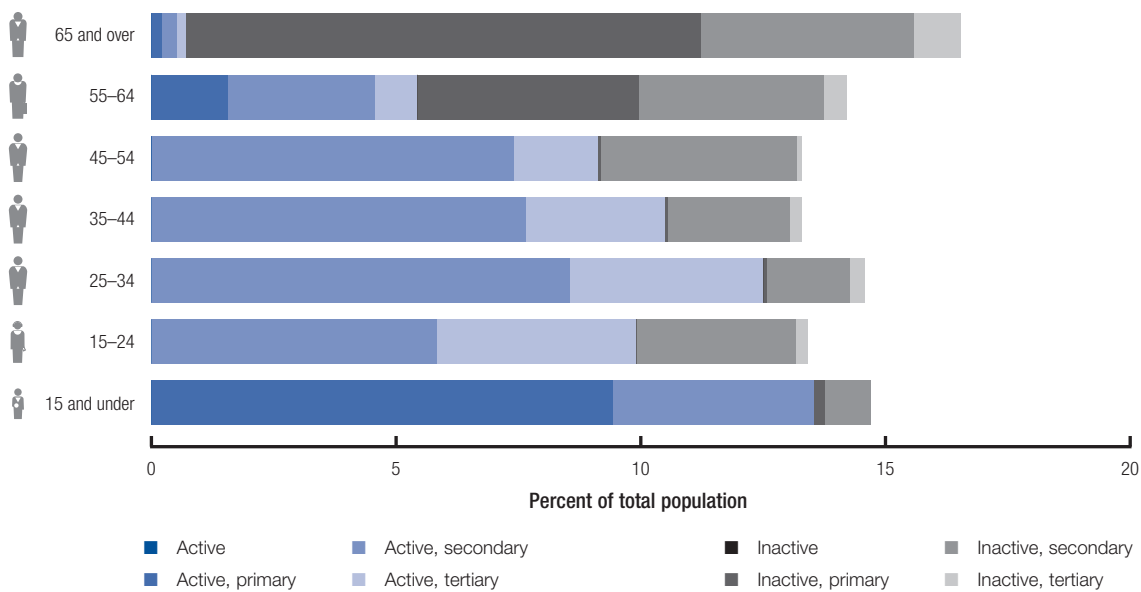
33

(out of 124 countries)

Key indicators

Total population (1,000s).....	431	Median age of population (years).....	40
Working age population (1,000s).....	294	GDP per capita (constant '11 US\$, PPP).....	31,717
Tertiary-educated population (1,000s).....	54	Labour force participation rate (%).....	52.0
Aged dependency ratio (%).....	20.7	Employment-to-population ratio (%).....	48.6
Child dependency ratio (%).....	22.4	Unemployment rate (%).....	6.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.6	10.8	38.2	49.6	0.7	
Managers, professionals and technicians.....	0.1	2.9	17.1	Tertiary education requirements.....	20.1	0.1
Clerical, service and sales workers.....	0.1	1.2	14.1	Secondary education requirements.....	24.4	0.3
Skilled agricultural and trades workers.....	0.5	3.5	1.8			0.1
Plant and machine operators, and assemblers.....	0.0	2.1	1.2			0.1
Elementary occupations.....	0.0	1.1	3.4	Primary education requirements.....	4.6	0.1
Others.....	0.0	0.0	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.31
Quality of business schools.....	4.93
Specialized training services.....	4.58
Capacity to attract talent.....	4.32
Capacity to retain talent.....	4.05

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	12,203	3,463
Agriculture.....	33	8
Education.....	1,234	292
Engineering, Manufacturing, Construction.....	1,000	291
Health and Welfare.....	2,486	668
Humanities and Arts.....	1,615	444
Sciences.....	1,546	371
Services.....	242	83
Social Sciences, Business, Law.....	4,047	1,306
Unspecified.....	—	19

Malta

	Value	Score	Rank
Under 15 Age Group		88.59	35
Enrolment in education			
Primary enrolment rate	95.1	95.09	73
Secondary enrolment rate	81.6	81.58	55
Basic education survival rate	81.4	81.44	78
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.47	74.45	12
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		73.52	36
Enrolment in education			
Tertiary enrolment rate	41.2	41.21	59
Vocational enrolment rate	11.8	11.84	79
Quality of education			
Quality of education system ¹	5.03	67.10	16
Youth literacy rate	99.0	98.98	61
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	88.1	88.13	36
Economic participation			
Labour force participation rate	50.8	50.80	47
Unemployment rate	13.6	86.40	56
Underemployment rate	6.4	93.60	33
Not in employment, education or training rate	9.9	90.10	21
Long-term unemployment rate	23.7	76.32	40
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.222	77.79	44

	Value	Score	Rank
25–54 Age Group		71.65	30
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	92.0	92.04	29
Tertiary education attainment rate	18.4	18.41	50
Workplace learning			
Staff training services ¹	4.38	56.29	37
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	76.8	76.80	99
Unemployment rate	5.2	94.80	41
Underemployment rate	4.0	96.00	24
Employment gender gap	64.5	64.51	67
Skills			
High-skilled employment share	41.3	41.30	23
Medium-skilled employment share	90.7	90.70	42
Ease of finding skilled employees ¹	4.44	57.31	34

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		72.88	49
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	73.6	73.55	40
Tertiary education attainment rate	7.3	7.32	82
Economic participation			
Labour force participation rate	37.5	37.50	118
Unemployment rate	5.7	94.30	60
Underemployment rate	2.5	97.50	25
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		63.13	39
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	40.6	40.61	48
Tertiary education attainment rate	6.4	6.40	68
Economic participation			
Labour force participation rate	4.3	4.30	114
Unemployment rate	0.5	99.50	14
Underemployment rate	2.3	97.70	30
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.04
University-business R&D collaboration ¹	3.86
Ease of starting a business ⁴	136

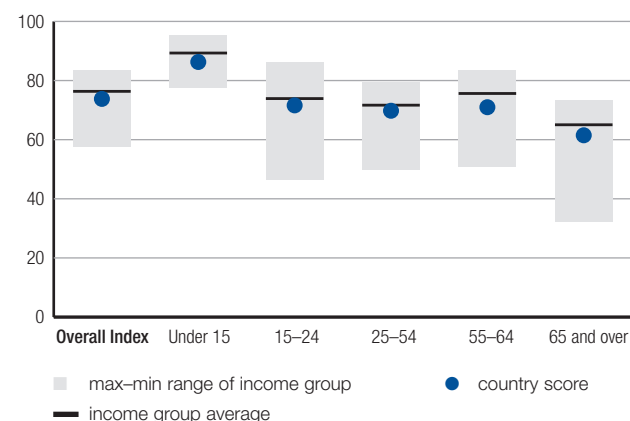
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	10.3
Social safety net ¹	4.69
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.91
Internet access in schools ¹	5.85

Country Score Within Income Group



Mauritania

Human Capital Index 2015 Rank

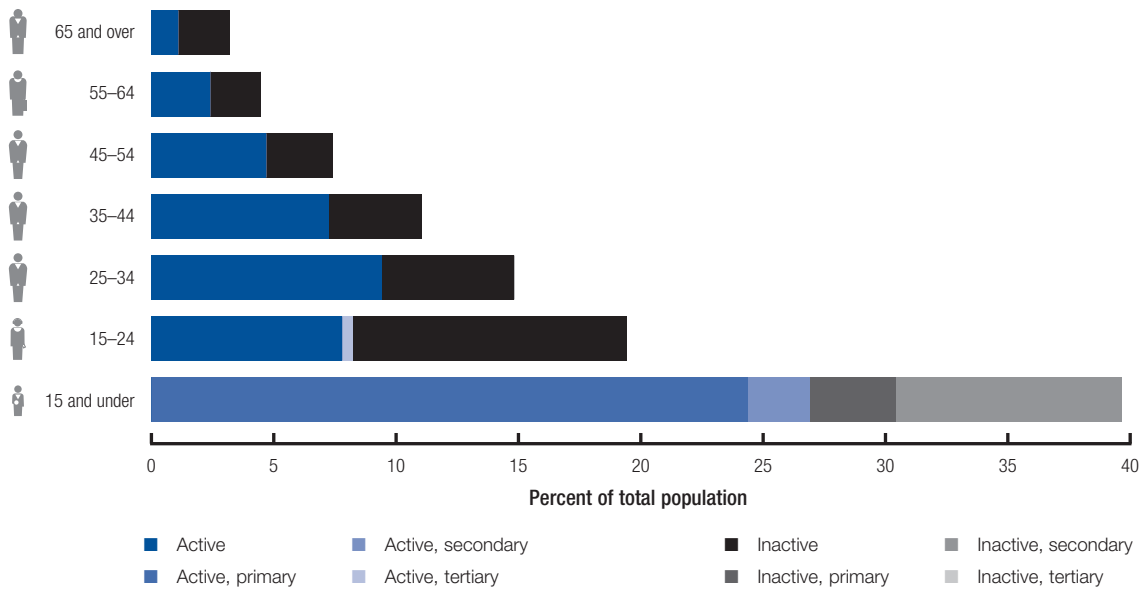
122

(out of 124 countries)

Key indicators

Total population (1,000s).....	4,080	Median age of population (years)	20
Working age population (1,000s)	2,331	GDP per capita (constant '11 US\$, PPP).....	3,379
Tertiary-educated population (1,000s).....	120	Labour force participation rate (%).....	53.9
Aged dependency ratio (%).....	5.6	Employment-to-population ratio (%).....	48.5
Child dependency ratio (%).....	72.0	Unemployment rate (%).....	10.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	2.89
Quality of business schools	2.85
Specialized training services.....	3.11
Capacity to attract talent	2.46
Capacity to retain talent	2.33

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	17,878	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Mauritania

	Value	Score	Rank
Under 15 Age Group		57.85	119
Enrolment in education			
Primary enrolment rate	73.1	73.08	117
Secondary enrolment rate	21.6	21.62	105
Basic education survival rate	55.6	55.59	104
Secondary enrolment gender gap	86.7	86.65	96
Quality of education			
Quality of primary schools ¹	2.49	24.77	111
Vulnerability			
Incidence of child labour	14.6	85.40	83

	Value	Score	Rank
15–24 Age Group		42.57	121
Enrolment in education			
Tertiary enrolment rate	5.4	5.42	110
Vocational enrolment rate	4.3	4.31	102
Quality of education			
Quality of education system ¹	2.67	27.86	112
Youth literacy rate	62.6	62.63	118
Educational attainment			
Primary education attainment rate	77.9	77.89	112
Secondary education attainment rate	37.3	37.33	103
Economic participation			
Labour force participation rate	40.1	40.10	78
Unemployment rate	15.0	85.00	63
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		37.46	123
Educational attainment			
Primary education attainment rate	60.1	60.08	112
Secondary education attainment rate	27.8	27.76	108
Tertiary education attainment rate	7.6	7.56	98
Workplace learning			
Staff training services ¹	2.60	26.67	124
Economic complexity ³	-1.222	29.63	109
Economic participation			
Labour force participation rate	64.1	64.10	114
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	2.5	2.50	116
Medium-skilled employment share	86.6	86.60	71
Ease of finding skilled employees ¹	2.93	32.23	118

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		34.73	123
Educational attainment			
Primary education attainment rate	23.5	23.52	117
Secondary education attainment rate	10.9	10.93	112
Tertiary education attainment rate	3.9	3.88	102
Economic participation			
Labour force participation rate	53.8	53.80	86
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	53	81.54	107

	Value	Score	Rank
65 and Over Age Group		24.43	122
Educational attainment			
Primary education attainment rate	13.6	13.56	113
Secondary education attainment rate	4.0	3.97	112
Tertiary education attainment rate	0.9	0.89	107
Economic participation			
Labour force participation rate	34.0	34.00	33
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	69.74	107

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.84
University-business R&D collaboration ¹	2.03
Ease of starting a business ⁴	164

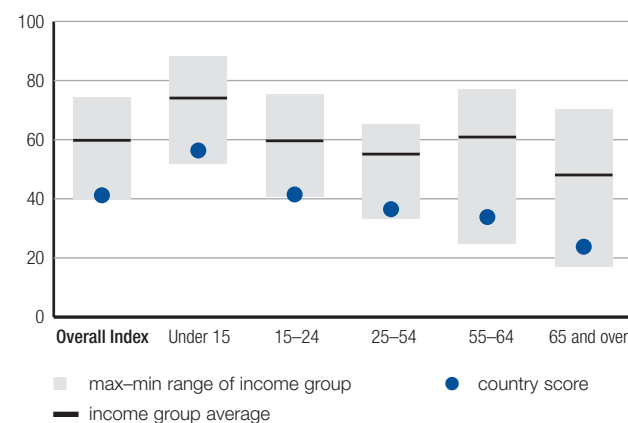
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	66.0
Social safety net ¹	2.48
Primary completion rate (poorest | richest quintile)	17, 89

Public investment

Public spending on education (% of GDP)	3.69
Internet access in schools ¹	2.06

Country Score Within Income Group



Mauritius

Human Capital Index 2015 Rank

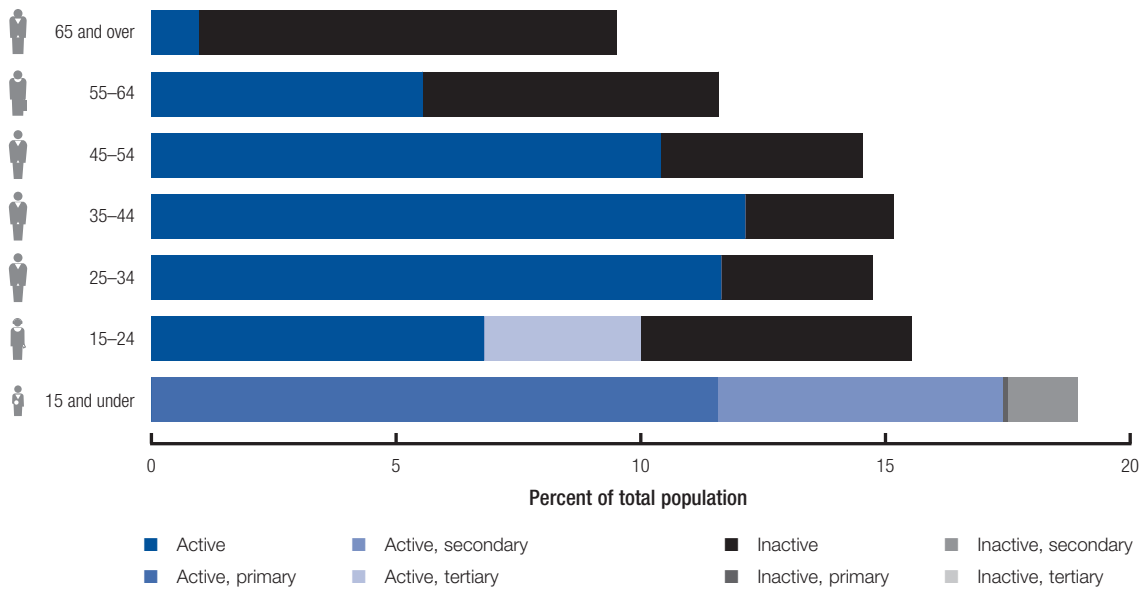
72

(out of 124 countries)

Key indicators

Total population (1,000s).....	1,254	Median age of population (years).....	33
Working age population (1,000s).....	897	GDP per capita (constant '11 US\$, PPP).....	17,888
Tertiary-educated population (1,000s).....	35	Labour force participation rate (%).....	58.6
Aged dependency ratio (%).....	10.9	Employment-to-population ratio (%).....	53.9
Child dependency ratio (%).....	29.8	Unemployment rate (%).....	8.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.55
Quality of business schools	4.44
Specialized training services.....	4.41
Capacity to attract talent	3.92
Capacity to retain talent	3.18

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	40,165	—
Agriculture.....	340	—
Education	4,003	—
Engineering, Manufacturing, Construction	2,902	—
Health and Welfare.....	1,723	—
Humanities and Arts.....	2,349	—
Sciences	4,385	—
Services.....	756	—
Social Sciences, Business, Law	23,409	—
Unspecified.....	298	—

Mauritius

	Value	Score	Rank
Under 15 Age Group	86.77	45	
Enrolment in education			
Primary enrolment rate	98.2	98.18	41
Secondary enrolment rate	80.4	80.43	57
Basic education survival rate	96.5	96.46	30
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.53	58.79	40
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	63.43	78	
Enrolment in education			
Tertiary enrolment rate	41.2	41.21	60
Vocational enrolment rate	6.2	6.16	97
Quality of education			
Quality of education system ¹	4.23	53.91	36
Youth literacy rate	98.7	98.72	68
Educational attainment			
Primary education attainment rate	99.8	99.84	40
Secondary education attainment rate	76.1	76.15	57
Economic participation			
Labour force participation rate	43.4	43.40	69
Unemployment rate	21.2	78.80	87
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	26.6	73.37	42
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.372	62.75	89

	Value	Score	Rank
25–54 Age Group	59.57	72	
Educational attainment			
Primary education attainment rate	98.5	98.45	50
Secondary education attainment rate	60.0	60.04	75
Tertiary education attainment rate	4.1	4.13	106
Workplace learning			
Staff training services ¹	4.42	57.07	32
Economic complexity ³	0.289	54.82	54
Economic participation			
Labour force participation rate	76.8	76.80	99
Unemployment rate	5.3	94.70	45
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	20.8	20.80	66
Medium-skilled employment share	82.8	82.80	88
Ease of finding skilled employees ¹	3.76	46.05	72

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	Value	Score	Rank
55–64 Age Group	63.50	77	
Educational attainment			
Primary education attainment rate	92.5	92.51	62
Secondary education attainment rate	40.0	40.02	72
Tertiary education attainment rate	3.1	3.08	108
Economic participation			
Labour force participation rate	47.4	47.40	97
Unemployment rate	2.0	98.00	22
Underemployment rate	—	—	—
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group	48.00	81	
Educational attainment			
Primary education attainment rate	73.8	73.82	70
Secondary education attainment rate	23.0	23.02	74
Tertiary education attainment rate	2.2	2.24	99
Economic participation			
Labour force participation rate	10.0	10.00	91
Unemployment rate	6.6	93.40	83
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.29
University-business R&D collaboration ¹	3.19
Ease of starting a business ⁴	29

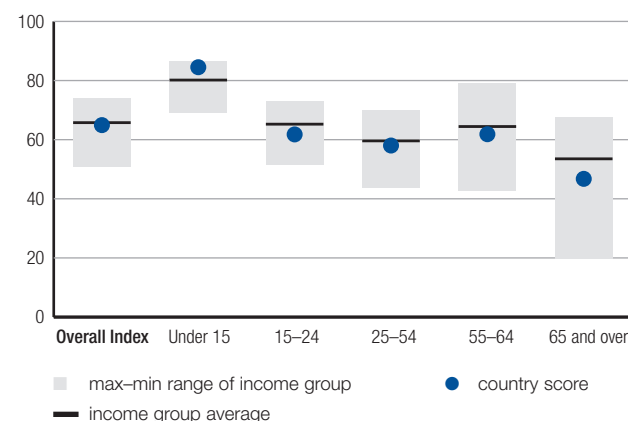
Vulnerability

Workers in informal employment	9.3
Workers in vulnerable employment	17.1
Social safety net ¹	3.82
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.49
Internet access in schools ¹	4.42

Country Score Within Income Group



Mexico

Human Capital Index 2015 Rank

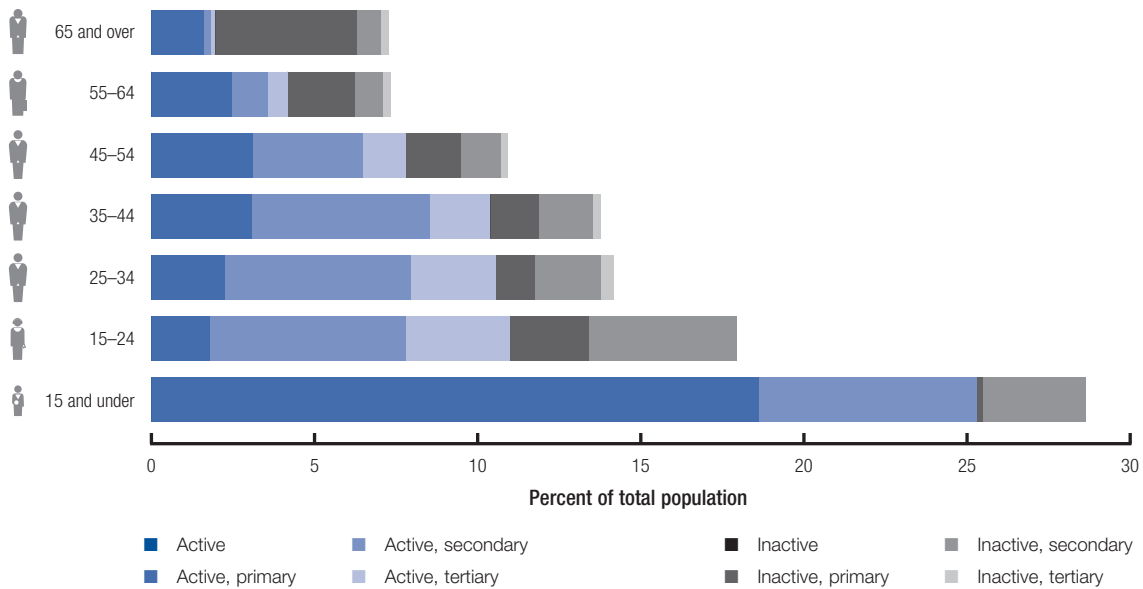
58

(out of 124 countries)

Key indicators

Total population (1,000s).....	125,236	Median age of population (years)	26
Working age population (1,000s)	82,369	GDP per capita (constant '11 US\$, PPP).....	17,925
Tertiary-educated population (1,000s).....	10,358	Labour force participation rate (%).....	61.6
Aged dependency ratio (%).....	9.4	Employment-to-population ratio (%).....	58.5
Child dependency ratio (%).....	47.0	Unemployment rate (%).....	4.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	7.7	13.7	35.7	57.1	2.0	
Managers, professionals and technicians	0.1	1.7	9.2	Tertiary education requirements.....	11.0	0.3
Clerical, service and sales workers	0.0	1.2	15.7	Secondary education requirements.....	33.0	0.6
Skilled agricultural and trades workers.....	4.6	5.0	1.2			0.3
Plant and machine operators, and assemblers.....	0.0	2.8	2.4			0.2
Elementary occupations	2.9	3.1	7.1	Primary education requirements	13.1	0.6
Others.....	0.0	0.0	0.1			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	2.71
Quality of business schools	4.24
Specialized training services.....	4.33
Capacity to attract talent	3.30
Capacity to retain talent	3.49

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	3,161,195	533,867
Agriculture.....	67,191	8,997
Education	292,399	66,645
Engineering, Manufacturing, Construction	822,038	113,944
Health and Welfare.....	309,680	48,137
Humanities and Arts.....	148,444	23,433
Sciences	193,243	29,576
Services	28,310	3,905
Social Sciences, Business, Law	1,299,890	238,856
Unspecified.....	4,296	374

Mexico

	Value	Score	Rank
Under 15 Age Group	79.93	72	
Enrolment in education			
Primary enrolment rate	98.0	97.96	45
Secondary enrolment rate	67.9	67.88	74
Basic education survival rate	89.5	89.48	59
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.84	30.58	102
Vulnerability			
Incidence of child labour	6.3	93.70	57

	Value	Score	Rank
15–24 Age Group	68.61	63	
Enrolment in education			
Tertiary enrolment rate	29.0	28.99	70
Vocational enrolment rate	8.8	8.85	87
Quality of education			
Quality of education system ¹	2.81	30.23	107
Youth literacy rate	99.0	99.04	56
Educational attainment			
Primary education attainment rate	99.0	98.98	64
Secondary education attainment rate	73.4	73.41	65
Economic participation			
Labour force participation rate	48.0	48.00	58
Unemployment rate	9.9	90.10	36
Underemployment rate	7.7	92.30	39
Not in employment, education or training rate	18.2	81.80	45
Long-term unemployment rate	0.9	99.13	4
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.275	72.52	71

	Value	Score	Rank
25–54 Age Group	63.12	55	
Educational attainment			
Primary education attainment rate	96.1	96.14	69
Secondary education attainment rate	62.4	62.45	73
Tertiary education attainment rate	17.8	17.78	54
Workplace learning			
Staff training services ¹	3.95	49.25	67
Economic complexity ³	0.989	66.49	25
Economic participation			
Labour force participation rate	74.3	74.30	105
Unemployment rate	4.2	95.80	27
Underemployment rate	8.6	91.40	42
Employment gender gap	58.9	58.91	71
Skills			
High-skilled employment share	19.2	19.20	70
Medium-skilled employment share	77.0	77.00	104
Ease of finding skilled employees ¹	3.92	48.71	61

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	Value	Score	Rank
55–64 Age Group	69.24	61	
Educational attainment			
Primary education attainment rate	88.9	88.91	73
Secondary education attainment rate	37.2	37.18	74
Tertiary education attainment rate	13.8	13.76	50
Economic participation			
Labour force participation rate	56.7	56.70	78
Unemployment rate	2.7	97.30	30
Underemployment rate	9.2	90.80	56
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group	58.11	56	
Educational attainment			
Primary education attainment rate	75.5	75.48	67
Secondary education attainment rate	19.6	19.61	83
Tertiary education attainment rate	7.2	7.23	60
Economic participation			
Labour force participation rate	27.7	27.70	44
Unemployment rate	1.6	98.40	40
Underemployment rate	9.8	90.20	60
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.15
University-business R&D collaboration ¹	3.97
Ease of starting a business ⁴	67

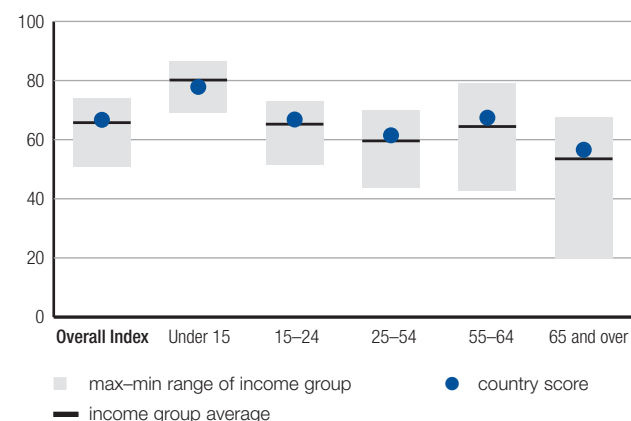
Vulnerability

Workers in informal employment	53.7
Workers in vulnerable employment	28.5
Social safety net ¹	3.09
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.19
Internet access in schools ¹	3.72

Country Score Within Income Group



Moldova

Human Capital Index 2015 Rank

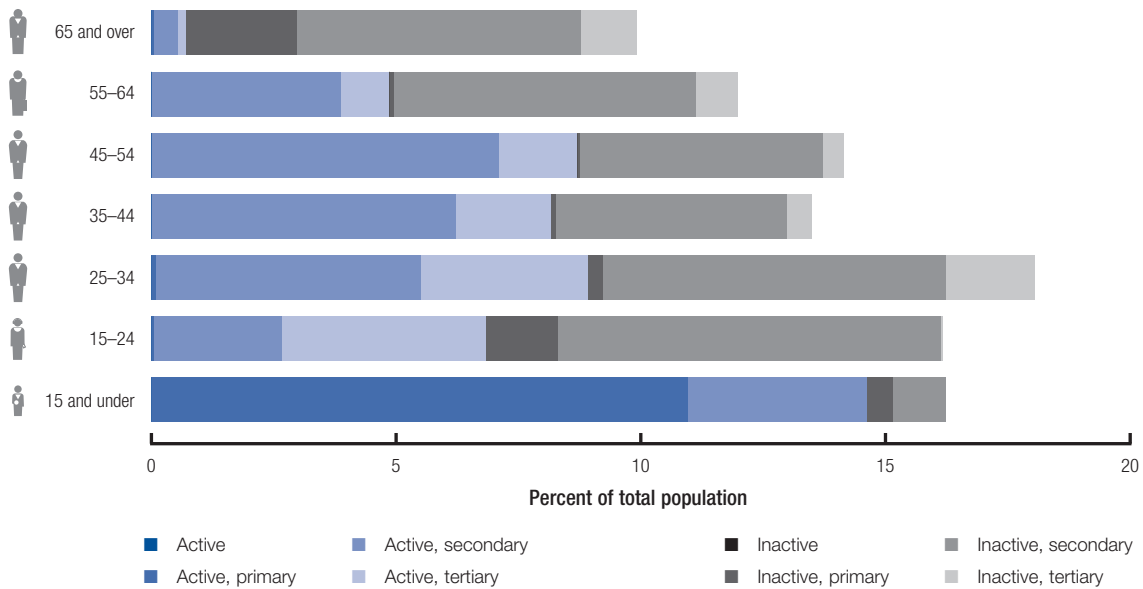
71

(out of 124 countries)

Key indicators

Total population (1,000s).....	3,437	Median age of population (years)	35
Working age population (1,000s)	2,455	GDP per capita (constant '11 US\$, PPP).....	4,830
Tertiary-educated population (1,000s).....	502	Labour force participation rate (%).....	40.7
Aged dependency ratio (%).....	15.5	Employment-to-population ratio (%).....	38.6
Child dependency ratio (%).....	23.1	Unemployment rate (%).....	5.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	11.3	6.9	21.0	39.3	1.4	
Managers, professionals and technicians	0.4	1.5	9.9	Tertiary education requirements.....	11.8	0.3
Clerical, service and sales workers	0.0	0.4	6.2	Secondary education requirements.....	14.6	0.3
Skilled agricultural and trades workers.....	1.4	3.0	0.8			0.4
Plant and machine operators, and assemblers.....	0.4	0.9	1.6			0.1
Elementary occupations	9.2	1.2	2.3	Primary education requirements	12.7	0.3
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	3.95
Quality of business schools	3.23
Specialized training services.....	3.34
Capacity to attract talent	1.82
Capacity to retain talent	1.88

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	124,784	34,806
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Moldova

	Value	Score	Rank
Under 15 Age Group	81.79	69	
Enrolment in education			
Primary enrolment rate	90.6	90.58	95
Secondary enrolment rate	77.2	77.19	61
Basic education survival rate	92.2	92.24	50
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.82	47.03	64
Vulnerability			
Incidence of child labour	16.3	83.70	84

	Value	Score	Rank
15–24 Age Group	68.54	64	
Enrolment in education			
Tertiary enrolment rate	41.3	41.28	58
Vocational enrolment rate	37.1	37.14	39
Quality of education			
Quality of education system ¹	3.16	36.05	90
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	97.6	97.61	79
Secondary education attainment rate	49.3	49.34	95
Economic participation			
Labour force participation rate	21.4	21.40	123
Unemployment rate	8.5	91.50	26
Underemployment rate	8.4	91.60	40
Not in employment, education or training rate	28.6	71.40	65
Long-term unemployment rate	12.4	87.58	19
Skills			
Incidence of overeducation	27.3	72.70	52
Incidence of undereducation	6.6	93.40	2
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	56.72	80	
Educational attainment			
Primary education attainment rate	99.4	99.43	39
Secondary education attainment rate	82.4	82.44	45
Tertiary education attainment rate	12.3	12.29	75
Workplace learning			
Staff training services ¹	3.40	39.96	104
Economic complexity ³	0.229	53.81	56
Economic participation			
Labour force participation rate	56.7	56.70	121
Unemployment rate	7.5	92.50	62
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	30.4	30.40	45
Medium-skilled employment share	67.3	67.30	119
Ease of finding skilled employees ¹	2.94	32.39	117

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	73.88	46	
Educational attainment			
Primary education attainment rate	99.0	98.95	38
Secondary education attainment rate	77.3	77.26	37
Tertiary education attainment rate	10.9	10.92	63
Economic participation			
Labour force participation rate	41.7	41.70	110
Unemployment rate	3.4	96.60	42
Underemployment rate	5.2	94.80	42
Healthy life expectancy at birth	63	96.92	73

	Value	Score	Rank
65 and Over Age Group	58.81	53	
Educational attainment			
Primary education attainment rate	79.4	79.43	66
Secondary education attainment rate	37.4	37.37	53
Tertiary education attainment rate	7.2	7.20	62
Economic participation			
Labour force participation rate	7.3	7.30	100
Unemployment rate	1.2	98.80	33
Underemployment rate	1.3	98.70	16
Healthy life years beyond age 65	0	82.89	73

Value

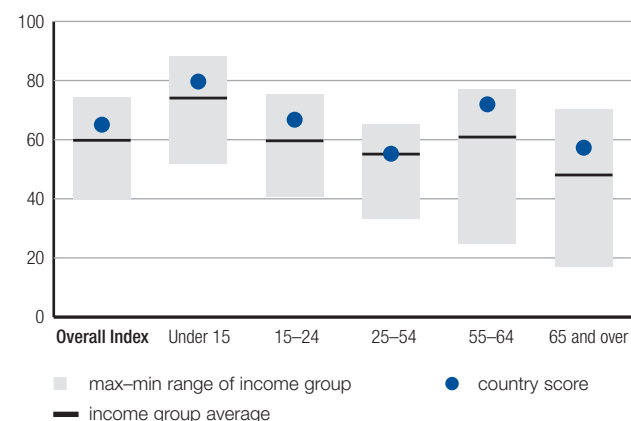
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	2.39
University-business R&D collaboration ¹	2.74
Ease of starting a business ⁴	35

Vulnerability	
Workers in informal employment	15.9
Workers in vulnerable employment	—
Social safety net ¹	2.76
Primary completion rate (poorest | richest quintile)	97, 100

Public investment	
Public spending on education (% of GDP)	8.39
Internet access in schools ¹	4.88

Country Score Within Income Group



Mongolia

Human Capital Index 2015 Rank

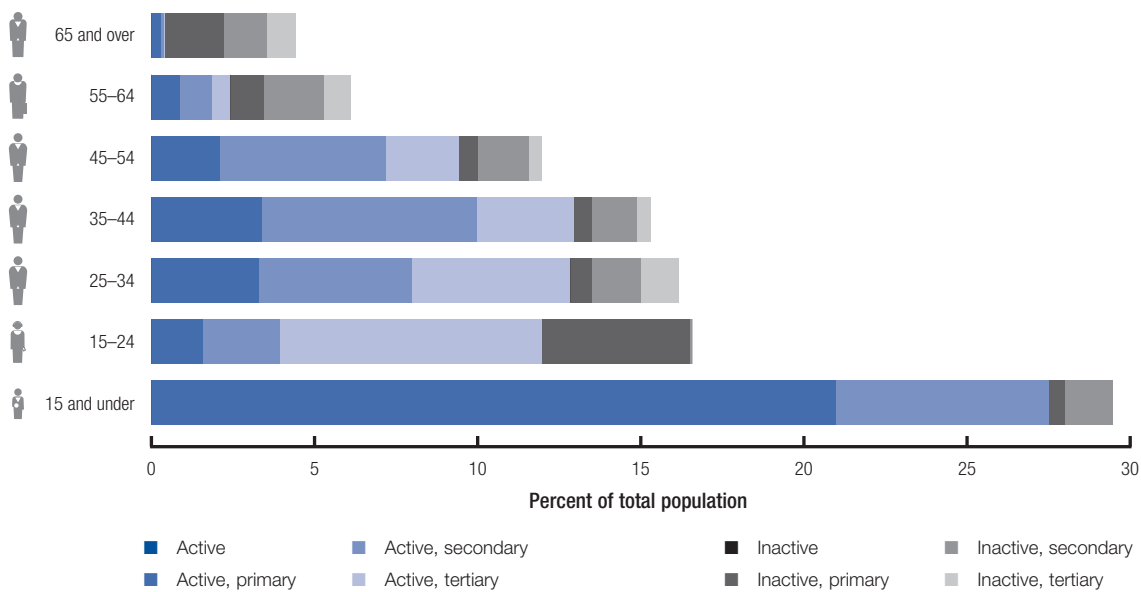
51

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,923	Median age of population (years).....	26
Working age population (1,000s).....	2,002	GDP per capita (constant '11 US\$, PPP).....	10,157
Tertiary-educated population (1,000s).....	461	Labour force participation rate (%).....	62.9
Aged dependency ratio (%).....	5.5	Employment-to-population ratio (%).....	59.7
Child dependency ratio (%).....	38.9	Unemployment rate (%).....	5.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	19.1	9.9	25.5	54.6	2.5	
Managers, professionals and technicians.....	0.1	2.6	10.5	Tertiary education requirements.....	13.3	0.5
Clerical, service and sales workers.....	0.1	0.7	9.0	Secondary education requirements.....	37.4	0.5
Skilled agricultural and trades workers.....	18.7	3.9	0.9			0.8
Plant and machine operators, and assemblers.....	0.1	1.4	2.6			0.3
Elementary occupations.....	0.1	1.3	2.3	Primary education requirements.....	3.6	0.4
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.46
Quality of business schools.....	2.91
Specialized training services.....	2.84
Capacity to attract talent.....	2.66
Capacity to retain talent.....	2.84

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	173,856	35,847
Agriculture.....	5,286	791
Education.....	22,381	5,775
Engineering, Manufacturing, Construction.....	32,613	4,178
Health and Welfare.....	15,973	3,135
Humanities and Arts.....	14,807	3,174
Sciences.....	11,955	2,126
Services.....	8,045	2,124
Social Sciences, Business, Law.....	61,050	—
Unspecified.....	1,746	9

Mongolia

	Value	Score	Rank
Under 15 Age Group		85.54	49
Enrolment in education			
Primary enrolment rate	95.2	95.21	70
Secondary enrolment rate	81.9	81.88	52
Basic education survival rate	95.7	95.70	39
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.05	50.83	58
Vulnerability			
Incidence of child labour	10.4	89.60	73

	Value	Score	Rank
15–24 Age Group		68.76	60
Enrolment in education			
Tertiary enrolment rate	62.3	62.27	33
Vocational enrolment rate	23.7	23.65	58
Quality of education			
Quality of education system ¹	2.91	31.83	102
Youth literacy rate	98.5	98.51	72
Educational attainment			
Primary education attainment rate	95.8	95.75	85
Secondary education attainment rate	83.8	83.77	45
Economic participation			
Labour force participation rate	36.2	36.20	96
Unemployment rate	9.3	90.70	32
Underemployment rate	—	—	—
Not in employment, education or training rate	1.5	98.50	3
Long-term unemployment rate	58.6	41.41	71
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.063	93.75	1

	Value	Score	Rank
25–54 Age Group		63.48	54
Educational attainment			
Primary education attainment rate	95.9	95.86	71
Secondary education attainment rate	89.7	89.67	35
Tertiary education attainment rate	27.4	27.41	22
Workplace learning			
Staff training services ¹	3.96	49.30	66
Economic complexity ³	-1.104	31.60	108
Economic participation			
Labour force participation rate	81.0	81.00	81
Unemployment rate	7.0	93.00	57
Underemployment rate	—	—	—
Employment gender gap	88.9	88.92	24
Skills			
High-skilled employment share	26.2	26.20	51
Medium-skilled employment share	93.2	93.20	20
Ease of finding skilled employees ¹	2.33	22.10	124

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		74.21	44
Educational attainment			
Primary education attainment rate	97.3	97.30	51
Secondary education attainment rate	83.7	83.73	33
Tertiary education attainment rate	32.1	32.06	5
Economic participation			
Labour force participation rate	42.8	42.80	105
Unemployment rate	2.9	97.10	34
Underemployment rate	—	—	—
Healthy life expectancy at birth	60	92.31	87

	Value	Score	Rank
65 and Over Age Group		60.44	49
Educational attainment			
Primary education attainment rate	89.9	89.87	49
Secondary education attainment rate	55.8	55.84	36
Tertiary education attainment rate	26.4	26.40	2
Economic participation			
Labour force participation rate	13.2	13.20	77
Unemployment rate	1.6	98.40	40
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	78.95	87

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.85
University-business R&D collaboration ¹	2.99
Ease of starting a business ⁴	42

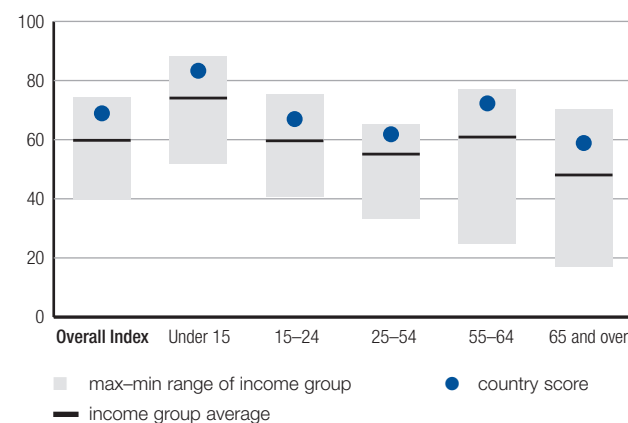
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	50.9
Social safety net ¹	3.40
Primary completion rate (poorest | richest quintile)	118, 127

Public investment

Public spending on education (% of GDP)	5.48
Internet access in schools ¹	4.56

Country Score Within Income Group



Morocco

Human Capital Index 2015 Rank

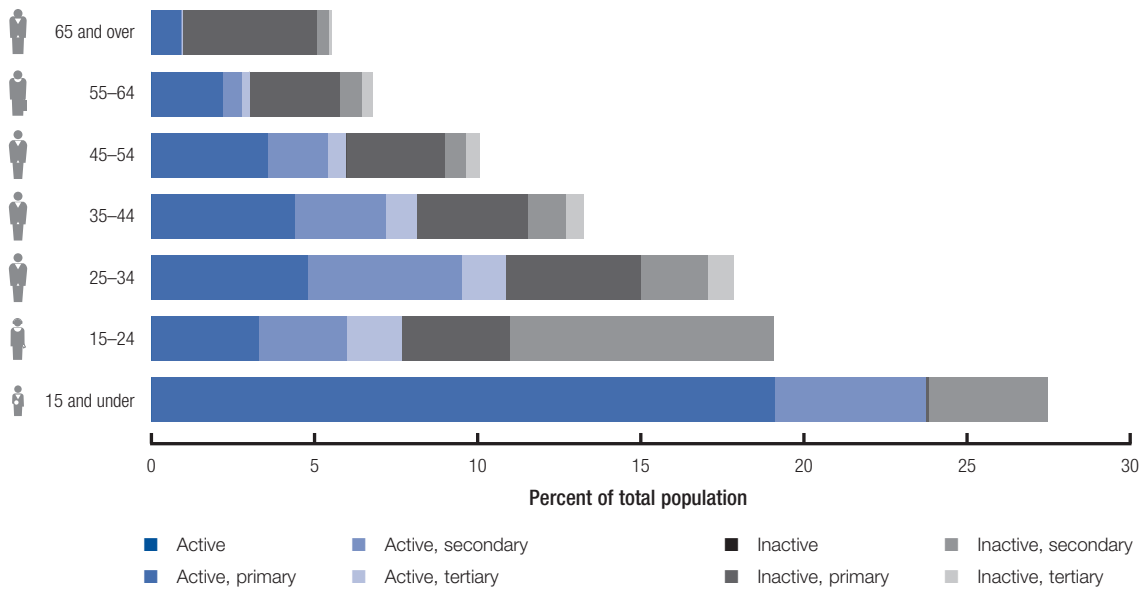
95

(out of 124 countries)

Key indicators

Total population (1,000s).....	33,955	Median age of population (years)	26
Working age population (1,000s)	22,745	GDP per capita (constant '11 US\$, PPP).....	7,666
Tertiary-educated population (1,000s).....	2,214	Labour force participation rate (%).....	50.5
Aged dependency ratio (%).....	7.5	Employment-to-population ratio (%).....	45.9
Child dependency ratio (%).....	42.1	Unemployment rate (%).....	9.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.19
Quality of business schools	4.46
Specialized training services.....	4.10
Capacity to attract talent	3.90
Capacity to retain talent	3.78

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	446,073	82,346
Agriculture.....	3,520	1,180
Education	7,957	—
Engineering, Manufacturing, Construction	36,706	10,212
Health and Welfare.....	22,737	4,643
Humanities and Arts.....	—	—
Sciences	98,842	18,532
Services	10,198	3,787
Social Sciences, Business, Law	187,914	27,326
Unspecified.....	865	510

Morocco

	Value	Score	Rank
Under 15 Age Group		76.37	84
Enrolment in education			
Primary enrolment rate	98.8	98.76	27
Secondary enrolment rate	56.0	55.99	84
Basic education survival rate	85.9	85.87	67
Secondary enrolment gender gap	90.2	90.19	93
Quality of education			
Quality of primary schools ¹	3.14	35.71	90
Vulnerability			
Incidence of child labour	8.3	91.70	64

	Value	Score	Rank
15–24 Age Group		56.07	103
Enrolment in education			
Tertiary enrolment rate	16.2	16.16	89
Vocational enrolment rate	11.6	11.61	81
Quality of education			
Quality of education system ¹	3.17	36.18	89
Youth literacy rate	83.2	83.19	106
Educational attainment			
Primary education attainment rate	87.6	87.64	103
Secondary education attainment rate	62.1	62.07	80
Economic participation			
Labour force participation rate	36.4	36.40	95
Unemployment rate	20.2	79.80	84
Underemployment rate	13.0	87.00	51
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	65.1	34.93	75
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.182	81.83	17

	Value	Score	Rank
25–54 Age Group		52.97	101
Educational attainment			
Primary education attainment rate	70.2	70.23	106
Secondary education attainment rate	43.1	43.12	92
Tertiary education attainment rate	11.3	11.27	77
Workplace learning			
Staff training services ¹	3.64	44.04	93
Economic complexity ³	-0.369	43.85	83
Economic participation			
Labour force participation rate	61.5	61.50	119
Unemployment rate	10.0	90.00	76
Underemployment rate	2.7	97.30	15
Employment gender gap	31.8	31.77	79
Skills			
High-skilled employment share	7.2	7.20	101
Medium-skilled employment share	84.7	84.70	79
Ease of finding skilled employees ¹	4.04	50.70	53

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		58.56	89
Educational attainment			
Primary education attainment rate	44.2	44.18	109
Secondary education attainment rate	23.1	23.09	99
Tertiary education attainment rate	7.1	7.14	84
Economic participation			
Labour force participation rate	43.4	43.40	103
Unemployment rate	0.5	99.50	6
Underemployment rate	1.2	98.80	7
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group		40.69	102
Educational attainment			
Primary education attainment rate	25.6	25.57	109
Secondary education attainment rate	12.7	12.71	99
Tertiary education attainment rate	2.5	2.52	97
Economic participation			
Labour force participation rate	23.7	23.70	52
Unemployment rate	—	—	—
Underemployment rate	0.6	99.40	6
Healthy life years beyond age 65	0	80.26	81

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.78
University-business R&D collaboration ¹	3.23
Ease of starting a business ⁴	54

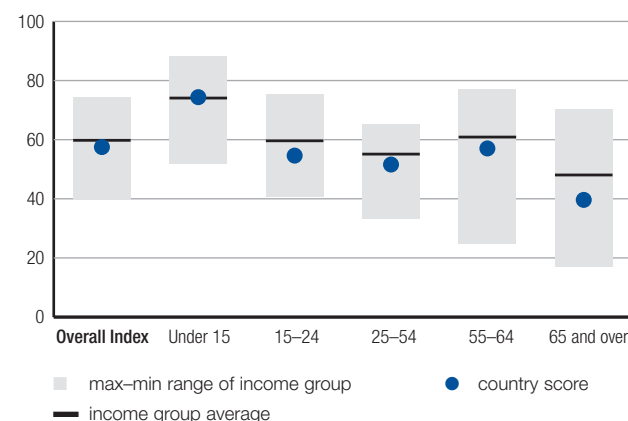
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	40.2
Social safety net ¹	2.48
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.38
Internet access in schools ¹	3.30

Country Score Within Income Group



Mozambique

Human Capital Index 2015 Rank

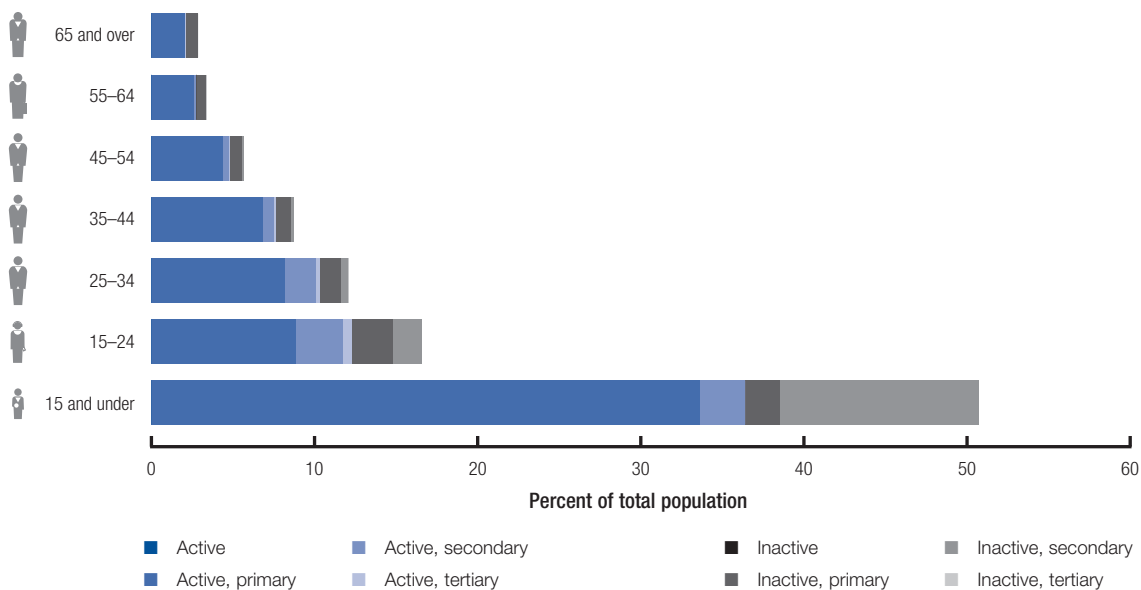
109

(out of 124 countries)

Key indicators

Total population (1,000s).....	27,122	Median age of population (years).....	17
Working age population (1,000s).....	13,996	GDP per capita (constant '11 US\$, PPP).....	1,123
Tertiary-educated population (1,000s).....	159	Labour force participation rate (%).....	84.2
Aged dependency ratio (%).....	6.3	Employment-to-population ratio (%).....	65.2
Child dependency ratio (%).....	88.2	Unemployment rate (%).....	22.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians.....	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers.....	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—	—
Elementary occupations.....	—	—	—	Primary education requirements.....	—
Others.....	—	—	—	—	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	2.59
Quality of business schools.....	2.85
Specialized training services.....	3.41
Capacity to attract talent.....	3.61
Capacity to retain talent.....	3.40

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	113,464	10,070
Agriculture.....	5,213.....	446
Education.....	28,333.....	4,236
Engineering, Manufacturing, Construction.....	8,523.....	549
Health and Welfare.....	4,760.....	294
Humanities and Arts.....	8,048.....	577
Sciences.....	5,633.....	347
Services.....	2,762.....	421
Social Sciences, Business, Law.....	50,192.....	3,200
Unspecified.....	—.....	—

Mozambique

	Value	Score	Rank
Under 15 Age Group		61.70	113
Enrolment in education			
Primary enrolment rate	87.6	87.61	104
Secondary enrolment rate	18.3	18.35	108
Basic education survival rate	69.4	69.43	93
Secondary enrolment gender gap	97.7	97.65	77
Quality of education			
Quality of primary schools ¹	2.16	19.36	121
Vulnerability			
Incidence of child labour	22.2	77.80	90

	Value	Score	Rank
15–24 Age Group		52.21	110
Enrolment in education			
Tertiary enrolment rate	5.2	5.19	111
Vocational enrolment rate	8.0	8.02	90
Quality of education			
Quality of education system ¹	2.77	29.51	108
Youth literacy rate	76.7	76.67	109
Educational attainment			
Primary education attainment rate	89.6	89.64	99
Secondary education attainment rate	27.5	27.55	112
Economic participation			
Labour force participation rate	65.3	65.30	15
Unemployment rate	40.7	59.30	116
Underemployment rate	—	—	—
Not in employment, education or training rate	10.1	89.90	22
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.290	71.01	76

	Value	Score	Rank
25–54 Age Group		52.08	102
Educational attainment			
Primary education attainment rate	77.1	77.11	101
Secondary education attainment rate	18.7	18.70	114
Tertiary education attainment rate	1.2	1.23	123
Workplace learning			
Staff training services ¹	3.39	39.79	105
Economic complexity ³	-1.274	28.77	111
Economic participation			
Labour force participation rate	96.6	96.60	4
Unemployment rate	16.2	83.80	92
Underemployment rate	—	—	—
Employment gender gap	100.0	100.00	1
Skills			
High-skilled employment share	2.2	2.20	118
Medium-skilled employment share	89.9	89.90	49
Ease of finding skilled employees ¹	3.09	34.81	112

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		52.48	106
Educational attainment			
Primary education attainment rate	59.2	59.16	101
Secondary education attainment rate	8.1	8.10	116
Tertiary education attainment rate	0.7	0.69	120
Economic participation			
Labour force participation rate	91.3	91.30	4
Unemployment rate	13.6	86.40	94
Underemployment rate	—	—	—
Healthy life expectancy at birth	45	69.23	122

	Value	Score	Rank
65 and Over Age Group		44.81	89
Educational attainment			
Primary education attainment rate	36.2	36.19	103
Secondary education attainment rate	1.9	1.94	119
Tertiary education attainment rate	0.1	0.14	123
Economic participation			
Labour force participation rate	80.4	80.40	2
Unemployment rate	9.0	91.00	86
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	59.21	122

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.55
University-business R&D collaboration ¹	3.28
Ease of starting a business ⁴	107

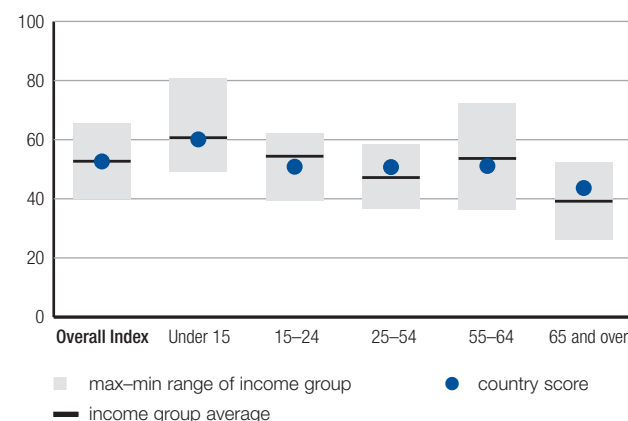
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	84.7
Social safety net ¹	2.93
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.01
Internet access in schools ¹	2.85

Country Score Within Income Group



Myanmar

Human Capital Index 2015 Rank

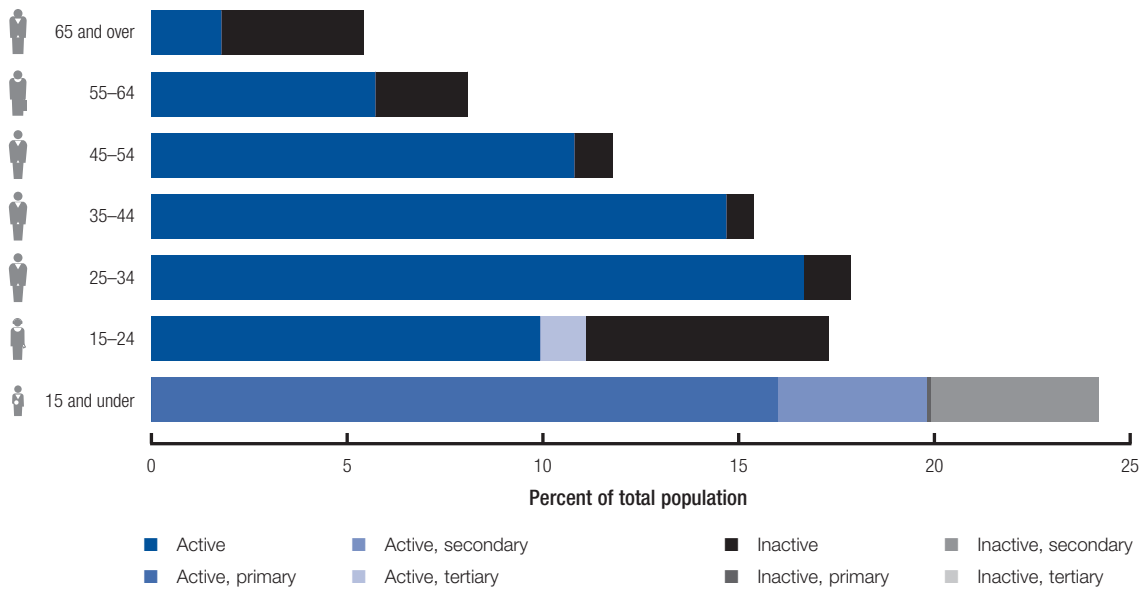
112

(out of 124 countries)

Key indicators

Total population (1,000s).....	54,164	Median age of population (years).....	28
Working age population (1,000s).....	38,126	GDP per capita (constant '11 US\$, PPP).....	4,752
Tertiary-educated population (1,000s).....	3,009	Labour force participation rate (%).....	78.6
Aged dependency ratio (%).....	7.4	Employment-to-population ratio (%).....	76.0
Child dependency ratio (%).....	37.9	Unemployment rate (%).....	3.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	2.69
Quality of business schools	2.60
Specialized training services.....	2.93
Capacity to attract talent	2.70
Capacity to retain talent	1.75

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	634,306	295,941
Agriculture.....	5,756	1,535
Education	3,765	6,777
Engineering, Manufacturing, Construction	108,639	11,399
Health and Welfare.....	26,198	3,905
Humanities and Arts.....	119,029	101,795
Sciences	148,461	128,118
Services.....	2,303	753
Social Sciences, Business, Law	220,002	41,582
Unspecified.....	153	77

Myanmar

	Value	Score	Rank
Under 15 Age Group	59.12	118	
Enrolment in education			
Primary enrolment rate	—	—	—
Secondary enrolment rate	47.0	46.99	90
Basic education survival rate	69.3	69.27	94
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.21	20.22	119
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	63.91	75	
Enrolment in education			
Tertiary enrolment rate	13.4	13.38	93
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	2.66	27.65	113
Youth literacy rate	96.3	96.32	87
Educational attainment			
Primary education attainment rate	94.5	94.46	86
Secondary education attainment rate	64.3	64.32	78
Economic participation			
Labour force participation rate	57.4	57.40	34
Unemployment rate	9.5	90.50	34
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.328	67.23	84

	Value	Score	Rank
25–54 Age Group	47.00	116	
Educational attainment			
Primary education attainment rate	87.6	87.64	89
Secondary education attainment rate	46.8	46.81	88
Tertiary education attainment rate	9.6	9.56	87
Workplace learning			
Staff training services ¹	2.88	31.28	120
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	93.6	93.60	8
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	7.2	7.20	101
Medium-skilled employment share	76.6	76.60	106
Ease of finding skilled employees ¹	2.40	23.32	123

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	54.74	101	
Educational attainment			
Primary education attainment rate	79.6	79.55	82
Secondary education attainment rate	30.8	30.83	85
Tertiary education attainment rate	4.6	4.65	97
Economic participation			
Labour force participation rate	71.0	71.00	30
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	57	87.69	95

	Value	Score	Rank
65 and Over Age Group	39.76	103	
Educational attainment			
Primary education attainment rate	69.9	69.88	76
Secondary education attainment rate	18.6	18.64	86
Tertiary education attainment rate	2.5	2.45	98
Economic participation			
Labour force participation rate	32.8	32.80	35
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	75.00	95

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	2.69
University-business R&D collaboration ¹	2.25
Ease of starting a business ⁴	189

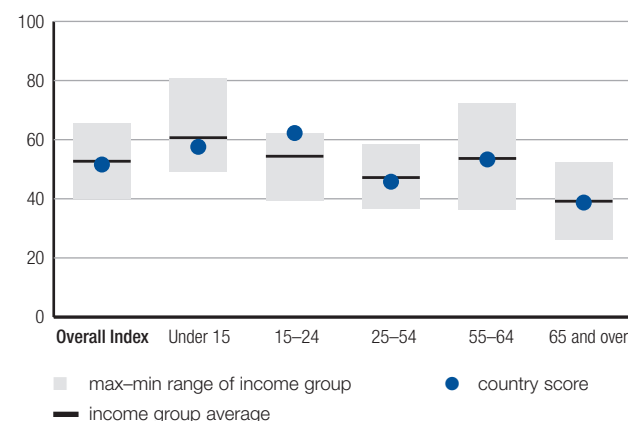
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	88.9
Social safety net ¹	2.14
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	0.79
Internet access in schools ¹	2.14

Country Score Within Income Group



Namibia

Human Capital Index 2015 Rank

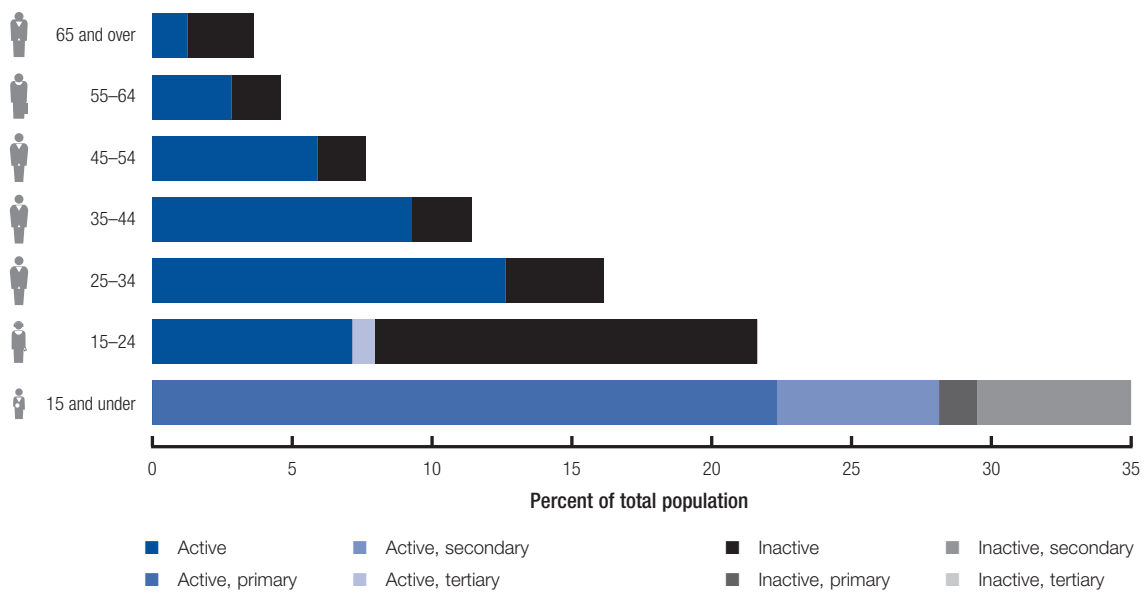
94

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,392	Median age of population (years)	20
Working age population (1,000s)	1,468	GDP per capita (constant '11 US\$, PPP).....	10,764
Tertiary-educated population (1,000s).....	61	Labour force participation rate (%).....	59.0
Aged dependency ratio (%).....	5.9	Employment-to-population ratio (%).....	47.8
Child dependency ratio (%).....	64.0	Unemployment rate (%).....	19.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.86
Quality of business schools	3.43
Specialized training services.....	3.59
Capacity to attract talent	3.41
Capacity to retain talent	3.40

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	19,707	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Namibia

	Value	Score	Rank
Under 15 Age Group	70.99	97	
Enrolment in education			
Primary enrolment rate	88.5	88.55	102
Secondary enrolment rate	51.3	51.31	87
Basic education survival rate	79.8	79.76	81
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.12	35.32	92
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	52.81	109	
Enrolment in education			
Tertiary enrolment rate	9.3	9.33	105
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	3.05	34.21	94
Youth literacy rate	89.9	89.91	99
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	27.2	27.24	113
Economic participation			
Labour force participation rate	32.5	32.50	105
Unemployment rate	38.7	61.30	115
Underemployment rate	—	—	—
Not in employment, education or training rate	32.0	68.00	69
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	54.55	93	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	29.6	29.64	104
Tertiary education attainment rate	5.5	5.54	102
Workplace learning			
Staff training services ¹	4.12	51.98	51
Economic complexity ³	—	—	—
Economic participation			
Labour force participation rate	78.7	78.70	90
Unemployment rate	25.7	74.30	98
Underemployment rate	—	—	—
Employment gender gap	83.2	83.22	40
Skills			
High-skilled employment share	15.0	15.00	88
Medium-skilled employment share	77.5	77.50	102
Ease of finding skilled employees ¹	2.78	29.58	120

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	61.19	84	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	20.6	20.60	102
Tertiary education attainment rate	6.4	6.42	89
Economic participation			
Labour force participation rate	61.6	61.60	67
Unemployment rate	9.2	90.80	82
Underemployment rate	—	—	—
Healthy life expectancy at birth	57	87.69	95

	Value	Score	Rank
65 and Over Age Group	54.22	67	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	15.3	15.31	93
Tertiary education attainment rate	4.6	4.62	81
Economic participation			
Labour force participation rate	34.4	34.40	32
Unemployment rate	4.0	96.00	70
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	75.00	95

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.81
University-business R&D collaboration ¹	3.46
Ease of starting a business ⁴	156

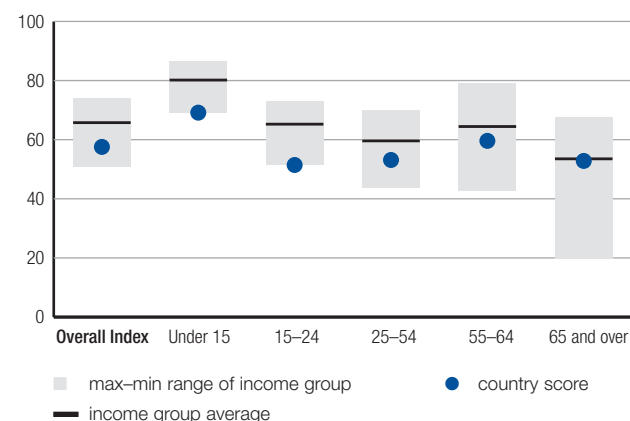
Vulnerability

Workers in informal employment	43.9
Workers in vulnerable employment	7.8
Social safety net ¹	3.84
Primary completion rate (poorest | richest quintile)	81, 109

Public investment

Public spending on education (% of GDP)	8.37
Internet access in schools ¹	3.46

Country Score Within Income Group



Nepal

Human Capital Index 2015 Rank

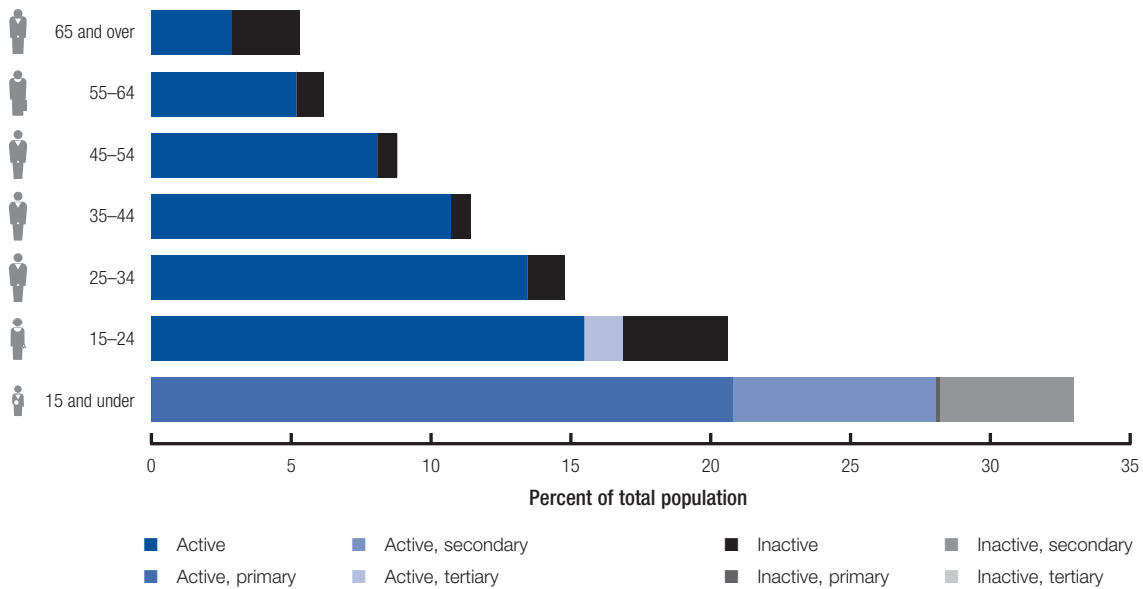
106

(out of 124 countries)

Key indicators

Total population (1,000s).....	28,441	Median age of population (years).....	21
Working age population (1,000s).....	17,554	GDP per capita (constant '11 US\$, PPP).....	2,381
Tertiary-educated population (1,000s).....	1,461	Labour force participation rate (%).....	83.3
Aged dependency ratio (%).....	8.5	Employment-to-population ratio (%).....	81.0
Child dependency ratio (%).....	64.0	Unemployment rate (%).....	2.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.85
Quality of business schools	3.85
Specialized training services.....	3.10
Capacity to attract talent	2.28
Capacity to retain talent	2.70

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	385,454	48,162
Agriculture.....	1,466	318
Education	150,814	16,091
Engineering, Manufacturing, Construction	12,889	1,285
Health and Welfare.....	13,433	2,242
Humanities and Arts.....	68,413	10,489
Sciences	14,584	4,387
Services	3,113	351
Social Sciences, Business, Law	123,855	13,350
Unspecified.....	—	—

Nepal

	Value	Score	Rank
Under 15 Age Group		76.56	83
Enrolment in education			
Primary enrolment rate	98.7	98.67	30
Secondary enrolment rate	60.2	60.23	82
Basic education survival rate	91.2	91.25	53
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.59	43.12	76
Vulnerability			
Incidence of child labour	33.9	66.10	107

	Value	Score	Rank
15–24 Age Group		61.62	84
Enrolment in education			
Tertiary enrolment rate	14.5	14.49	91
Vocational enrolment rate	1.7	1.75	109
Quality of education			
Quality of education system ¹	3.59	43.20	65
Youth literacy rate	86.9	86.90	102
Educational attainment			
Primary education attainment rate	84.0	83.96	109
Secondary education attainment rate	59.7	59.70	84
Economic participation			
Labour force participation rate	75.2	75.20	5
Unemployment rate	4.0	96.00	9
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	7.3	92.70	11
Incidence of undereducation	51.4	48.60	50
Skill diversity ²	0.247	75.28	59

	Value	Score	Rank
25–54 Age Group		47.55	114
Educational attainment			
Primary education attainment rate	63.0	62.97	110
Secondary education attainment rate	40.6	40.59	95
Tertiary education attainment rate	8.6	8.63	91
Workplace learning			
Staff training services ¹	3.34	38.92	109
Economic complexity ³	-0.038	49.37	68
Economic participation			
Labour force participation rate	92.1	92.10	12
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	4.6	4.60	106
Medium-skilled employment share	89.5	89.50	53
Ease of finding skilled employees ¹	3.48	41.28	95

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		44.62	119
Educational attainment			
Primary education attainment rate	30.1	30.07	113
Secondary education attainment rate	14.3	14.33	109
Tertiary education attainment rate	3.5	3.51	104
Economic participation			
Labour force participation rate	84.4	84.40	10
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	59	90.77	92

	Value	Score	Rank
65 and Over Age Group		30.93	118
Educational attainment			
Primary education attainment rate	15.1	15.12	111
Secondary education attainment rate	6.3	6.25	107
Tertiary education attainment rate	1.3	1.25	105
Economic participation			
Labour force participation rate	54.4	54.40	13
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	77.63	92

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.35
University-business R&D collaboration ¹	2.64
Ease of starting a business ⁴	104

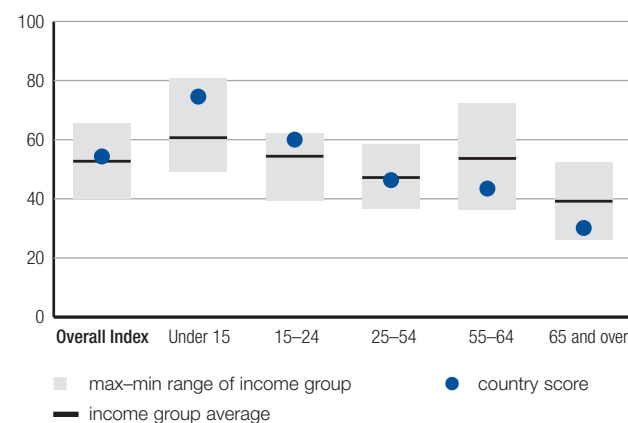
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	69.7
Social safety net ¹	2.39
Primary completion rate (poorest | richest quintile)	68, 90

Public investment

Public spending on education (% of GDP)	4.72
Internet access in schools ¹	3.50

Country Score Within Income Group



Netherlands

Human Capital Index 2015 Rank

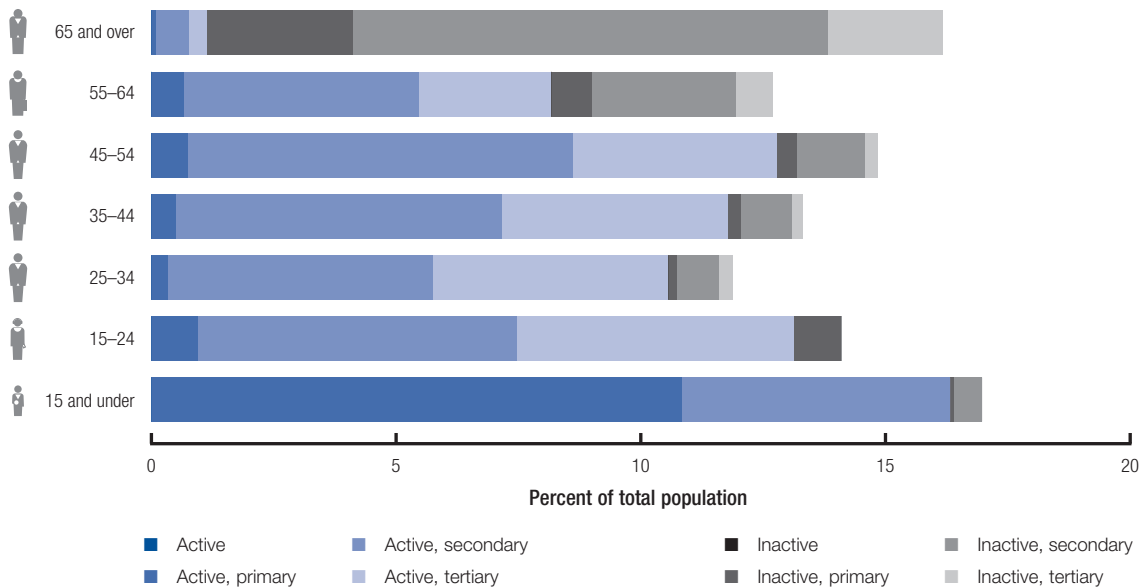
8

(out of 124 countries)

Key indicators

Total population (1,000s).....	16,844	Median age of population (years).....	41
Working age population (1,000s).....	10,967	GDP per capita (constant '11 US\$, PPP).....	47,365
Tertiary-educated population (1,000s).....	3,617	Labour force participation rate (%).....	64.4
Aged dependency ratio (%).....	23.0	Employment-to-population ratio (%).....	60.1
Child dependency ratio (%).....	26.1	Unemployment rate (%).....	6.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.2	9.2	45.4	55.7	0.6	
Managers, professionals and technicians.....	0.1	3.0	23.1	Tertiary education requirements.....	26.2	0.2
Clerical, service and sales workers.....	0.1	1.4	14.5	Secondary education requirements.....	23.9	0.2
Skilled agricultural and trades workers.....	0.7	3.2	1.8			0.1
Plant and machine operators, and assemblers.....	0.1	0.7	1.5			0.0
Elementary occupations.....	0.2	0.7	3.7	Primary education requirements.....	4.7	0.0
Others.....	0.0	0.1	0.8			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.44
Quality of business schools.....	5.70
Specialized training services.....	6.13
Capacity to attract talent.....	4.83
Capacity to retain talent.....	4.85

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	793,678	152,049
Agriculture.....	8,430	1,752
Education.....	89,282	18,864
Engineering, Manufacturing, Construction.....	62,477	12,510
Health and Welfare.....	138,372	26,312
Humanities and Arts.....	63,478	14,540
Sciences.....	51,518	9,413
Services.....	52,958	7,384
Social Sciences, Business, Law.....	308,087	60,111
Unspecified.....	19,076	1,164

Netherlands

	Value	Score	Rank
Under 15 Age Group		93.41	9
Enrolment in education			
Primary enrolment rate	98.7	98.71	28
Secondary enrolment rate	90.2	90.22	30
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.75	79.10	8
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		83.81	4
Enrolment in education			
Tertiary enrolment rate	77.3	77.34	14
Vocational enrolment rate	68.5	68.54	7
Quality of education			
Quality of education system ¹	5.30	71.74	8
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	86.4	86.40	38
Economic participation			
Labour force participation rate	70.3	70.30	9
Unemployment rate	11.1	88.90	49
Underemployment rate	5.0	95.00	28
Not in employment, education or training rate	5.1	94.90	7
Long-term unemployment rate	16.2	83.84	28
Skills			
Incidence of overeducation	8.1	91.90	13
Incidence of undereducation	33.2	66.80	37
Skill diversity ²	0.224	77.61	49

	Value	Score	Rank
25–54 Age Group		77.55	7
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	91.6	91.60	31
Tertiary education attainment rate	27.8	27.81	21
Workplace learning			
Staff training services ¹	5.03	67.24	12
Economic complexity ³	1.189	69.82	20
Economic participation			
Labour force participation rate	87.9	87.90	35
Unemployment rate	5.8	94.20	48
Underemployment rate	1.4	98.60	5
Employment gender gap	90.6	90.63	20
Skills			
High-skilled employment share	47.5	47.50	9
Medium-skilled employment share	91.0	91.00	41
Ease of finding skilled employees ¹	4.86	64.36	15

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		80.63	14
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	86.8	86.83	26
Tertiary education attainment rate	23.7	23.69	18
Economic participation			
Labour force participation rate	62.0	62.00	65
Unemployment rate	6.3	93.70	70
Underemployment rate	1.8	98.20	16
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		69.53	18
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	77.9	77.88	22
Tertiary education attainment rate	18.1	18.08	18
Economic participation			
Labour force participation rate	7.1	7.10	101
Unemployment rate	5.2	94.80	78
Underemployment rate	4.6	95.40	47
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.35
University-business R&D collaboration ¹	5.38
Ease of starting a business ⁴	21

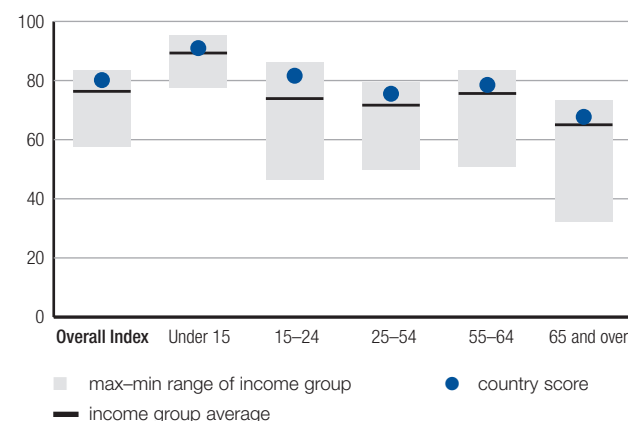
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	12.3
Social safety net ¹	5.84
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.93
Internet access in schools ¹	6.38

Country Score Within Income Group



New Zealand

Human Capital Index 2015 Rank

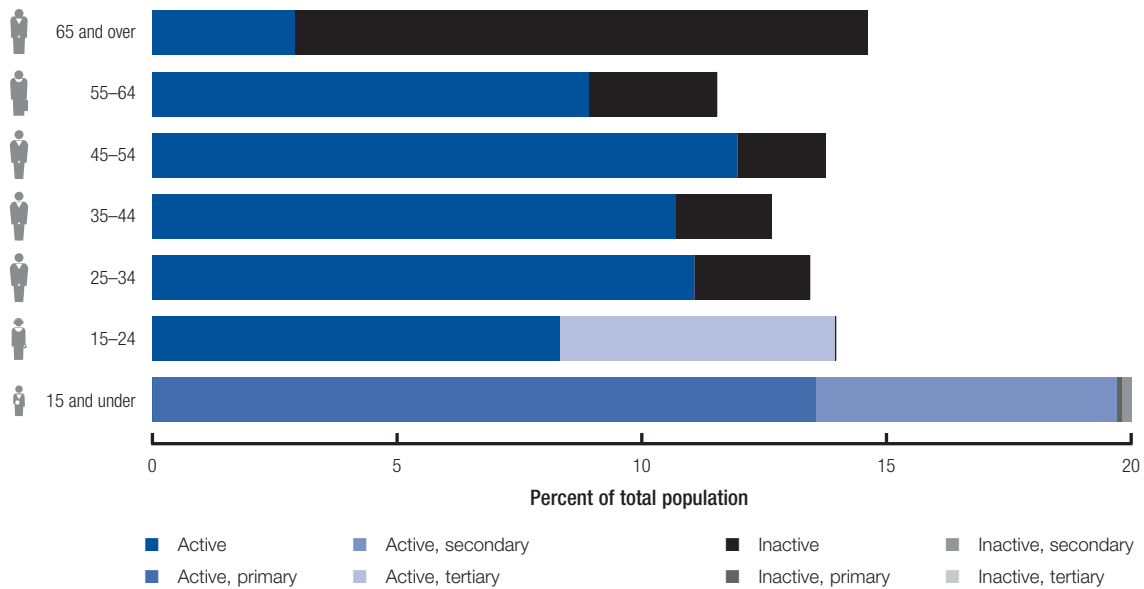
9

(out of 124 countries)

Key indicators

Total population (1,000s).....	4,596	Median age of population (years)	37
Working age population (1,000s)	2,999	GDP per capita (constant '11 US\$, PPP).....	34,975
Tertiary-educated population (1,000s).....	1,120	Labour force participation rate (%).....	67.8
Aged dependency ratio (%).....	19.6	Employment-to-population ratio (%).....	63.6
Child dependency ratio (%).....	30.8	Unemployment rate (%).....	6.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	5.33
Quality of business schools	5.18
Specialized training services.....	4.91
Capacity to attract talent	4.64
Capacity to retain talent	3.69

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	259,588	71,931
Agriculture.....	2,797	895
Education	25,771	8,875
Engineering, Manufacturing, Construction	19,174	4,739
Health and Welfare.....	38,188	10,475
Humanities and Arts.....	36,289	10,267
Sciences	36,960	8,777
Services	9,833	3,911
Social Sciences, Business, Law	88,152	23,223
Unspecified.....	2,424	769

New Zealand

	Value	Score	Rank
Under 15 Age Group		95.07	4
Enrolment in education			
Primary enrolment rate	98.5	98.50	32
Secondary enrolment rate	97.0	96.96	7
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.85	80.89	6
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		81.83	10
Enrolment in education			
Tertiary enrolment rate	79.8	79.78	10
Vocational enrolment rate	27.4	27.41	54
Quality of education			
Quality of education system ¹	5.32	71.97	7
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	100.00	1
Economic participation			
Labour force participation rate	60.7	60.70	24
Unemployment rate	14.6	85.40	61
Underemployment rate	7.6	92.40	37
Not in employment, education or training rate	11.9	88.10	27
Long-term unemployment rate	5.5	94.52	7
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.183	81.65	20

	Value	Score	Rank
25–54 Age Group		74.15	21
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.6	99.62	6
Tertiary education attainment rate	29.6	29.59	17
Workplace learning			
Staff training services ¹	4.93	65.49	16
Economic complexity ³	0.592	59.86	40
Economic participation			
Labour force participation rate	84.5	84.50	60
Unemployment rate	3.0	97.00	19
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	47.4	47.40	10
Medium-skilled employment share	94.6	94.60	13
Ease of finding skilled employees ¹	4.80	63.41	16

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		85.72	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.4	96.42	17
Tertiary education attainment rate	31.4	31.38	6
Economic participation			
Labour force participation rate	77.1	77.10	19
Unemployment rate	2.5	97.50	27
Underemployment rate	2.4	97.60	22
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group		74.19	3
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	80.7	80.69	19
Tertiary education attainment rate	25.2	25.17	4
Economic participation			
Labour force participation rate	19.9	19.90	61
Unemployment rate	0.0	100.00	1
Underemployment rate	1.2	98.80	13
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.01
University-business R&D collaboration ¹	4.91
Ease of starting a business ⁴	1

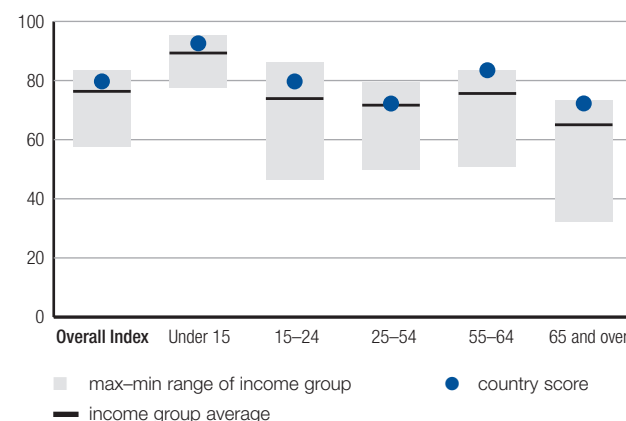
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	10.6
Social safety net ¹	5.85
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	7.38
Internet access in schools ¹	6.01

Country Score Within Income Group



Nicaragua

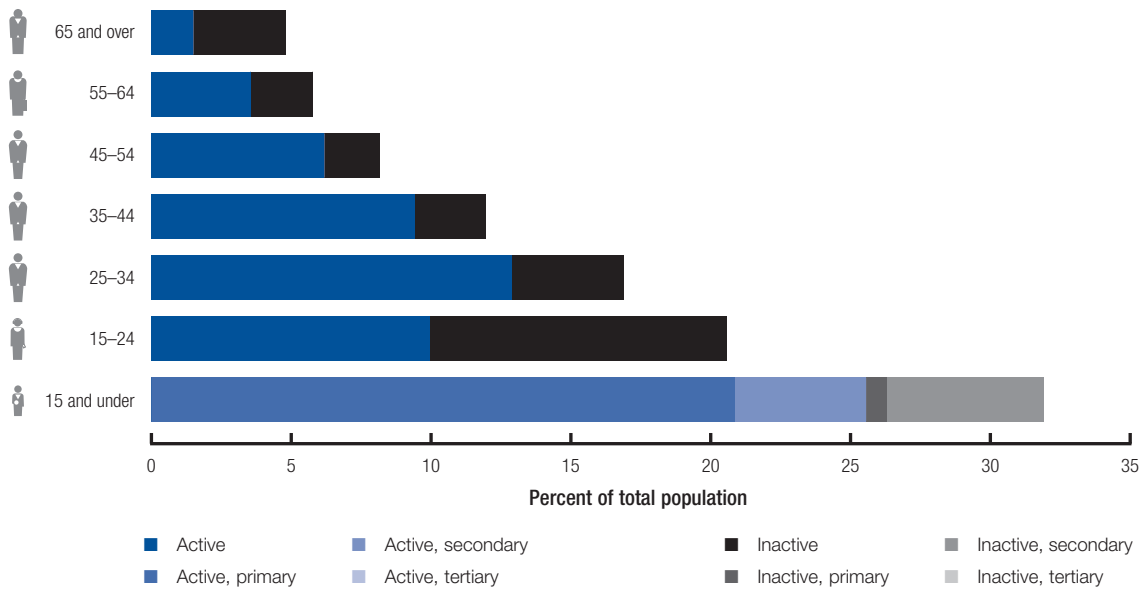
Human Capital Index 2015 Rank

90
(out of 124 countries)

Key indicators

Total population (1,000s).....	6,257	Median age of population (years).....	22
Working age population (1,000s).....	3,961	GDP per capita (constant '11 US\$, PPP).....	4,797
Tertiary-educated population (1,000s).....	631	Labour force participation rate (%).....	63.4
Aged dependency ratio (%).....	7.5	Employment-to-population ratio (%).....	60.0
Child dependency ratio (%).....	56.6	Unemployment rate (%).....	5.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.67
Quality of business schools	3.72
Specialized training services.....	3.27
Capacity to attract talent	3.12
Capacity to retain talent	3.14

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	—	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services.....	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Nicaragua

	Value	Score	Rank
Under 15 Age Group	69.26	101	
Enrolment in education			
Primary enrolment rate	93.2	93.20	80
Secondary enrolment rate	45.4	45.44	92
Basic education survival rate	64.4	64.43	98
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.62	26.99	108
Vulnerability			
Incidence of child labour	14.5	85.50	81

	Value	Score	Rank
15–24 Age Group	56.22	101	
Enrolment in education			
Tertiary enrolment rate	17.0	17.04	87
Vocational enrolment rate	4.6	4.59	100
Quality of education			
Quality of education system ¹	2.66	27.60	114
Youth literacy rate	91.6	91.62	91
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	68.3	68.34	74
Economic participation			
Labour force participation rate	48.2	48.20	56
Unemployment rate	7.6	92.40	23
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	55.60	88	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	59.1	59.14	76
Tertiary education attainment rate	18.2	18.22	52
Workplace learning			
Staff training services ¹	3.85	47.47	78
Economic complexity ³	-0.790	36.84	96
Economic participation			
Labour force participation rate	76.8	76.80	99
Unemployment rate	4.5	95.50	33
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	15.8	15.80	85
Medium-skilled employment share	68.9	68.90	116
Ease of finding skilled employees ¹	3.24	37.35	106

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	69.27	60	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	42.9	42.90	68
Tertiary education attainment rate	14.6	14.58	47
Economic participation			
Labour force participation rate	62.0	62.00	65
Unemployment rate	2.3	97.70	25
Underemployment rate	—	—	—
Healthy life expectancy at birth	64	98.46	66

	Value	Score	Rank
65 and Over Age Group	58.20	55	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	25.7	25.74	68
Tertiary education attainment rate	9.6	9.62	48
Economic participation			
Labour force participation rate	31.4	31.40	39
Unemployment rate	1.8	98.20	45
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	84.21	66

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.25
University-business R&D collaboration ¹	2.95
Ease of starting a business ⁴	120

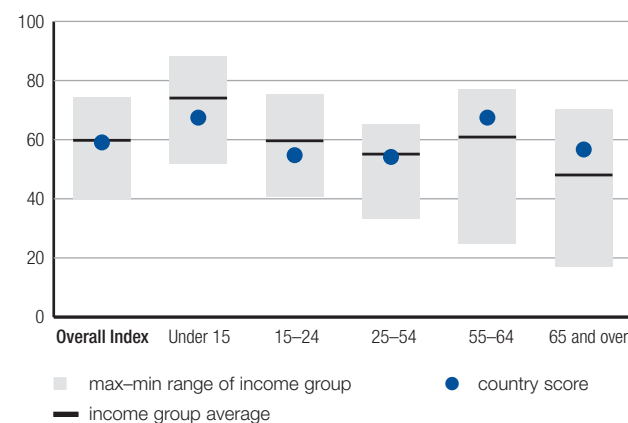
Vulnerability

Workers in informal employment	65.7
Workers in vulnerable employment	42.4
Social safety net ¹	3.05
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.57
Internet access in schools ¹	3.00

Country Score Within Income Group



Nigeria

Human Capital Index 2015 Rank

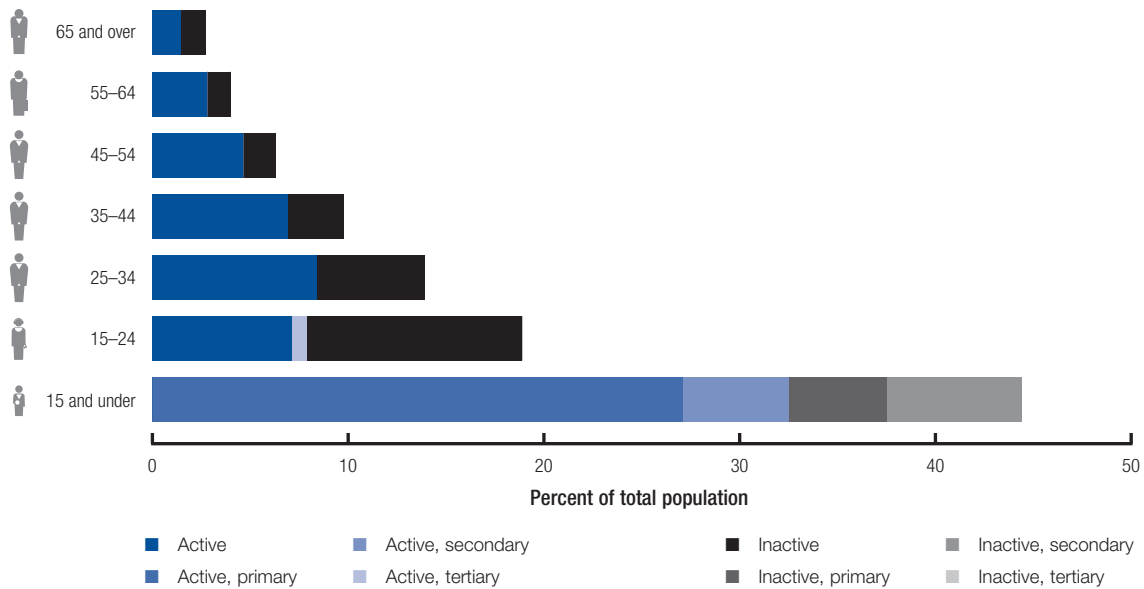
120

(out of 124 countries)

Key indicators

Total population (1,000s).....	183,523	Median age of population (years)	18
Working age population (1,000s)	97,066	GDP per capita (constant '11 US\$, PPP).....	6,082
Tertiary-educated population (1,000s).....	11,277	Labour force participation rate (%).....	56.1
Aged dependency ratio (%).....	5.1	Employment-to-population ratio (%).....	51.8
Child dependency ratio (%).....	82.7	Unemployment rate (%).....	7.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.62
Quality of business schools	3.78
Specialized training services.....	3.73
Capacity to attract talent	3.80
Capacity to retain talent	3.11

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,391,527	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Nigeria

	Value	Score	Rank
Under 15 Age Group		53.01	122
Enrolment in education			
Primary enrolment rate	65.7	65.74	122
Secondary enrolment rate ⁵	43.8	43.80	94
Basic education survival rate	—	—	—
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	2.63	27.19	107
Vulnerability			
Incidence of child labour	24.7	75.30	94

	Value	Score	Rank
15–24 Age Group		50.16	114
Enrolment in education			
Tertiary enrolment rate	10.4	10.41	100
Vocational enrolment rate	6.9	6.90	95
Quality of education			
Quality of education system ¹	2.85	30.88	106
Youth literacy rate	72.8	72.79	114
Educational attainment			
Primary education attainment rate	85.7	85.66	106
Secondary education attainment rate	70.6	70.63	67
Economic participation			
Labour force participation rate	37.6	37.60	91
Unemployment rate	13.6	86.40	56
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		46.25	117
Educational attainment			
Primary education attainment rate	74.3	74.27	103
Secondary education attainment rate	56.3	56.34	79
Tertiary education attainment rate	15.0	15.03	63
Workplace learning			
Staff training services ¹	4.27	54.47	43
Economic complexity ³	-1.404	26.60	112
Economic participation			
Labour force participation rate	66.2	66.20	113
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	3.6	3.60	110
Medium-skilled employment share	78.4	78.40	96
Ease of finding skilled employees ¹	3.48	41.31	94

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group		45.43	117
Educational attainment			
Primary education attainment rate	49.1	49.10	108
Secondary education attainment rate	25.7	25.66	96
Tertiary education attainment rate	11.3	11.30	61
Economic participation			
Labour force participation rate	70.3	70.30	34
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	46	70.77	120

	Value	Score	Rank
65 and Over Age Group		32.42	116
Educational attainment			
Primary education attainment rate	30.9	30.86	107
Secondary education attainment rate	12.2	12.25	100
Tertiary education attainment rate	4.8	4.85	80
Economic participation			
Labour force participation rate	53.6	53.60	16
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	60.53	120

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.77
University-business R&D collaboration ¹	2.75
Ease of starting a business ⁴	129

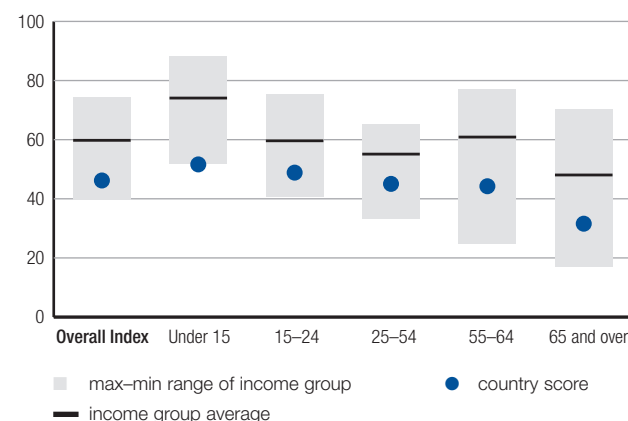
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	79.5
Social safety net ¹	2.16
Primary completion rate (poorest | richest quintile)	38, 92

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	3.35

Country Score Within Income Group



Norway

Human Capital Index 2015 Rank

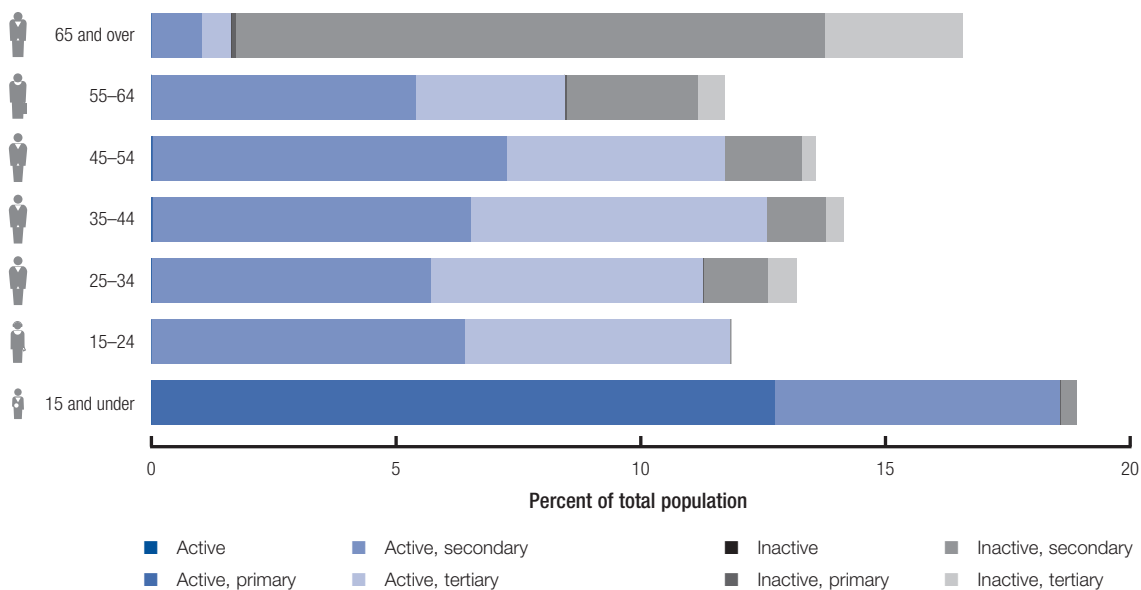
2

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,143	Median age of population (years).....	39
Working age population (1,000s).....	3,345	GDP per capita (constant '11 US\$, PPP).....	65,896
Tertiary-educated population (1,000s).....	1,217	Labour force participation rate (%).....	64.9
Aged dependency ratio (%).....	22.7	Employment-to-population ratio (%).....	62.6
Child dependency ratio (%).....	28.4	Unemployment rate (%).....	3.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.5	13.9	53.0	68.4	0.1	
Managers, professionals and technicians.....	0.1	4.8	27.2	Tertiary education requirements.....	32.1	0.0
Clerical, service and sales workers.....	0.0	1.0	17.6	Secondary education requirements.....	31.2	0.1
Skilled agricultural and trades workers.....	1.2	5.1	1.7			0.0
Plant and machine operators, and assemblers.....	0.1	2.4	2.0			0.0
Elementary occupations.....	0.0	0.5	2.0	Primary education requirements.....	2.5	0.0
Others.....	0.0	0.1	2.6			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.55
Quality of business schools.....	5.26
Specialized training services.....	5.52
Capacity to attract talent.....	4.84
Capacity to retain talent.....	5.58

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	238,224	40,346
Agriculture.....	1,803	359
Education.....	34,089	6,981
Engineering, Manufacturing, Construction.....	19,656	3,812
Health and Welfare.....	47,438	9,457
Humanities and Arts.....	24,880	3,430
Sciences.....	20,422	3,033
Services.....	12,055	2,236
Social Sciences, Business, Law.....	75,309	10,863
Unspecified.....	2,572	176

Norway

	Value	Score	Rank
Under 15 Age Group		93.16	12
Enrolment in education			
Primary enrolment rate	99.4	99.44	10
Secondary enrolment rate	94.9	94.89	14
Basic education survival rate	98.3	98.33	21
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.04	67.29	21
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		83.87	3
Enrolment in education			
Tertiary enrolment rate	74.1	74.10	18
Vocational enrolment rate	52.0	51.99	19
Quality of education			
Quality of education system ¹	5.05	67.47	14
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	100.00	3
Economic participation			
Labour force participation rate	58.0	58.00	32
Unemployment rate	8.4	91.60	25
Underemployment rate	5.5	94.50	30
Not in employment, education or training rate	5.6	94.40	9
Long-term unemployment rate	10.2	89.80	14
Skills			
Incidence of overeducation	6.8	93.20	10
Incidence of undereducation	22.6	77.40	27
Skill diversity ²	0.182	81.77	18

	Value	Score	Rank
25–54 Age Group		79.48	4
Educational attainment			
Primary education attainment rate	99.9	99.94	20
Secondary education attainment rate	99.8	99.82	3
Tertiary education attainment rate	35.9	35.92	9
Workplace learning			
Staff training services ¹	5.16	69.39	8
Economic complexity ³	0.929	65.48	28
Economic participation			
Labour force participation rate	87.1	87.10	43
Unemployment rate	2.9	97.10	16
Underemployment rate	3.1	96.90	21
Employment gender gap	94.2	94.22	6
Skills			
High-skilled employment share	48.8	48.80	7
Medium-skilled employment share	96.2	96.20	9
Ease of finding skilled employees ¹	4.77	62.86	19

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		85.14	3
Educational attainment			
Primary education attainment rate	99.7	99.66	24
Secondary education attainment rate	99.4	99.40	3
Tertiary education attainment rate	28.2	28.19	10
Economic participation			
Labour force participation rate	71.9	71.90	29
Unemployment rate	1.3	98.70	16
Underemployment rate	1.9	98.10	17
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		74.59	2
Educational attainment			
Primary education attainment rate	99.6	99.59	20
Secondary education attainment rate	99.4	99.43	3
Tertiary education attainment rate	20.5	20.46	9
Economic participation			
Labour force participation rate	11.7	11.70	83
Unemployment rate	0.7	99.30	20
Underemployment rate	1.8	98.20	24
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.06
University-business R&D collaboration ¹	5.02
Ease of starting a business ⁴	22

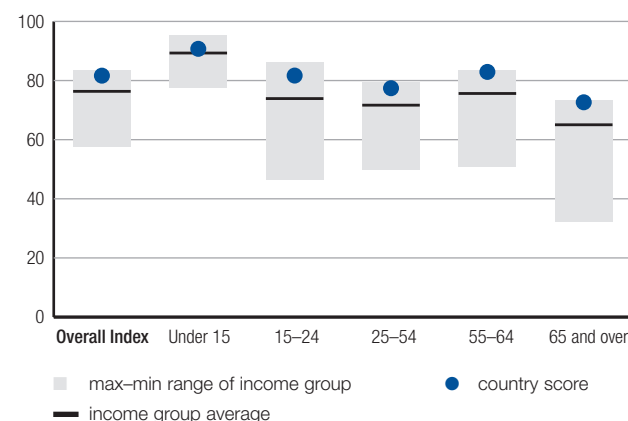
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	5.2
Social safety net ¹	6.14
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.87
Internet access in schools ¹	6.52

Country Score Within Income Group



Pakistan

Human Capital Index 2015 Rank

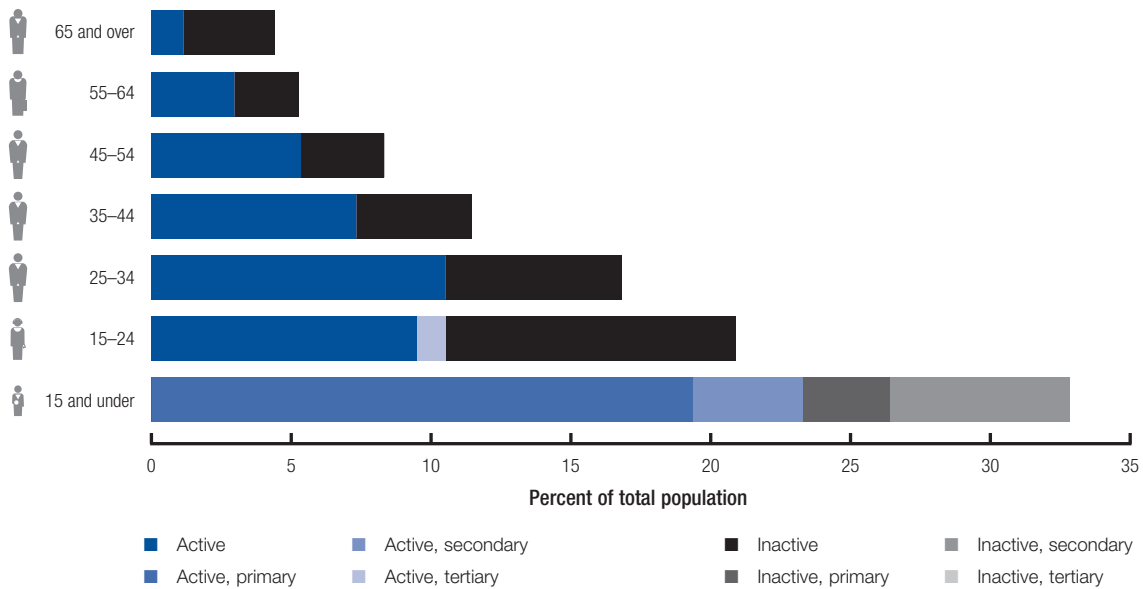
113

(out of 124 countries)

Key indicators

Total population (1,000s).....	188,144	Median age of population (years).....	22
Working age population (1,000s).....	118,069	GDP per capita (constant '11 US\$, PPP).....	4,746
Tertiary-educated population (1,000s).....	5,428	Labour force participation rate (%).....	54.4
Aged dependency ratio (%).....	7.2	Employment-to-population ratio (%).....	51.6
Child dependency ratio (%).....	58.8	Unemployment rate (%).....	5.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.40
Quality of business schools	4.28
Specialized training services.....	3.59
Capacity to attract talent	2.71
Capacity to retain talent	3.18

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,915,419	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Pakistan

	Value	Score	Rank
Under 15 Age Group	60.52	115	
Enrolment in education			
Primary enrolment rate	71.9	71.86	118
Secondary enrolment rate	37.9	37.85	97
Basic education survival rate	88.9	88.90	62
Secondary enrolment gender gap	73.7	73.68	99
Quality of education			
Quality of primary schools ¹	2.82	30.29	103
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	50.85	113	
Enrolment in education			
Tertiary enrolment rate	9.8	9.82	103
Vocational enrolment rate	8.0	8.00	91
Quality of education			
Quality of education system ¹	3.38	39.69	80
Youth literacy rate	74.8	74.84	112
Educational attainment			
Primary education attainment rate	77.3	77.31	113
Secondary education attainment rate	60.4	60.42	83
Economic participation			
Labour force participation rate	45.3	45.30	67
Unemployment rate	8.6	91.40	27
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	51.37	103	
Educational attainment			
Primary education attainment rate	60.8	60.78	111
Secondary education attainment rate	44.8	44.84	91
Tertiary education attainment rate	10.1	10.09	84
Workplace learning			
Staff training services ¹	3.38	39.58	106
Economic complexity ³	-0.343	44.29	82
Economic participation			
Labour force participation rate	63.2	63.20	116
Unemployment rate	2.6	97.40	13
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	20.9	20.90	65
Medium-skilled employment share	82.6	82.60	89
Ease of finding skilled employees ¹	4.00	50.06	57

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	50.96	108	
Educational attainment			
Primary education attainment rate	39.4	39.37	111
Secondary education attainment rate	25.9	25.89	95
Tertiary education attainment rate	5.9	5.87	94
Economic participation			
Labour force participation rate	56.2	56.20	80
Unemployment rate	7.7	92.30	77
Underemployment rate	—	—	—
Healthy life expectancy at birth	56	86.15	99

	Value	Score	Rank
65 and Over Age Group	39.15	105	
Educational attainment			
Primary education attainment rate	29.1	29.09	108
Secondary education attainment rate	18.2	18.18	87
Tertiary education attainment rate	4.1	4.06	84
Economic participation			
Labour force participation rate	25.8	25.80	49
Unemployment rate	15.9	84.10	89
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	73.68	99

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.94
University-business R&D collaboration ¹	3.21
Ease of starting a business ⁴	116

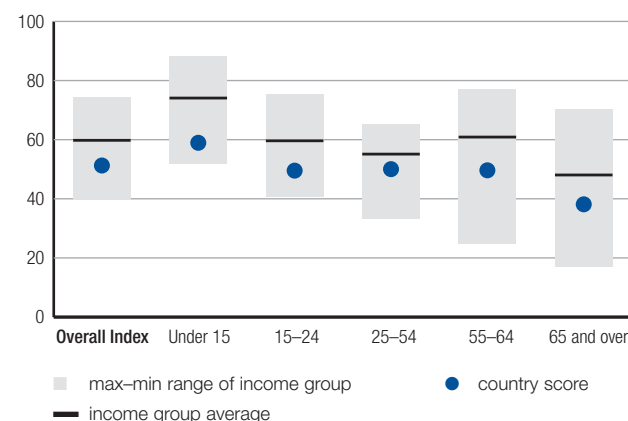
Vulnerability

Workers in informal employment	78.4
Workers in vulnerable employment	61.5
Social safety net ¹	2.43
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	2.14
Internet access in schools ¹	3.80

Country Score Within Income Group



Panama

Human Capital Index 2015 Rank

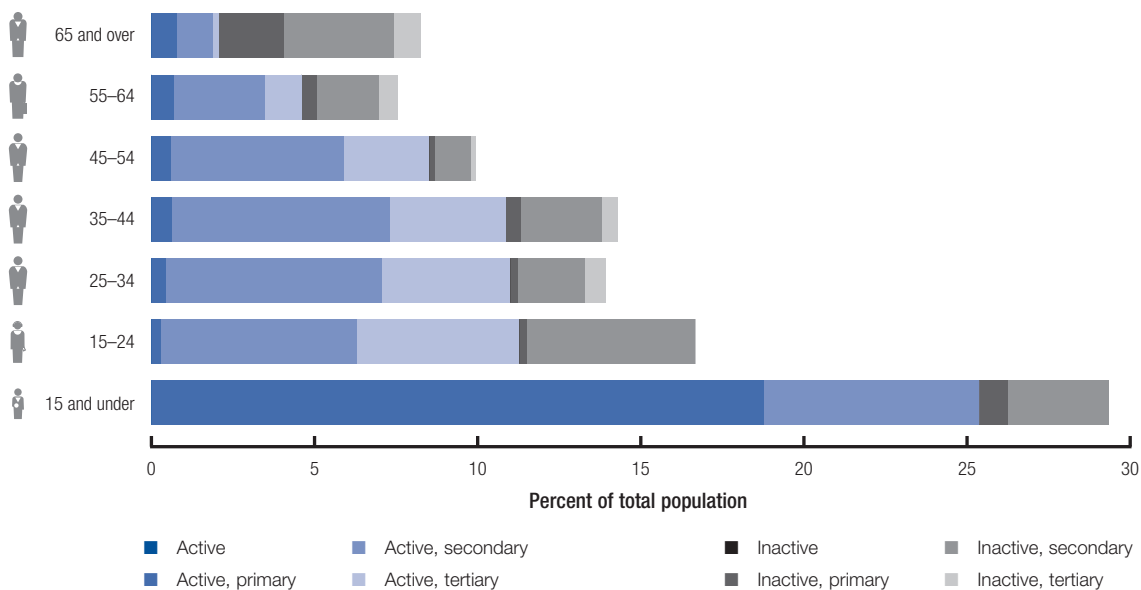
49

(out of 124 countries)

Key indicators

Total population (1,000s).....	3,988	Median age of population (years).....	27
Working age population (1,000s).....	2,586	GDP per capita (constant '11 US\$, PPP).....	20,316
Tertiary-educated population (1,000s).....	628	Labour force participation rate (%).....	65.5
Aged dependency ratio (%).....	10.6	Employment-to-population ratio (%).....	62.8
Child dependency ratio (%).....	45.9	Unemployment rate (%).....	4.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	10.2	11.1	39.5	60.8	—	
Managers, professionals and technicians.....	0.2	1.7	12.9	Tertiary education requirements.....	14.8	0.4
Clerical, service and sales workers.....	0.1	0.8	14.3	Secondary education requirements.....	33.8	0.8
Skilled agricultural and trades workers.....	7.0	5.4	2.0			0.4
Plant and machine operators, and assemblers.....	0.1	0.9	3.2			0.1
Elementary occupations.....	2.7	2.4	7.0	Primary education requirements.....	12.1	0.7
Others.....	0.0	0.0	0.0			—

Business Perceptions

Score (1–7)

Quality of math/science education.....	3.33
Quality of business schools.....	4.23
Specialized training services.....	4.22
Capacity to attract talent.....	4.92
Capacity to retain talent.....	4.58

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	133,497	22,172
Agriculture.....	2,297	186
Education.....	13,647	5,458
Engineering, Manufacturing, Construction.....	24,485	2,320
Health and Welfare.....	10,549	1,710
Humanities and Arts.....	10,914	1,422
Sciences.....	17,784	2,565
Services.....	4,586	696
Social Sciences, Business, Law.....	49,235	7,814
Unspecified.....	3,104	—

Panama

	Value	Score	Rank
Under 15 Age Group	78.73	79	
Enrolment in education			
Primary enrolment rate	91.0	91.03	92
Secondary enrolment rate	68.2	68.18	73
Basic education survival rate	77.3	77.31	85
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.49	41.44	79
Vulnerability			
Incidence of child labour	5.6	94.40	55

	Value	Score	Rank
15–24 Age Group	72.73	40	
Enrolment in education			
Tertiary enrolment rate	43.5	43.46	57
Vocational enrolment rate	30.4	30.45	49
Quality of education			
Quality of education system ¹	3.52	42.05	72
Youth literacy rate	98.1	98.13	77
Educational attainment			
Primary education attainment rate	98.8	98.80	71
Secondary education attainment rate	81.3	81.27	48
Economic participation			
Labour force participation rate	48.6	48.60	53
Unemployment rate	11.0	89.00	47
Underemployment rate	3.3	96.70	14
Not in employment, education or training rate	17.6	82.40	44
Long-term unemployment rate	16.0	83.97	26
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.220	77.97	41

	Value	Score	Rank
25–54 Age Group	65.94	44	
Educational attainment			
Primary education attainment rate	96.4	96.38	67
Secondary education attainment rate	70.8	70.76	57
Tertiary education attainment rate	24.9	24.93	31
Workplace learning			
Staff training services ¹	4.27	54.52	42
Economic complexity ³	0.449	57.49	44
Economic participation			
Labour force participation rate	81.0	81.00	81
Unemployment rate	3.6	96.40	23
Underemployment rate	2.3	97.70	12
Employment gender gap	65.1	65.08	66
Skills			
High-skilled employment share	25.4	25.40	52
Medium-skilled employment share	80.1	80.10	94
Ease of finding skilled employees ¹	3.49	41.50	91

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	75.39	36	
Educational attainment			
Primary education attainment rate	92.7	92.65	61
Secondary education attainment rate	58.0	58.01	51
Tertiary education attainment rate	20.4	20.44	29
Economic participation			
Labour force participation rate	59.1	59.10	73
Unemployment rate	0.9	99.10	11
Underemployment rate	1.6	98.40	12
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group	63.85	35	
Educational attainment			
Primary education attainment rate	84.9	84.90	58
Secondary education attainment rate	38.3	38.31	52
Tertiary education attainment rate	11.5	11.46	38
Economic participation			
Labour force participation rate	26.4	26.40	47
Unemployment rate	0.6	99.40	17
Underemployment rate	1.7	98.30	22
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.02
University-business R&D collaboration ¹	4.04
Ease of starting a business ⁴	38

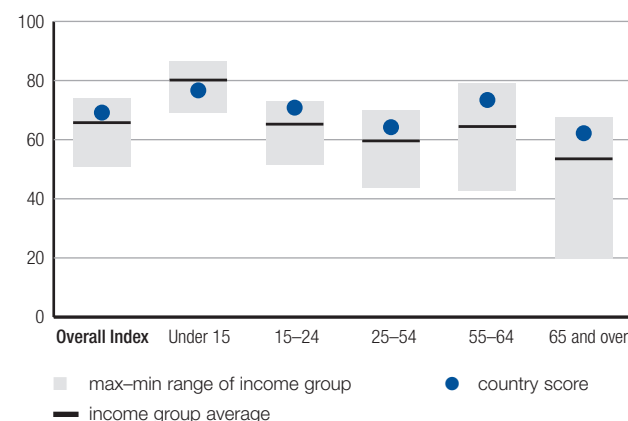
Vulnerability

Workers in informal employment	43.8
Workers in vulnerable employment	28.6
Social safety net ¹	3.73
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.50
Internet access in schools ¹	5.15

Country Score Within Income Group



Paraguay

Human Capital Index 2015 Rank

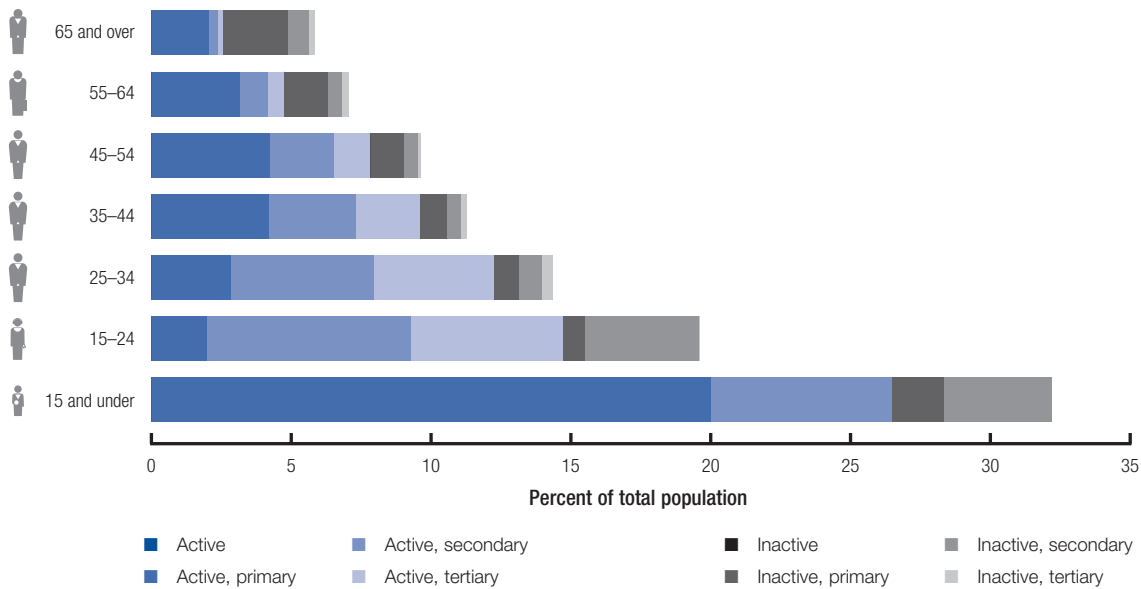
75

(out of 124 countries)

Key indicators

Total population (1,000s).....	7,033	Median age of population (years).....	23
Working age population (1,000s).....	4,397	GDP per capita (constant '11 US\$, PPP).....	8,386
Tertiary-educated population (1,000s).....	914	Labour force participation rate (%).....	70.3
Aged dependency ratio (%).....	8.4	Employment-to-population ratio (%).....	66.8
Child dependency ratio (%).....	54.7	Unemployment rate (%).....	5.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	16.0	11.9	40.6	68.5	3.0	
Managers, professionals and technicians.....	0.2	1.4	11.3	Tertiary education requirements.....	12.9	0.4
Clerical, service and sales workers.....	0.1	0.8	15.8	Secondary education requirements.....	42.0	0.9
Skilled agricultural and trades workers.....	13.0	6.9	2.4			0.4
Plant and machine operators, and assemblers.....	0.1	0.9	2.0			0.3
Elementary occupations.....	2.6	1.9	8.9	Primary education requirements.....	13.4	1.1
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	2.28
Quality of business schools.....	3.09
Specialized training services.....	3.03
Capacity to attract talent.....	2.71
Capacity to retain talent.....	2.99

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	225,211	—
Agriculture.....	—	—
Education.....	—	—
Engineering, Manufacturing, Construction.....	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences.....	—	—
Services.....	—	—
Social Sciences, Business, Law.....	—	—
Unspecified.....	—	—

Paraguay

	Value	Score	Rank
Under 15 Age Group		70.25	98
Enrolment in education			
Primary enrolment rate	82.6	82.62	109
Secondary enrolment rate	62.6	62.56	77
Basic education survival rate	85.5	85.51	68
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.10	18.41	122
Vulnerability			
Incidence of child labour	27.6	72.40	103

	Value	Score	Rank
15–24 Age Group		68.73	62
Enrolment in education			
Tertiary enrolment rate	34.5	34.51	66
Vocational enrolment rate	24.2	24.23	57
Quality of education			
Quality of education system ¹	2.32	22.07	121
Youth literacy rate	99.0	99.03	57
Educational attainment			
Primary education attainment rate	99.4	99.37	58
Secondary education attainment rate	69.0	68.96	73
Economic participation			
Labour force participation rate	60.3	60.30	25
Unemployment rate	9.3	90.70	32
Underemployment rate	8.6	91.40	42
Not in employment, education or training rate	12.3	87.70	30
Long-term unemployment rate	22.3	77.72	38
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		61.47	62
Educational attainment			
Primary education attainment rate	97.4	97.43	61
Secondary education attainment rate	58.7	58.71	77
Tertiary education attainment rate	18.9	18.90	49
Workplace learning			
Staff training services ¹	3.65	44.24	92
Economic complexity ³	-0.329	44.52	79
Economic participation			
Labour force participation rate	81.8	81.80	77
Unemployment rate	3.0	97.00	19
Underemployment rate	8.5	91.50	41
Employment gender gap	74.5	74.52	52
Skills			
High-skilled employment share	19.2	19.20	70
Medium-skilled employment share	80.5	80.50	93
Ease of finding skilled employees ¹	2.76	29.36	121

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		70.15	59
Educational attainment			
Primary education attainment rate	93.7	93.68	59
Secondary education attainment rate	35.5	35.46	79
Tertiary education attainment rate	10.6	10.64	66
Economic participation			
Labour force participation rate	67.6	67.60	41
Unemployment rate	1.6	98.40	19
Underemployment rate	14.7	85.30	65
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		61.42	45
Educational attainment			
Primary education attainment rate	89.3	89.28	51
Secondary education attainment rate	25.0	25.04	69
Tertiary education attainment rate	7.0	7.01	65
Economic participation			
Labour force participation rate	34.9	34.90	31
Unemployment rate	2.4	97.60	57
Underemployment rate	9.4	90.60	58
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.06
University-business R&D collaboration ¹	2.70
Ease of starting a business ⁴	126

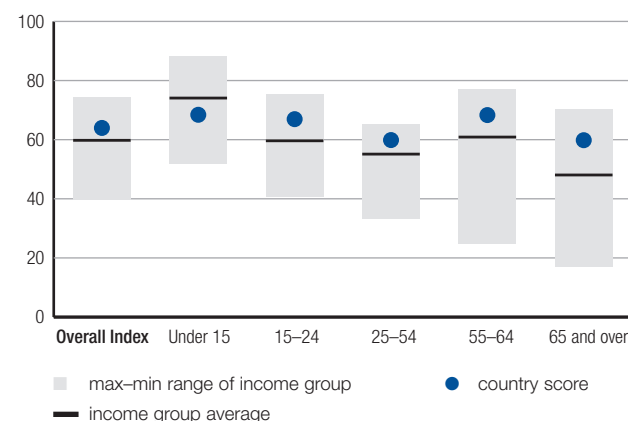
Vulnerability

Workers in informal employment	70.7
Workers in vulnerable employment	38.9
Social safety net ¹	2.06
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.80
Internet access in schools ¹	2.88

Country Score Within Income Group



Peru

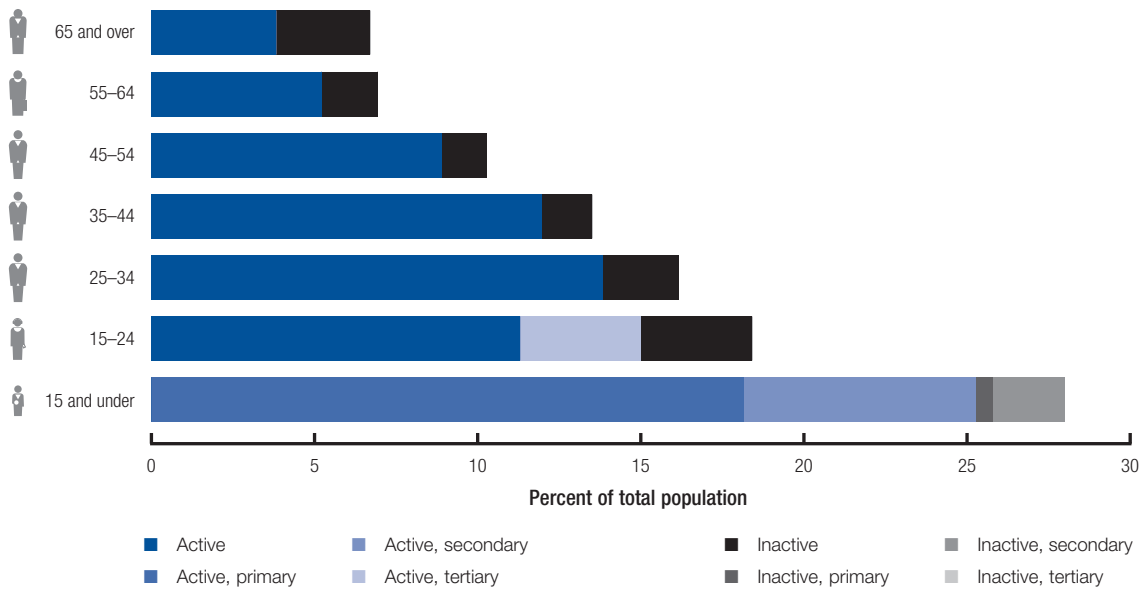
Human Capital Index 2015 Rank

61
(out of 124 countries)

Key indicators

Total population (1,000s).....	31,161	Median age of population (years)	26
Working age population (1,000s)	20,349	GDP per capita (constant '11 US\$, PPP).....	11,989
Tertiary-educated population (1,000s).....	6,407	Labour force participation rate (%).....	76.2
Aged dependency ratio (%).....	9.4	Employment-to-population ratio (%).....	73.2
Child dependency ratio (%).....	46.9	Unemployment rate (%).....	4.0

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.27
Quality of business schools	4.19
Specialized training services.....	3.87
Capacity to attract talent	3.83
Capacity to retain talent	3.93

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,150,620	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Peru

	Value	Score	Rank
Under 15 Age Group		75.62	87
Enrolment in education			
Primary enrolment rate	94.4	94.42	76
Secondary enrolment rate	76.3	76.28	62
Basic education survival rate	95.4	95.39	41
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.27	21.10	118
Vulnerability			
Incidence of child labour	33.5	66.50	106

	Value	Score	Rank
15–24 Age Group		73.90	35
Enrolment in education			
Tertiary enrolment rate	40.6	40.65	61
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	2.54	25.64	118
Youth literacy rate	98.9	98.94	63
Educational attainment			
Primary education attainment rate	99.8	99.81	43
Secondary education attainment rate	86.6	86.60	37
Economic participation			
Labour force participation rate	61.4	61.40	22
Unemployment rate	9.2	90.80	30
Underemployment rate	—	—	—
Not in employment, education or training rate	16.5	83.50	41
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	29.8	70.20	53
Incidence of undereducation	18.5	81.50	22
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		61.21	65
Educational attainment			
Primary education attainment rate	98.2	98.24	54
Secondary education attainment rate	77.3	77.27	53
Tertiary education attainment rate	16.8	16.83	57
Workplace learning			
Staff training services ¹	3.76	46.08	83
Economic complexity ³	-0.182	46.96	73
Economic participation			
Labour force participation rate	86.7	86.70	48
Unemployment rate	2.9	97.10	16
Underemployment rate	—	—	—
Employment gender gap	79.6	79.62	45
Skills			
High-skilled employment share	15.2	15.20	87
Medium-skilled employment share	68.6	68.60	117
Ease of finding skilled employees ¹	3.45	40.75	96

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	Value	Score	Rank
55–64 Age Group		72.94	48
Educational attainment			
Primary education attainment rate	92.9	92.86	60
Secondary education attainment rate	58.0	58.03	50
Tertiary education attainment rate	13.4	13.35	52
Economic participation			
Labour force participation rate	75.1	75.10	20
Unemployment rate	1.7	98.30	20
Underemployment rate	—	—	—
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group		62.39	41
Educational attainment			
Primary education attainment rate	81.5	81.50	63
Secondary education attainment rate	38.4	38.39	51
Tertiary education attainment rate	10.6	10.62	42
Economic participation			
Labour force participation rate	57.3	57.30	9
Unemployment rate	1.6	98.40	40
Underemployment rate	—	—	—
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.26
University-business R&D collaboration ¹	3.10
Ease of starting a business ⁴	89

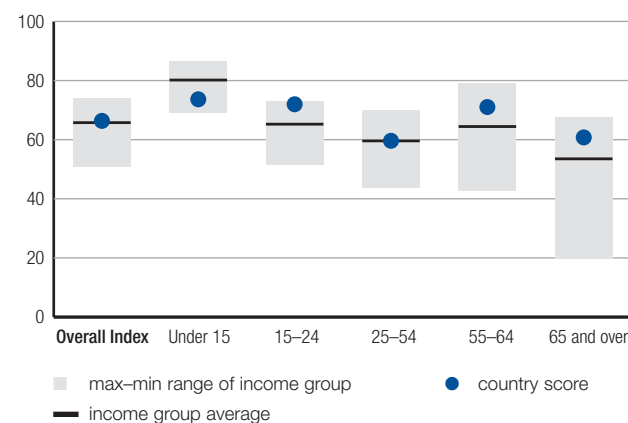
Vulnerability

Workers in informal employment	69.9
Workers in vulnerable employment	47.6
Social safety net ¹	2.86
Primary completion rate (poorest | richest quintile)	102, 98

Public investment

Public spending on education (% of GDP)	2.76
Internet access in schools ¹	3.65

Country Score Within Income Group



Philippines

Human Capital Index 2015 Rank

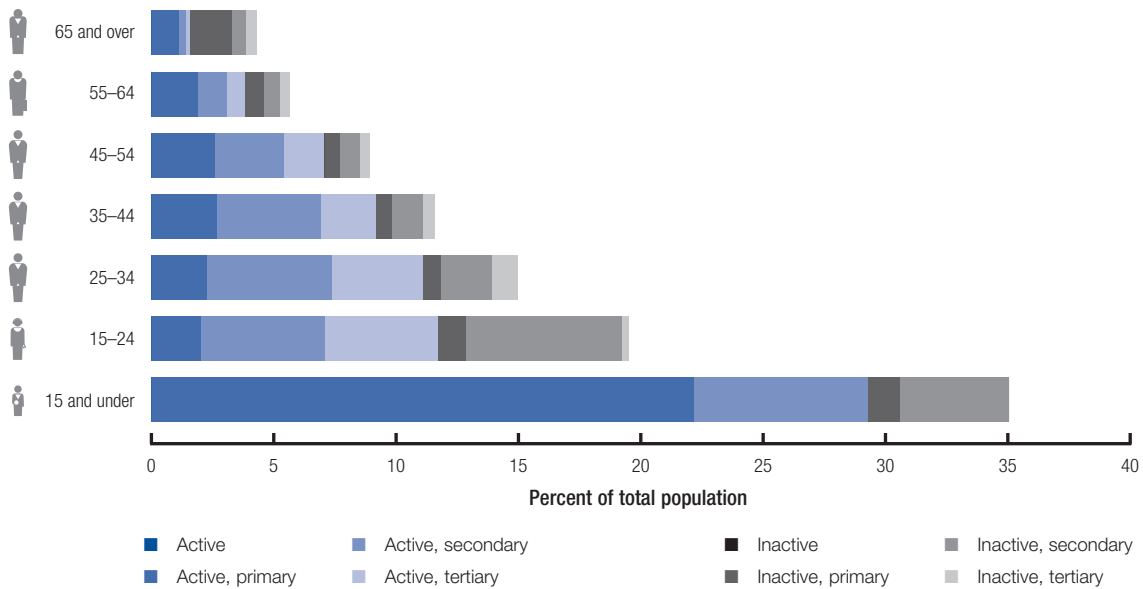
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(out of 124 countries)

Key indicators

Total population (1,000s).....	101,803	Median age of population (years)	22
Working age population (1,000s)	63,659	GDP per capita (constant '11 US\$, PPP).....	6,986
Tertiary-educated population (1,000s).....	15,808	Labour force participation rate (%).....	65.2
Aged dependency ratio (%).....	6.1	Employment-to-population ratio (%).....	60.6
Child dependency ratio (%).....	57.8	Unemployment rate (%).....	7.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	19.5	8.8	30.8	59.1	3.5	
Managers, professionals and technicians	0.3	1.0	11.3	Tertiary education requirements.....	12.6	0.4
Clerical, service and sales workers	0.0	0.4	9.5	Secondary education requirements.....	27.0	1.1
Skilled agricultural and trades workers.....	9.0	3.8	0.6			0.5
Plant and machine operators, and assemblers.....	0.1	1.0	2.5			0.3
Elementary occupations	10.0	2.6	6.6	Primary education requirements	19.2	1.2
Others.....	0.0	0.0	0.2		0.3	0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.13
Quality of business schools	4.74
Specialized training services.....	4.44
Capacity to attract talent	3.28
Capacity to retain talent	3.52

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	2,625,385	469,654
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Philippines

	Value	Score	Rank
Under 15 Age Group		79.66	73
Enrolment in education			
Primary enrolment rate	88.6	88.65	101
Secondary enrolment rate	61.4	61.40	80
Basic education survival rate	86.2	86.24	65
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.17	52.80	52
Vulnerability			
Incidence of child labour	11.1	88.90	74

	Value	Score	Rank
15–24 Age Group		76.48	20
Enrolment in education			
Tertiary enrolment rate	28.2	28.20	73
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	4.55	59.12	27
Youth literacy rate	97.9	97.94	81
Educational attainment			
Primary education attainment rate	99.5	99.49	56
Secondary education attainment rate	85.0	85.01	41
Economic participation			
Labour force participation rate	47.5	47.50	61
Unemployment rate	16.4	83.60	67
Underemployment rate	10.6	89.40	47
Not in employment, education or training rate	24.8	75.20	62
Long-term unemployment rate	0.7	99.35	3
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		64.27	51
Educational attainment			
Primary education attainment rate	98.3	98.33	53
Secondary education attainment rate	75.9	75.87	54
Tertiary education attainment rate	29.3	29.30	18
Workplace learning			
Staff training services ¹	4.61	60.16	25
Economic complexity ³	0.514	58.56	43
Economic participation			
Labour force participation rate	77.4	77.40	97
Unemployment rate	5.6	94.40	47
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	24.1	24.10	58
Medium-skilled employment share	67.4	67.40	118
Ease of finding skilled employees ¹	4.43	57.14	35

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		74.50	40
Educational attainment			
Primary education attainment rate	97.1	97.11	52
Secondary education attainment rate	56.8	56.83	53
Tertiary education attainment rate	20.9	20.89	26
Economic participation			
Labour force participation rate	68.2	68.20	40
Unemployment rate	2.8	97.20	32
Underemployment rate	11.0	89.00	60
Healthy life expectancy at birth	60	92.31	87

	Value	Score	Rank
65 and Over Age Group		65.47	33
Educational attainment			
Primary education attainment rate	94.9	94.85	43
Secondary education attainment rate	41.5	41.54	46
Tertiary education attainment rate	16.5	16.47	23
Economic participation			
Labour force participation rate	36.3	36.30	30
Unemployment rate	1.0	99.00	26
Underemployment rate	8.8	91.20	56
Healthy life years beyond age 65	0	78.95	87

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.03
University-business R&D collaboration ¹	3.79
Ease of starting a business ⁴	161

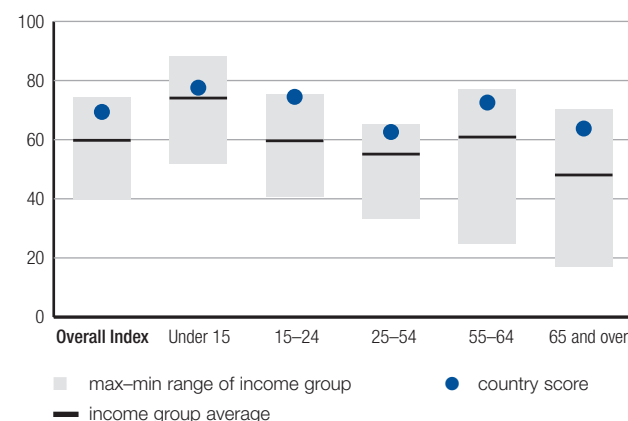
Vulnerability

Workers in informal employment	70.1
Workers in vulnerable employment	42.3
Social safety net ¹	3.35
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	2.65
Internet access in schools ¹	4.34

Country Score Within Income Group



Poland

Human Capital Index 2015 Rank

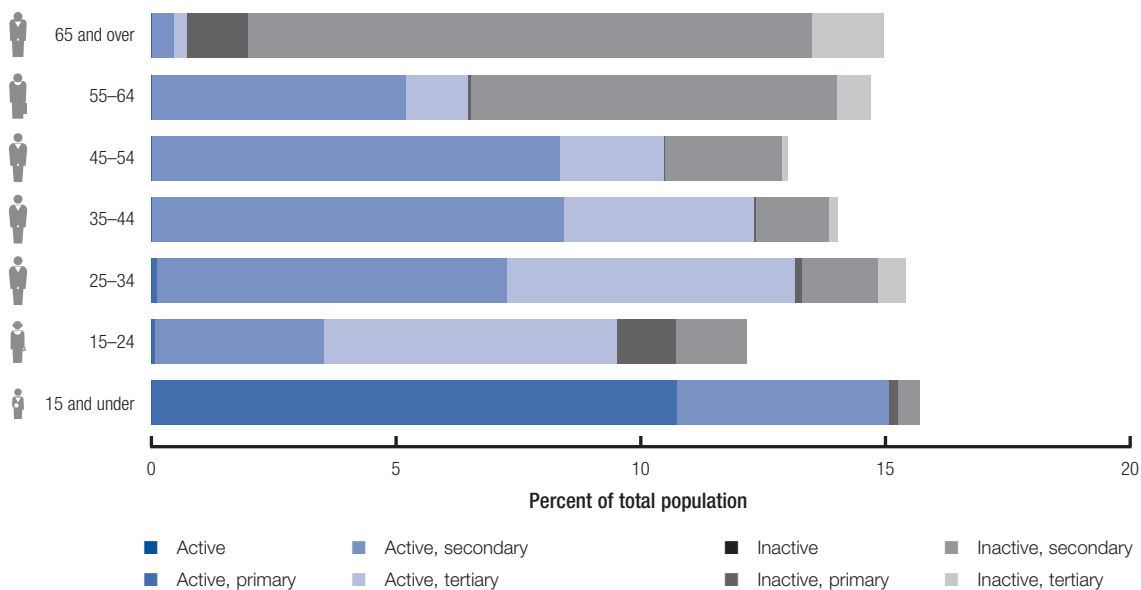
28

(out of 124 countries)

Key indicators

Total population (1,000s).....	38,222	Median age of population (years).....	38
Working age population (1,000s).....	26,584	GDP per capita (constant '11 US\$, PPP).....	24,429
Tertiary-educated population (1,000s).....	6,404	Labour force participation rate (%).....	56.5
Aged dependency ratio (%).....	18.9	Employment-to-population ratio (%).....	50.7
Child dependency ratio (%).....	21.0	Unemployment rate (%).....	10.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	6.0	15.3	28.8	50.1	1.9	
Managers, professionals and technicians.....	0.2	3.7	14.1	Tertiary education requirements.....	18.0	0.3
Clerical, service and sales workers.....	0.0	1.0	9.3	Secondary education requirements.....	28.4	0.6
Skilled agricultural and trades workers.....	5.4	6.3	1.1			0.4
Plant and machine operators, and assemblers.....	0.1	3.0	2.1			0.2
Elementary occupations.....	0.3	1.3	1.8	Primary education requirements.....	3.4	0.3
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.40
Quality of business schools.....	4.00
Specialized training services.....	4.81
Capacity to attract talent.....	2.45
Capacity to retain talent.....	2.70

Students by field of study

Current enrolment

Annual Graduates (latest year)

	Current enrolment	Annual Graduates (latest year)
Total.....	2,007,212	638,957
Agriculture.....	33,967	8,983
Education.....	260,782	103,499
Engineering, Manufacturing, Construction.....	296,025	66,363
Health and Welfare.....	171,196	70,708
Humanities and Arts.....	181,294	47,149
Sciences.....	160,494	41,059
Services.....	163,136	45,805
Social Sciences, Business, Law.....	740,318	251,801
Unspecified.....	—	3,590

Poland

	Value	Score	Rank
Under 15 Age Group		90.10	28
Enrolment in education			
Primary enrolment rate	96.8	96.76	59
Secondary enrolment rate	90.5	90.49	29
Basic education survival rate	98.5	98.53	20
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.35	55.80	46
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		74.57	32
Enrolment in education			
Tertiary enrolment rate	73.2	73.19	20
Vocational enrolment rate	54.3	54.34	17
Quality of education			
Quality of education system ¹	3.57	42.77	69
Youth literacy rate	100.0	100.00	24
Educational attainment			
Primary education attainment rate	98.4	98.38	75
Secondary education attainment rate	70.4	70.36	70
Economic participation			
Labour force participation rate	34.5	34.50	99
Unemployment rate	24.0	76.00	95
Underemployment rate	5.8	94.20	31
Not in employment, education or training rate	12.2	87.80	29
Long-term unemployment rate	31.7	68.28	52
Skills			
Incidence of overeducation	12.2	87.80	26
Incidence of undereducation	21.7	78.30	26
Skill diversity ²	0.220	78.05	40

	Value	Score	Rank
25–54 Age Group		72.38	27
Educational attainment			
Primary education attainment rate	98.5	98.54	49
Secondary education attainment rate	90.8	90.80	34
Tertiary education attainment rate	22.0	22.04	41
Workplace learning			
Staff training services ¹	3.97	49.46	65
Economic complexity ³	1.154	69.24	21
Economic participation			
Labour force participation rate	84.9	84.90	59
Unemployment rate	9.0	91.00	71
Underemployment rate	3.5	96.50	23
Employment gender gap	86.1	86.09	31
Skills			
High-skilled employment share	36.3	36.30	29
Medium-skilled employment share	93.1	93.10	22
Ease of finding skilled employees ¹	4.03	50.54	54

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		75.46	35
Educational attainment			
Primary education attainment rate	99.5	99.51	30
Secondary education attainment rate	84.8	84.84	31
Tertiary education attainment rate	12.2	12.18	57
Economic participation			
Labour force participation rate	42.2	42.20	108
Unemployment rate	7.7	92.30	77
Underemployment rate	2.8	97.20	31
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group		65.65	32
Educational attainment			
Primary education attainment rate	96.9	96.86	39
Secondary education attainment rate	61.3	61.32	31
Tertiary education attainment rate	10.9	10.90	41
Economic participation			
Labour force participation rate	5.4	5.40	110
Unemployment rate	1.8	98.20	45
Underemployment rate	1.3	98.70	16
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.48
University-business R&D collaboration ¹	3.50
Ease of starting a business ⁴	85

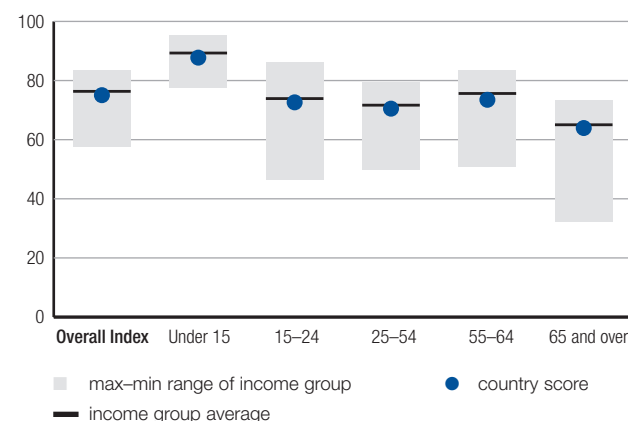
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	17.6
Social safety net ¹	2.87
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.17
Internet access in schools ¹	4.86

Country Score Within Income Group



Portugal

Human Capital Index 2015 Rank

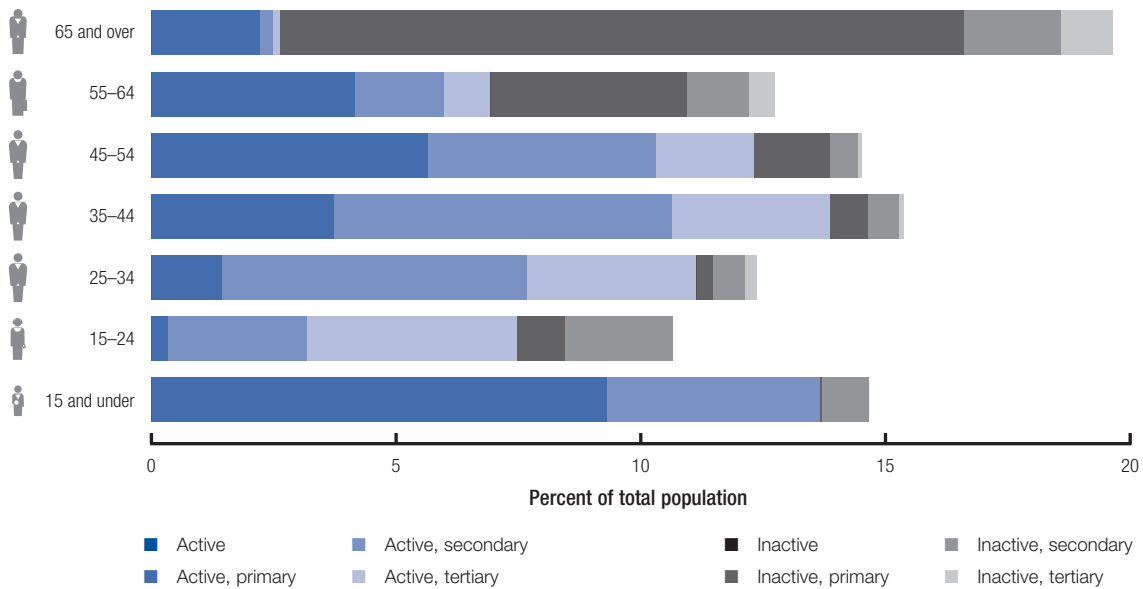
38

(out of 124 countries)

Key indicators

Total population (1,000s).....	10,610	Median age of population (years)	41
Working age population (1,000s)	7,023	GDP per capita (constant '11 US\$, PPP).....	26,306
Tertiary-educated population (1,000s).....	1,336	Labour force participation rate (%).....	60.3
Aged dependency ratio (%).....	27.0	Employment-to-population ratio (%).....	50.4
Child dependency ratio (%).....	22.7	Unemployment rate (%).....	16.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	5.1	11.8	32.8	49.7	3.2	
Managers, professionals and technicians	0.2	2.6	13.5	Tertiary education requirements.....	16.2	0.8
Clerical, service and sales workers	0.0	0.8	11.2	Secondary education requirements.....	27.3	0.9
Skilled agricultural and trades workers.....	4.5	4.9	1.7			0.6
Plant and machine operators, and assemblers.....	0.1	2.6	1.4			0.2
Elementary occupations	0.2	0.9	4.8	Primary education requirements	5.9	0.6
Others.....	0.0	0.0	0.3		0.3	0.0

Business Perceptions

Score (1-7)

Quality of math/science education	4.54
Quality of business schools	5.92
Specialized training services.....	5.11
Capacity to attract talent	3.41
Capacity to retain talent	3.12

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	390,273	94,264
Agriculture.....	7,232	1,191
Education	22,374	9,791
Engineering, Manufacturing, Construction	85,647	16,635
Health and Welfare.....	61,963	16,515
Humanities and Arts.....	37,271	7,837
Sciences	28,293	6,942
Services	25,102	5,672
Social Sciences, Business, Law	122,015	29,681
Unspecified.....	376	—

Portugal

	Value	Score	Rank
Under 15 Age Group		88.17	39
Enrolment in education			
Primary enrolment rate	98.8	98.79	25
Secondary enrolment rate	81.9	81.87	53
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.81	63.58	29
Vulnerability			
Incidence of child labour	3.4	96.60	47

	Value	Score	Rank
15–24 Age Group		72.17	46
Enrolment in education			
Tertiary enrolment rate	68.9	68.86	26
Vocational enrolment rate	42.8	42.81	35
Quality of education			
Quality of education system ¹	4.27	54.56	35
Youth literacy rate	99.6	99.59	43
Educational attainment			
Primary education attainment rate	99.9	99.94	32
Secondary education attainment rate	78.8	78.83	53
Economic participation			
Labour force participation rate	37.5	37.50	93
Unemployment rate	36.8	63.20	114
Underemployment rate	16.6	83.40	59
Not in employment, education or training rate	14.1	85.90	37
Long-term unemployment rate	36.3	63.68	58
Skills			
Incidence of overeducation	9.0	91.00	16
Incidence of undereducation	40.1	59.90	45
Skill diversity ²	0.188	81.21	24

	Value	Score	Rank
25–54 Age Group		71.12	32
Educational attainment			
Primary education attainment rate	98.7	98.65	46
Secondary education attainment rate	62.8	62.78	72
Tertiary education attainment rate	25.3	25.31	29
Workplace learning			
Staff training services ¹	4.18	52.96	48
Economic complexity ³	0.763	62.71	35
Economic participation			
Labour force participation rate	88.7	88.70	26
Unemployment rate	12.7	87.30	85
Underemployment rate	10.3	89.70	47
Employment gender gap	93.6	93.64	11
Skills			
High-skilled employment share	32.7	32.70	39
Medium-skilled employment share	88.2	88.20	61
Ease of finding skilled employees ¹	5.25	70.83	3

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		67.96	65
Educational attainment			
Primary education attainment rate	97.3	97.30	50
Secondary education attainment rate	35.1	35.15	80
Tertiary education attainment rate	12.2	12.15	58
Economic participation			
Labour force participation rate	54.6	54.60	84
Unemployment rate	13.5	86.50	93
Underemployment rate	10.0	90.00	58
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group		59.41	52
Educational attainment			
Primary education attainment rate	86.3	86.32	54
Secondary education attainment rate	20.5	20.47	80
Tertiary education attainment rate	6.6	6.56	66
Economic participation			
Labour force participation rate	15.4	15.40	72
Unemployment rate	1.8	98.20	45
Underemployment rate	4.5	95.50	46
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.19
University-business R&D collaboration ¹	4.68
Ease of starting a business ⁴	10

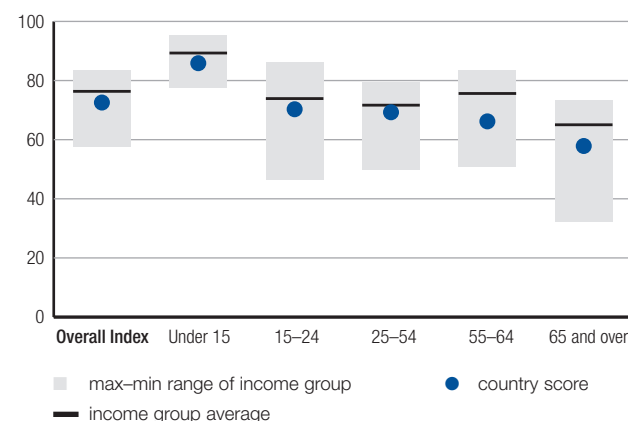
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	16.4
Social safety net ¹	4.31
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.62
Internet access in schools ¹	5.74

Country Score Within Income Group



Qatar

Human Capital Index 2015 Rank

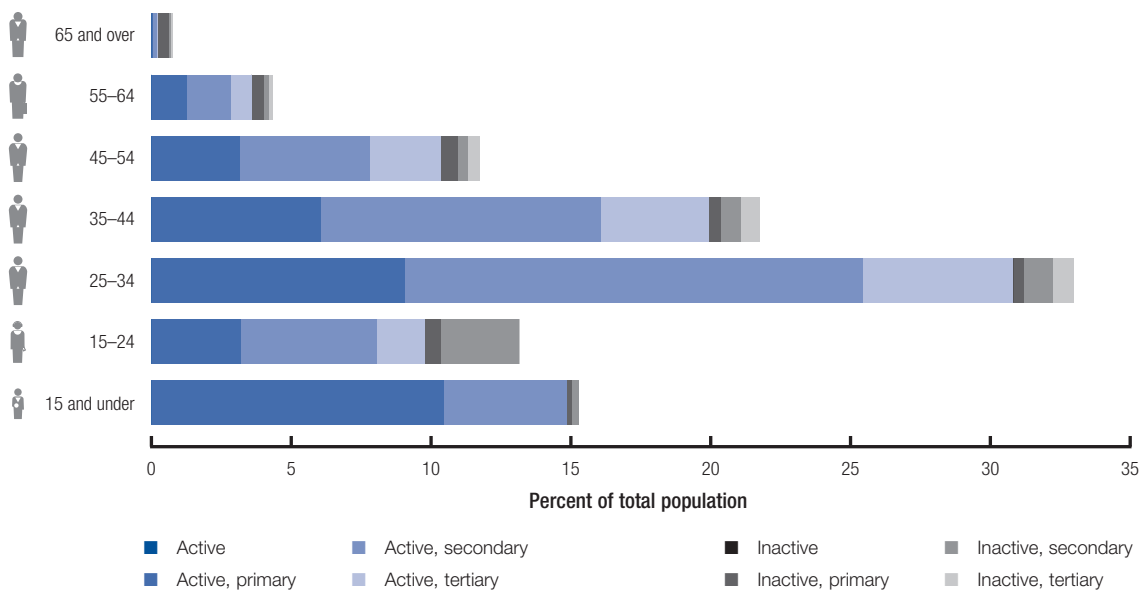
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(out of 124 countries)

Key indicators

Total population (1,000s).....	2,351	Median age of population (years)	32
Working age population (1,000s)	2,010	GDP per capita (constant '11 US\$, PPP)...	144,427
Tertiary-educated population (1,000s).....	332	Labour force participation rate (%).....	86.7
Aged dependency ratio (%).....	1.3	Employment-to-population ratio (%).....	86.5
Child dependency ratio (%).....	16.1	Unemployment rate (%).....	0.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.2	44.9	40.7	86.8	—	
Managers, professionals and technicians	0.0	6.4	9.4	Tertiary education requirements.....	15.9	0.0
Clerical, service and sales workers	0.1	3.0	7.7	Secondary education requirements.....	51.5	0.1
Skilled agricultural and trades workers.....	0.2	22.7	7.9	.....	.....	0.0
Plant and machine operators, and assemblers.....	0.2	4.2	5.3	.....	.....	0.0
Elementary occupations	0.6	8.5	10.4	Primary education requirements	19.5	0.0
Others.....	0.0	0.0	0.0	.....	0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education	5.54
Quality of business schools	5.59
Specialized training services.....	5.29
Capacity to attract talent	5.90
Capacity to retain talent	5.78

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	17,266	1,969
Agriculture.....	—	—
Education	374	103
Engineering, Manufacturing, Construction	2,931	536
Health and Welfare.....	1,106	108
Humanities and Arts.....	4,077	367
Sciences	1,239	125
Services.....	196	49
Social Sciences, Business, Law	4,621	681
Unspecified.....	2,722	—

Qatar

	Value	Score	Rank
Under 15 Age Group		93.12	13
Enrolment in education			
Primary enrolment rate	95.9	95.92	66
Secondary enrolment rate	94.9	94.95	13
Basic education survival rate	97.3	97.25	25
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.65	77.48	9
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		65.97	71
Enrolment in education			
Tertiary enrolment rate	14.3	14.26	92
Vocational enrolment rate	1.6	1.56	111
Quality of education			
Quality of education system ¹	5.82	80.34	3
Youth literacy rate	99.5	99.54	45
Educational attainment			
Primary education attainment rate	84.7	84.74	108
Secondary education attainment rate	32.7	32.67	107
Economic participation			
Labour force participation rate	66.2	66.20	13
Unemployment rate	1.3	98.70	3
Underemployment rate	—	—	—
Not in employment, education or training rate	9.4	90.60	20
Long-term unemployment rate	19.0	80.95	32
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.239	76.11	53

	Value	Score	Rank
25–54 Age Group		59.07	75
Educational attainment			
Primary education attainment rate	71.4	71.44	105
Secondary education attainment rate	41.7	41.74	93
Tertiary education attainment rate	12.9	12.85	72
Workplace learning			
Staff training services ¹	5.26	71.07	6
Economic complexity ³	-0.764	37.27	94
Economic participation			
Labour force participation rate	91.8	91.80	14
Unemployment rate	0.2	99.80	1
Underemployment rate	—	—	—
Employment gender gap	61.5	61.47	69
Skills			
High-skilled employment share	18.3	18.30	74
Medium-skilled employment share	77.6	77.60	101
Ease of finding skilled employees ¹	4.99	66.45	9

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	Value	Score	Rank
55–64 Age Group		66.94	66
Educational attainment			
Primary education attainment rate	71.0	71.03	91
Secondary education attainment rate	44.2	44.19	66
Tertiary education attainment rate	15.9	15.90	41
Economic participation			
Labour force participation rate	70.5	70.50	31
Unemployment rate	0.0	100.00	1
Underemployment rate	—	—	—
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group		50.65	75
Educational attainment			
Primary education attainment rate	48.4	48.40	91
Secondary education attainment rate	25.9	25.94	67
Tertiary education attainment rate	7.9	7.90	58
Economic participation			
Labour force participation rate	32.2	32.20	37
Unemployment rate	0.0	100.00	1
Underemployment rate	—	—	—
Healthy life years beyond age 65	3	89.47	33

Value

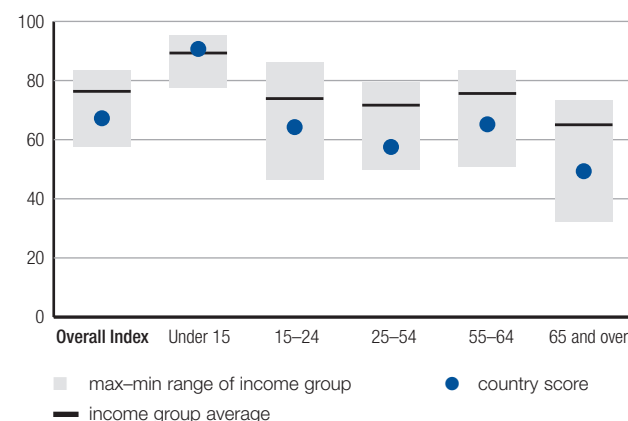
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	5.21
University-business R&D collaboration ¹	5.44
Ease of starting a business ⁴	103

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	0.2
Social safety net ¹	5.34
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	2.45
Internet access in schools ¹	5.85

Country Score Within Income Group



Romania

Human Capital Index 2015 Rank

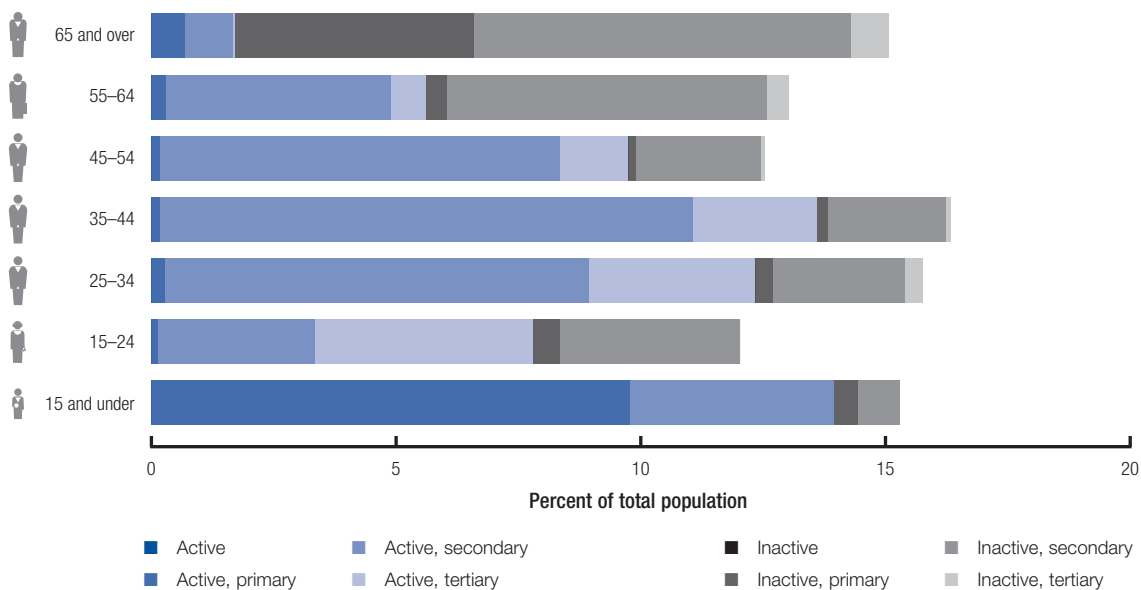
39

(out of 124 countries)

Key indicators

Total population (1,000s).....	21,579	Median age of population (years).....	38
Working age population (1,000s).....	14,977	GDP per capita (constant '11 US\$, PPP).....	19,397
Tertiary-educated population (1,000s).....	2,243	Labour force participation rate (%).....	56.5
Aged dependency ratio (%).....	21.2	Employment-to-population ratio (%).....	52.4
Child dependency ratio (%).....	21.4	Unemployment rate (%).....	7.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	14.5	14.6	21.9	51.1	0.8	
Managers, professionals and technicians.....	0.2	2.5	8.1	Tertiary education requirements.....	10.8	0.1
Clerical, service and sales workers.....	0.0	0.7	8.5	Secondary education requirements.....	34.4	0.1
Skilled agricultural and trades workers.....	11.9	6.8	1.1			0.3
Plant and machine operators, and assemblers.....	0.2	3.0	2.1			0.1
Elementary occupations.....	2.2	1.6	1.5	Primary education requirements.....	5.4	0.3
Others.....	0.0	0.0	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.72
Quality of business schools.....	4.21
Specialized training services.....	4.17
Capacity to attract talent.....	2.62
Capacity to retain talent.....	2.47

Students by field of study

Current enrolment

Annual Graduates (latest year)

	Current enrolment	Annual Graduates (latest year)
Total.....	871,842	259,634
Agriculture.....	19,295	4,289
Education.....	17,554	5,872
Engineering, Manufacturing, Construction.....	175,310	39,315
Health and Welfare.....	80,065	28,277
Humanities and Arts.....	70,666	18,869
Sciences.....	45,187	13,076
Services.....	36,548	8,093
Social Sciences, Business, Law.....	427,217	141,843
Unspecified.....	—	—

Romania

	Value	Score	Rank
Under 15 Age Group	82.98	64	
Enrolment in education			
Primary enrolment rate	90.2	90.17	96
Secondary enrolment rate	—	—	—
Basic education survival rate	91.1	91.15	54
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	4.09	51.48	56
Vulnerability			
Incidence of child labour	0.9	99.10	2

	Value	Score	Rank
15–24 Age Group	72.28	45	
Enrolment in education			
Tertiary enrolment rate	51.6	51.60	47
Vocational enrolment rate	61.9	61.93	9
Quality of education			
Quality of education system ¹	3.83	47.22	52
Youth literacy rate	99.3	99.29	52
Educational attainment			
Primary education attainment rate	98.7	98.71	73
Secondary education attainment rate	92.6	92.64	24
Economic participation			
Labour force participation rate	30.0	30.00	112
Unemployment rate	25.1	74.90	96
Underemployment rate	9.5	90.50	44
Not in employment, education or training rate	17.2	82.80	43
Long-term unemployment rate	39.5	60.47	62
Skills			
Incidence of overeducation	14.5	85.50	33
Incidence of undereducation	29.4	70.60	34
Skill diversity ²	0.343	65.72	86

	Value	Score	Rank
25–54 Age Group	69.26	36	
Educational attainment			
Primary education attainment rate	97.8	97.78	57
Secondary education attainment rate	94.0	93.98	26
Tertiary education attainment rate	13.6	13.63	70
Workplace learning			
Staff training services ¹	3.56	42.59	97
Economic complexity ³	0.908	65.13	29
Economic participation			
Labour force participation rate	80.0	80.00	86
Unemployment rate	6.5	93.50	54
Underemployment rate	2.7	97.30	15
Employment gender gap	83.0	82.97	41
Skills			
High-skilled employment share	21.6	21.60	62
Medium-skilled employment share	89.3	89.30	55
Ease of finding skilled employees ¹	4.20	53.35	43

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	77.31	29	
Educational attainment			
Primary education attainment rate	98.5	98.46	43
Secondary education attainment rate	93.6	93.62	24
Tertiary education attainment rate	10.8	10.80	65
Economic participation			
Labour force participation rate	43.3	43.30	104
Unemployment rate	3.7	96.30	47
Underemployment rate	1.3	98.70	10
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group	68.37	23	
Educational attainment			
Primary education attainment rate	95.0	94.99	42
Secondary education attainment rate	69.8	69.76	26
Tertiary education attainment rate	8.3	8.26	55
Economic participation			
Labour force participation rate	18.9	18.90	63
Unemployment rate	0.0	100.00	1
Underemployment rate	0.2	99.80	2
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.78
University-business R&D collaboration ¹	3.59
Ease of starting a business ⁴	38

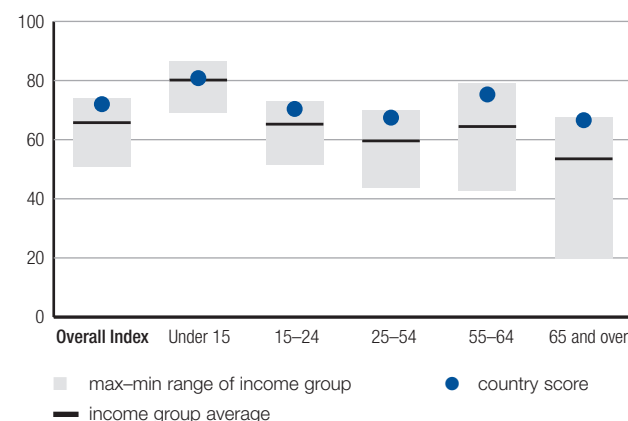
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	30.9
Social safety net ¹	3.84
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.07
Internet access in schools ¹	4.82

Country Score Within Income Group



Russian Federation

Human Capital Index 2015 Rank

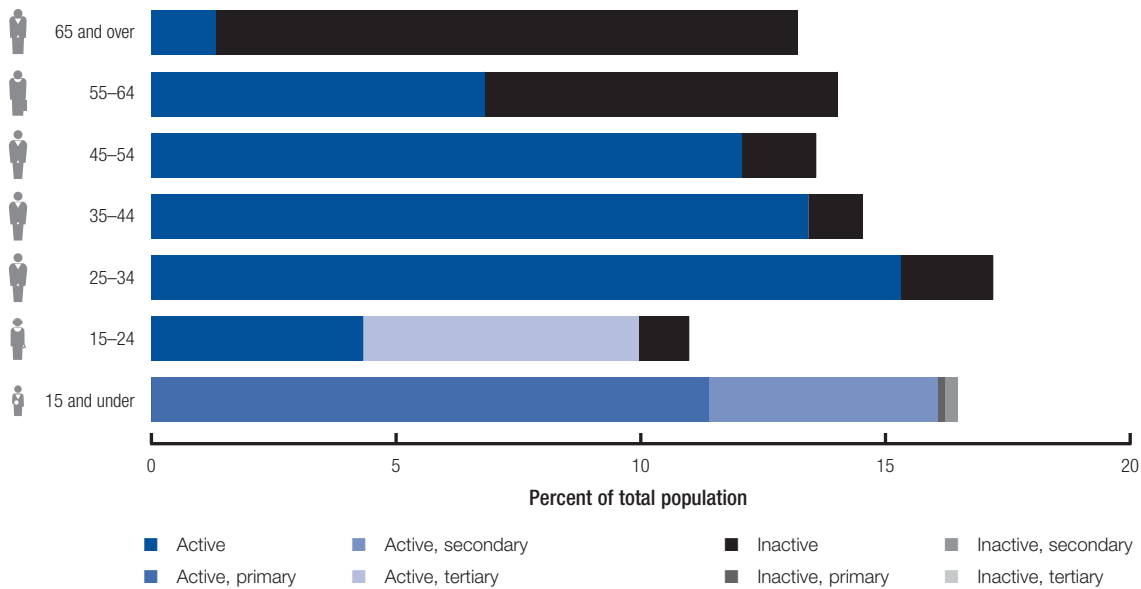
26

(out of 124 countries)

Key indicators

Total population (1,000s).....	142,098	Median age of population (years).....	38
Working age population (1,000s).....	99,947	GDP per capita (constant '11 US\$, PPP).....	24,764
Tertiary-educated population (1,000s).....	69,664	Labour force participation rate (%).....	63.7
Aged dependency ratio (%).....	18.2	Employment-to-population ratio (%).....	60.2
Child dependency ratio (%).....	20.7	Unemployment rate (%).....	5.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	4.3	16.4	38.3	59.1	—
Managers, professionals and technicians.....	0.6	5.2	19.5	Tertiary education requirements.....25.3	—
Clerical, service and sales workers.....	0.1	0.8	9.4	Secondary education requirements.....27.6	—
Skilled agricultural and trades workers.....	2.1	5.7	2.1		—
Plant and machine operators, and assemblers.....	0.8	2.8	3.8		—
Elementary occupations.....	0.8	1.9	3.5	Primary education requirements.....6.1	—
Others.....	0.0	0.0	0.0	0.0	—

Business Perceptions

Score (1–7)

Quality of math/science education.....	4.31
Quality of business schools.....	3.75
Specialized training services.....	4.34
Capacity to attract talent.....	3.10
Capacity to retain talent.....	2.95

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	7,983,111	2,064,473
Agriculture.....	—	34,440
Education.....	—	189,053
Engineering, Manufacturing, Construction.....	—	454,436
Health and Welfare.....	—	110,815
Humanities and Arts.....	—	72,958
Sciences.....	—	125,881
Services.....	—	96,051
Social Sciences, Business, Law.....	—	945,953
Unspecified.....	—	34,886

Russian Federation

	Value	Score	Rank
Under 15 Age Group		86.81	44
Enrolment in education			
Primary enrolment rate	97.2	97.24	53
Secondary enrolment rate	—	—	—
Basic education survival rate	97.1	97.10	26
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	4.23	53.91	49
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		79.13	13
Enrolment in education			
Tertiary enrolment rate	76.1	76.14	16
Vocational enrolment rate	51.3	51.32	20
Quality of education			
Quality of education system ¹	3.48	41.28	73
Youth literacy rate	99.7	99.70	41
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.3	98.29	10
Economic participation			
Labour force participation rate	39.6	39.60	82
Unemployment rate	12.9	87.10	62
Underemployment rate	1.8	98.20	5
Not in employment, education or training rate	12.0	88.00	28
Long-term unemployment rate	20.0	80.00	34
Skills			
Incidence of overeducation	15.8	84.20	37
Incidence of undereducation	15.2	84.80	14
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		71.77	29
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.5	98.46	14
Tertiary education attainment rate	29.8	29.77	16
Workplace learning			
Staff training services ¹	3.84	47.29	79
Economic complexity ³	0.532	58.86	42
Economic participation			
Labour force participation rate	89.9	89.90	22
Unemployment rate	4.7	95.30	36
Underemployment rate	0.8	99.20	1
Employment gender gap	—	—	—
Skills			
High-skilled employment share	43.5	43.50	17
Medium-skilled employment share	89.9	89.90	49
Ease of finding skilled employees ¹	3.24	37.29	107

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		80.45	17
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.6	98.59	10
Tertiary education attainment rate	25.9	25.89	13
Economic participation			
Labour force participation rate	48.8	48.80	93
Unemployment rate	3.6	96.40	45
Underemployment rate	0.4	99.60	3
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group		70.69	15
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	88.0	87.97	15
Tertiary education attainment rate	22.1	22.10	6
Economic participation			
Labour force participation rate	10.1	10.10	88
Unemployment rate	4.1	95.90	71
Underemployment rate	1.5	98.50	19
Healthy life years beyond age 65	0	80.26	81

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.13
University-business R&D collaboration ¹	3.63
Ease of starting a business ⁴	34

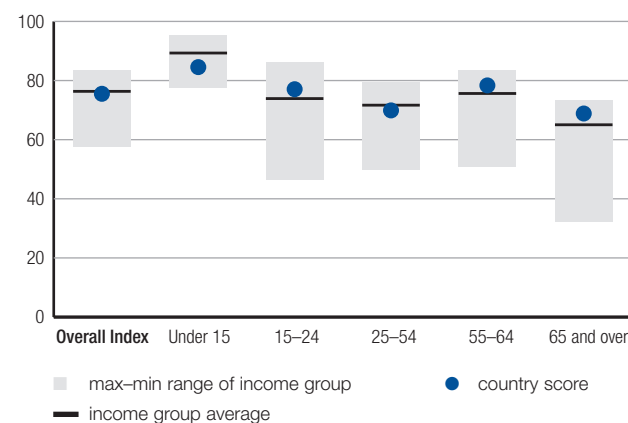
Vulnerability

Workers in informal employment	12.1
Workers in vulnerable employment	6.0
Social safety net ¹	3.31
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	4.10
Internet access in schools ¹	5.14

Country Score Within Income Group



Rwanda

Human Capital Index 2015 Rank

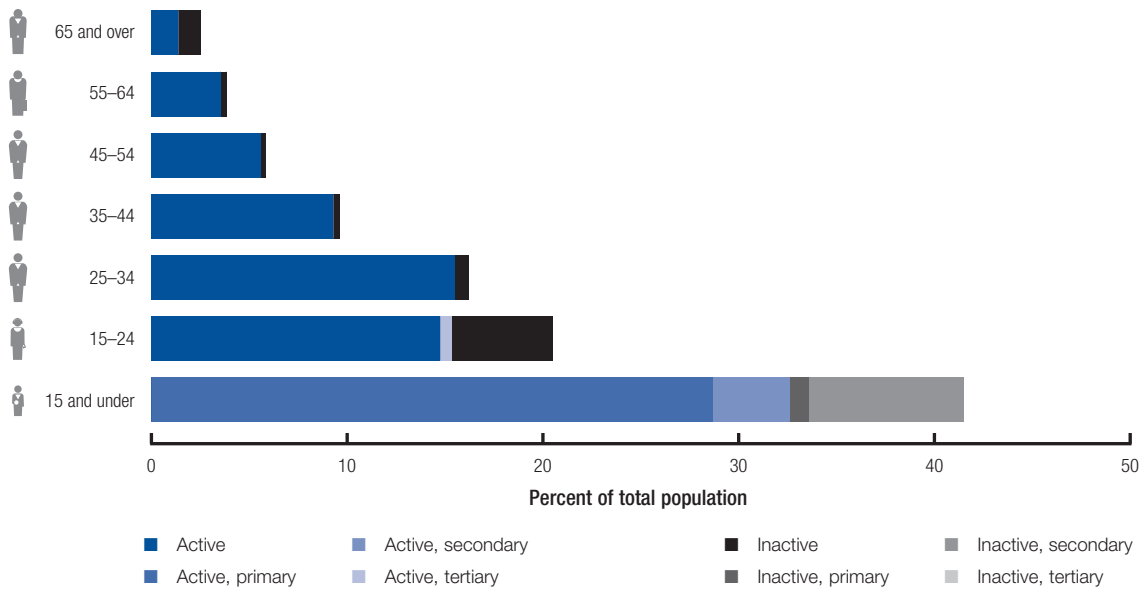
108

(out of 124 countries)

Key indicators

Total population (1,000s).....	12,428	Median age of population (years).....	18
Working age population (1,000s).....	6,958	GDP per capita (constant '11 US\$, PPP).....	1,686
Tertiary-educated population (1,000s).....	87	Labour force participation rate (%).....	85.9
Aged dependency ratio (%).....	4.3	Employment-to-population ratio (%).....	85.4
Child dependency ratio (%).....	84.3	Unemployment rate (%).....	0.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.13
Quality of business schools	3.80
Specialized training services.....	3.71
Capacity to attract talent	4.61
Capacity to retain talent	4.32

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	71,638	16,048
Agriculture.....	5,102	1,268
Education	2,850	1,415
Engineering, Manufacturing, Construction	3,900	1,798
Health and Welfare.....	4,886	1,526
Humanities and Arts.....	3,768	504
Sciences	9,652	1,805
Services	1,433	—
Social Sciences, Business, Law	40,047	7,732
Unspecified.....	—	—

Rwanda

	Value	Score	Rank
Under 15 Age Group	69.48	100	
Enrolment in education			
Primary enrolment rate	93.4	93.39	79
Secondary enrolment rate	—	—	—
Basic education survival rate	67.6	67.64	95
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.72	45.38	69
Vulnerability			
Incidence of child labour	28.5	71.50	105

	Value	Score	Rank
15–24 Age Group	58.66	94	
Enrolment in education			
Tertiary enrolment rate	6.9	6.90	109
Vocational enrolment rate	34.4	34.40	42
Quality of education			
Quality of education system ¹	4.04	50.63	43
Youth literacy rate	80.4	80.37	108
Educational attainment			
Primary education attainment rate	91.3	91.25	95
Secondary education attainment rate	21.0	21.01	119
Economic participation			
Labour force participation rate	72.2	72.20	7
Unemployment rate	0.7	99.30	1
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.281	71.86	74

	Value	Score	Rank
25–54 Age Group	48.15	112	
Educational attainment			
Primary education attainment rate	81.5	81.46	95
Secondary education attainment rate	17.8	17.83	116
Tertiary education attainment rate	2.0	1.97	117
Workplace learning			
Staff training services ¹	4.03	50.57	60
Economic complexity ³	-0.567	40.55	85
Economic participation			
Labour force participation rate	96.0	96.00	5
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	3.9	3.90	107
Medium-skilled employment share	95.0	95.00	11
Ease of finding skilled employees ¹	3.77	46.09	71

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	47.71	114	
Educational attainment			
Primary education attainment rate	53.7	53.66	103
Secondary education attainment rate	7.3	7.34	117
Tertiary education attainment rate	1.2	1.24	112
Economic participation			
Labour force participation rate	91.7	91.70	3
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	55	84.62	100

	Value	Score	Rank
65 and Over Age Group	33.55	113	
Educational attainment			
Primary education attainment rate	36.1	36.15	104
Secondary education attainment rate	4.3	4.25	110
Tertiary education attainment rate	0.3	0.28	118
Economic participation			
Labour force participation rate	54.7	54.70	12
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	72.37	100

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.93
University-business R&D collaboration ¹	3.65
Ease of starting a business ⁴	112

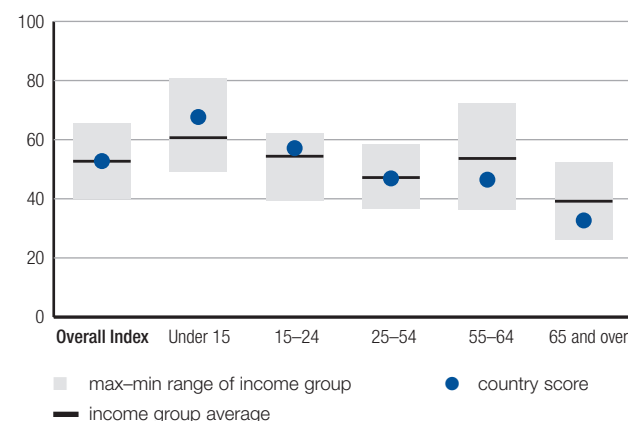
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	81.0
Social safety net ¹	4.14
Primary completion rate (poorest | richest quintile)	28, 85

Public investment

Public spending on education (% of GDP)	5.11
Internet access in schools ¹	4.29

Country Score Within Income Group



Saudi Arabia

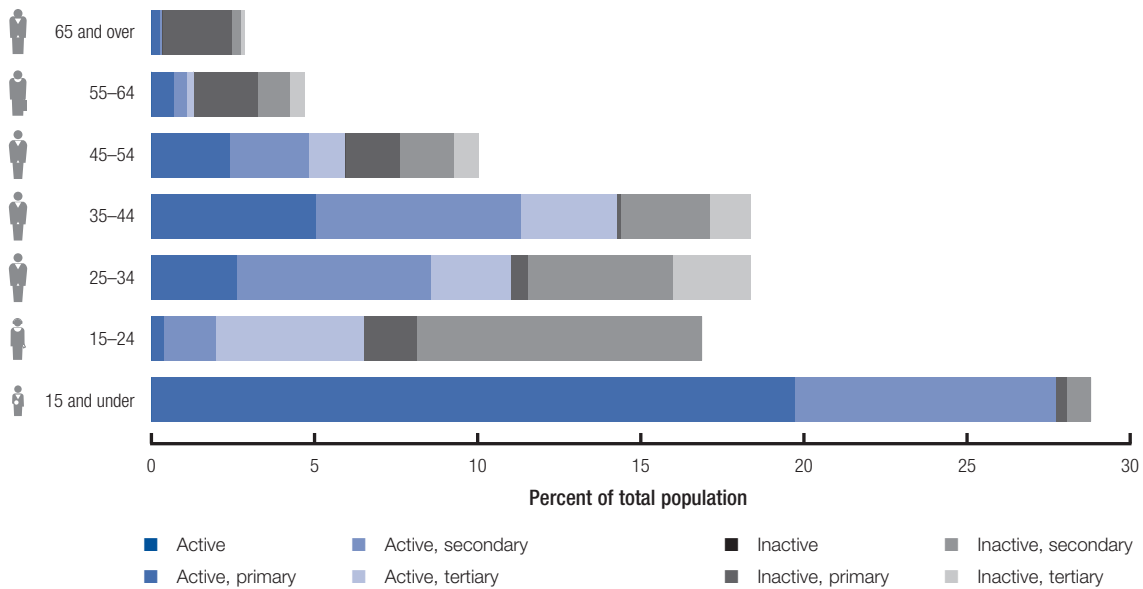
Human Capital Index 2015 Rank

85
(out of 124 countries)

Key indicators

Total population (1,000s).....	29,898	Median age of population (years)	26
Working age population (1,000s)	20,532	GDP per capita (constant '11 US\$, PPP).....	53,935
Tertiary-educated population (1,000s).....	3,702	Labour force participation rate (%).....	54.9
Aged dependency ratio (%).....	4.5	Employment-to-population ratio (%).....	51.8
Child dependency ratio (%).....	46.3	Unemployment rate (%).....	5.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.09
Quality of business schools	4.16
Specialized training services.....	4.08
Capacity to attract talent	4.74
Capacity to retain talent	4.45

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,206,007	141,196
Agriculture.....	5,665	550
Education	78,539	12,777
Engineering, Manufacturing, Construction	71,401	11,727
Health and Welfare.....	85,645	12,005
Humanities and Arts.....	354,467	38,603
Sciences	174,383	29,155
Services	11,476	2,789
Social Sciences, Business, Law	292,277	33,512
Unspecified.....	132,154	80

Saudi Arabia

	Value	Score	Rank
Under 15 Age Group		82.38	66
Enrolment in education			
Primary enrolment rate	96.6	96.58	61
Secondary enrolment rate	91.6	91.55	25
Basic education survival rate	91.7	91.74	51
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.98	49.65	59
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		66.10	70
Enrolment in education			
Tertiary enrolment rate	57.5	57.52	41
Vocational enrolment rate	1.2	1.24	112
Quality of education			
Quality of education system ¹	4.11	51.82	40
Youth literacy rate	99.3	99.34	49
Educational attainment			
Primary education attainment rate	98.8	98.84	68
Secondary education attainment rate	79.2	79.18	52
Economic participation			
Labour force participation rate	18.2	18.20	124
Unemployment rate	29.5	70.50	104
Underemployment rate	—	—	—
Not in employment, education or training rate	18.6	81.40	46
Long-term unemployment rate	11.3	88.67	15
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.196	80.36	30

	Value	Score	Rank
25–54 Age Group		53.69	97
Educational attainment			
Primary education attainment rate	91.4	91.37	83
Secondary education attainment rate	67.6	67.64	62
Tertiary education attainment rate	16.5	16.55	59
Workplace learning			
Staff training services ¹	4.09	51.44	54
Economic complexity ³	-0.142	47.64	71
Economic participation			
Labour force participation rate	68.3	68.30	111
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	24.7	24.74	81
Skills			
High-skilled employment share	26.6	26.60	50
Medium-skilled employment share	100.0	100.00	1
Ease of finding skilled employees ¹	3.56	42.62	86

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		52.23	107
Educational attainment			
Primary education attainment rate	70.5	70.46	92
Secondary education attainment rate	38.4	38.40	73
Tertiary education attainment rate	12.5	12.48	55
Economic participation			
Labour force participation rate	39.8	39.80	115
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		33.34	115
Educational attainment			
Primary education attainment rate	42.7	42.71	98
Secondary education attainment rate	18.8	18.76	85
Tertiary education attainment rate	7.2	7.22	61
Economic participation			
Labour force participation rate	12.5	12.50	81
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.66
University-business R&D collaboration ¹	4.20
Ease of starting a business ⁴	109

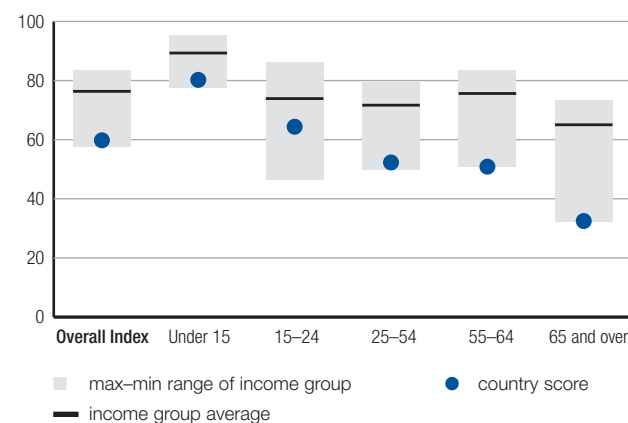
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	3.6
Social safety net ¹	4.42
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.14
Internet access in schools ¹	4.55

Country Score Within Income Group



Senegal

Human Capital Index 2015 Rank

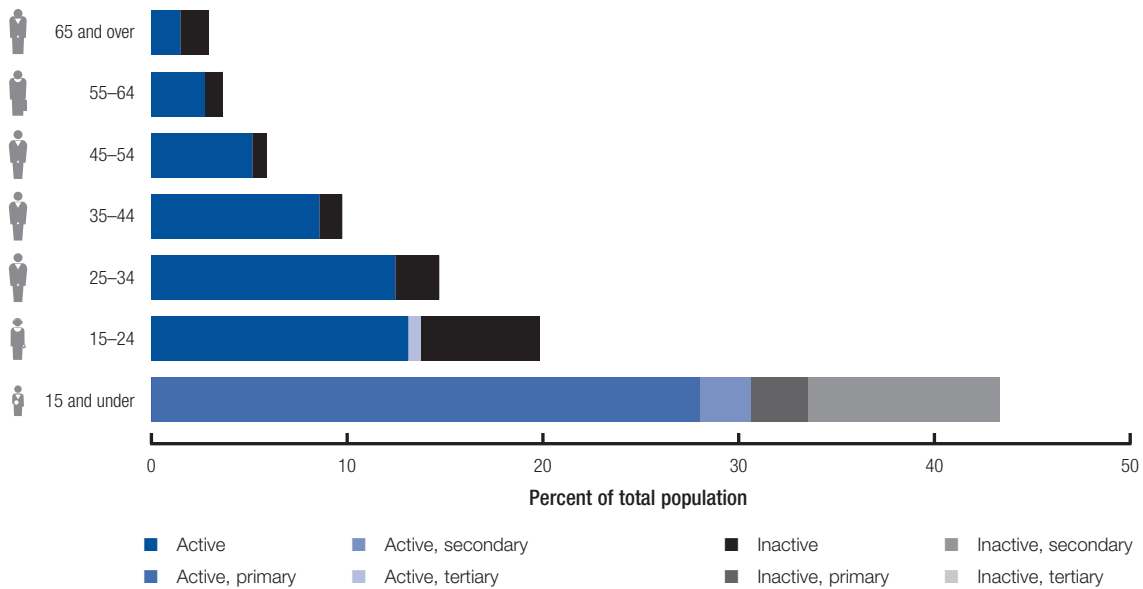
111

(out of 124 countries)

Key indicators

Total population (1,000s).....	14,967	Median age of population (years)	18
Working age population (1,000s)	8,049	GDP per capita (constant '11 US\$, PPP).....	2,316
Tertiary-educated population (1,000s).....	173	Labour force participation rate (%).....	76.5
Aged dependency ratio (%).....	5.8	Employment-to-population ratio (%).....	68.6
Child dependency ratio (%).....	81.9	Unemployment rate (%).....	10.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.01
Quality of business schools	4.57
Specialized training services.....	4.37
Capacity to attract talent	3.66
Capacity to retain talent	3.35

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	92,106	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Senegal

	Value	Score	Rank
Under 15 Age Group	63.78	110	
Enrolment in education			
Primary enrolment rate	79.5	79.45	112
Secondary enrolment rate	20.8	20.84	107
Basic education survival rate	82.0	81.95	76
Secondary enrolment gender gap	76.5	76.48	98
Quality of education			
Quality of primary schools ¹	3.31	38.45	83
Vulnerability			
Incidence of child labour	14.5	85.50	81

	Value	Score	Rank
15–24 Age Group	47.32	118	
Enrolment in education			
Tertiary enrolment rate	7.6	7.63	107
Vocational enrolment rate	7.7	7.70	92
Quality of education			
Quality of education system ¹	3.76	46.00	56
Youth literacy rate	73.1	73.05	113
Educational attainment			
Primary education attainment rate	42.8	42.83	123
Secondary education attainment rate	3.9	3.93	124
Economic participation			
Labour force participation rate	66.2	66.20	13
Unemployment rate	13.0	87.00	53
Underemployment rate	8.5	91.50	41
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	49.82	106	
Educational attainment			
Primary education attainment rate	24.8	24.84	124
Secondary education attainment rate	6.5	6.49	123
Tertiary education attainment rate	2.2	2.24	113
Workplace learning			
Staff training services ¹	3.94	49.01	71
Economic complexity ³	-0.337	44.38	81
Economic participation			
Labour force participation rate	86.3	86.30	50
Unemployment rate	10.3	89.70	78
Underemployment rate	10.8	89.20	48
Employment gender gap	61.9	61.93	68
Skills			
High-skilled employment share	2.9	2.90	112
Medium-skilled employment share	86.2	86.20	74
Ease of finding skilled employees ¹	4.28	54.70	38

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	52.87	105	
Educational attainment			
Primary education attainment rate	18.1	18.08	120
Secondary education attainment rate	4.3	4.29	121
Tertiary education attainment rate	1.6	1.58	111
Economic participation			
Labour force participation rate	75.0	75.00	21
Unemployment rate	6.5	93.50	72
Underemployment rate	7.0	93.00	54
Healthy life expectancy at birth	55	84.62	100

	Value	Score	Rank
65 and Over Age Group	46.54	85	
Educational attainment			
Primary education attainment rate	7.4	7.38	119
Secondary education attainment rate	1.8	1.81	120
Tertiary education attainment rate	0.6	0.62	110
Economic participation			
Labour force participation rate	50.1	50.10	20
Unemployment rate	3.5	96.50	65
Underemployment rate	3.0	97.00	34
Healthy life years beyond age 65	0	72.37	100

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.33
University-business R&D collaboration ¹	3.64
Ease of starting a business ⁴	90

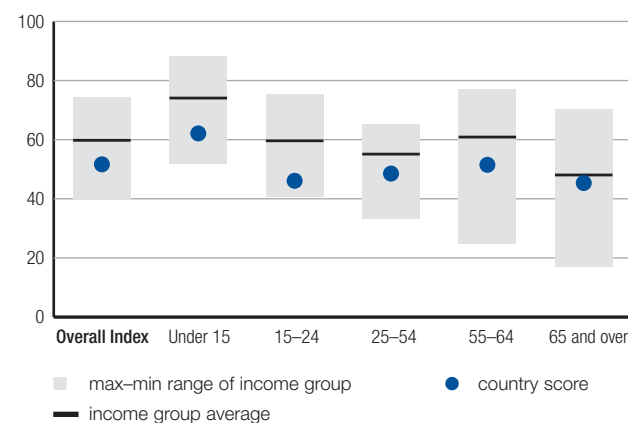
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	72.8
Social safety net ¹	3.41
Primary completion rate (poorest | richest quintile)	51, 73

Public investment

Public spending on education (% of GDP)	5.60
Internet access in schools ¹	3.85

Country Score Within Income Group



Serbia

Human Capital Index 2015 Rank

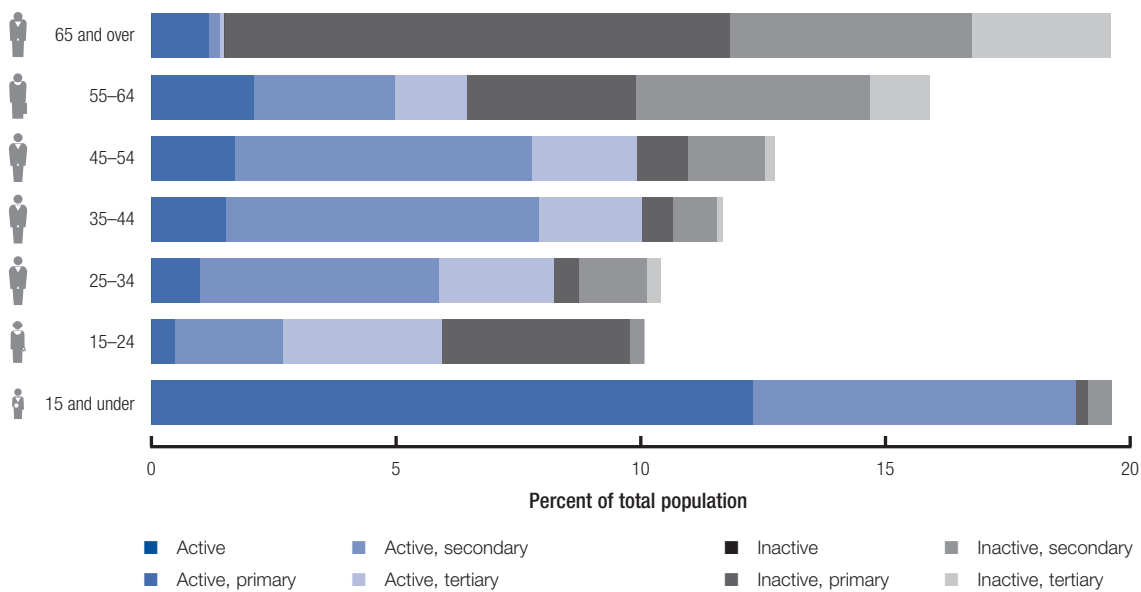
50

(out of 124 countries)

Key indicators

Total population (1,000s).....	9,424	Median age of population (years).....	38
Working age population (1,000s).....	6,516	GDP per capita (constant '11 US\$, PPP).....	12,605
Tertiary-educated population (1,000s).....	1,002	Labour force participation rate (%).....	52.4
Aged dependency ratio (%).....	19.8	Employment-to-population ratio (%).....	40.8
Child dependency ratio (%).....	24.3	Unemployment rate (%).....	22.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	8.0	9.8	19.9	37.7	4.4	
Managers, professionals and technicians.....	0.1	2.3	8.2	Tertiary education requirements.....	10.6	0.8
Clerical, service and sales workers.....	0.0	1.1	7.3	Secondary education requirements.....	23.8	1.5
Skilled agricultural and trades workers.....	7.0	3.6	1.4			0.7
Plant and machine operators, and assemblers.....	0.2	1.7	1.4			0.5
Elementary occupations.....	0.7	1.0	1.4	Primary education requirements.....	3.1	0.8
Others.....	0.0	0.0	0.2		0.2	0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.34
Quality of business schools.....	3.55
Specialized training services.....	3.52
Capacity to attract talent.....	1.60
Capacity to retain talent.....	1.82

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	231,661	47,797
Agriculture.....	7,555	1,127
Education.....	16,088	4,679
Engineering, Manufacturing, Construction.....	34,873	7,770
Health and Welfare.....	20,249	4,078
Humanities and Arts.....	25,106	5,199
Sciences.....	23,788	4,082
Services.....	18,737	4,085
Social Sciences, Business, Law.....	85,265	16,776
Unspecified.....	—	—

Serbia

	Value	Score	Rank
Under 15 Age Group	88.19	38	
Enrolment in education			
Primary enrolment rate	96.3	96.34	63
Secondary enrolment rate	93.0	93.03	19
Basic education survival rate	97.4	97.45	24
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.81	46.75	66
Vulnerability			
Incidence of child labour	4.4	95.60	51

	Value	Score	Rank
15–24 Age Group	65.20	72	
Enrolment in education			
Tertiary enrolment rate	56.4	56.38	42
Vocational enrolment rate	75.7	75.68	3
Quality of education			
Quality of education system ¹	3.06	34.30	93
Youth literacy rate	98.5	98.50	73
Educational attainment			
Primary education attainment rate	98.9	98.94	65
Secondary education attainment rate	56.0	55.97	88
Economic participation			
Labour force participation rate	29.3	29.30	115
Unemployment rate	49.5	50.50	120
Underemployment rate	13.8	86.20	53
Not in employment, education or training rate	19.5	80.50	52
Long-term unemployment rate	64.5	35.53	74
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.193	80.65	27

	Value	Score	Rank
25–54 Age Group	65.61	45	
Educational attainment			
Primary education attainment rate	99.2	99.22	42
Secondary education attainment rate	80.8	80.79	47
Tertiary education attainment rate	12.4	12.42	74
Workplace learning			
Staff training services ¹	3.09	34.82	117
Economic complexity ³	0.681	61.36	38
Economic participation			
Labour force participation rate	79.5	79.50	87
Unemployment rate	17.2	82.80	93
Underemployment rate	6.3	93.70	36
Employment gender gap	79.4	79.37	48
Skills			
High-skilled employment share	28.4	28.40	46
Medium-skilled employment share	91.7	91.70	33
Ease of finding skilled employees ¹	3.59	43.22	84

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	70.37	57	
Educational attainment			
Primary education attainment rate	97.4	97.42	49
Secondary education attainment rate	62.7	62.69	49
Tertiary education attainment rate	10.8	10.81	64
Economic participation			
Labour force participation rate	38.0	38.00	117
Unemployment rate	10.5	89.50	86
Underemployment rate	5.8	94.20	46
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group	55.13	62	
Educational attainment			
Primary education attainment rate	61.0	60.99	81
Secondary education attainment rate	28.9	28.94	60
Tertiary education attainment rate	5.9	5.93	69
Economic participation			
Labour force participation rate	9.3	9.30	94
Unemployment rate	1.0	99.00	26
Underemployment rate	3.8	96.20	39
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.19
University-business R&D collaboration ¹	3.24
Ease of starting a business ⁴	66

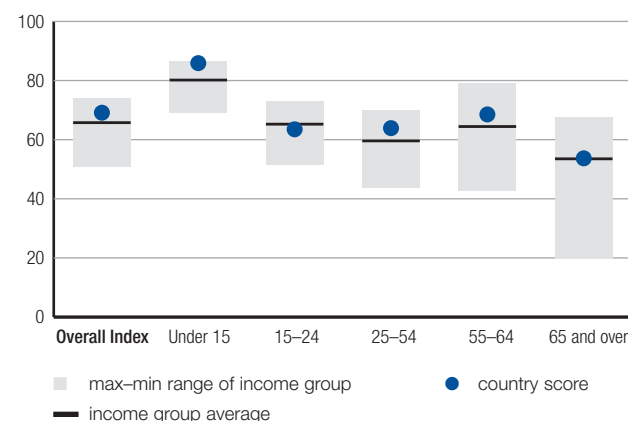
Vulnerability

Workers in informal employment	6.1
Workers in vulnerable employment	27.8
Social safety net ¹	2.83
Primary completion rate (poorest | richest quintile)	86, 96

Public investment

Public spending on education (% of GDP)	4.82
Internet access in schools ¹	4.24

Country Score Within Income Group



Singapore

Human Capital Index 2015 Rank

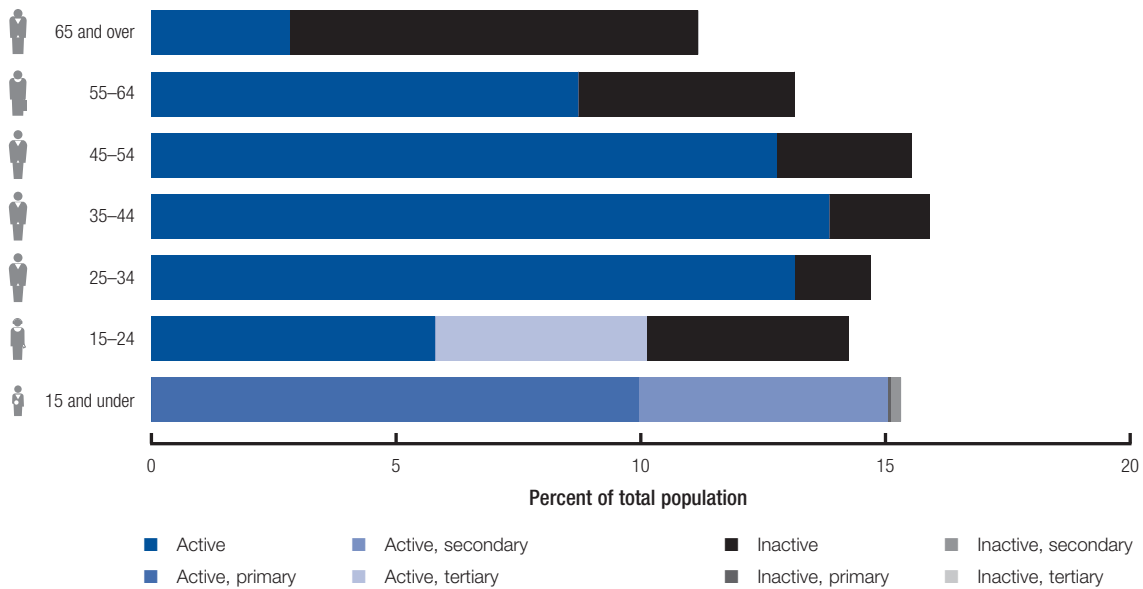
24

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,619	Median age of population (years).....	37
Working age population (1,000s).....	4,130	GDP per capita (constant '11 US\$, PPP).....	81,346
Tertiary-educated population (1,000s).....	1,200	Labour force participation rate (%).....	67.8
Aged dependency ratio (%).....	12.2	Employment-to-population ratio (%).....	65.9
Child dependency ratio (%).....	23.5	Unemployment rate (%).....	2.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	13.3	57.4	—	2.6
Managers, professionals and technicians.....	—	7.5	29.7	Tertiary education requirements.....	1.0
Clerical, service and sales workers.....	—	1.8	16.3	Secondary education requirements.....	1.1
Skilled agricultural and trades workers.....	—	1.8	1.0		0.1
Plant and machine operators, and assemblers.....	—	1.6	3.5		0.2
Elementary occupations.....	—	0.6	4.5	Primary education requirements.....	0.2
Others.....	—	0.0	2.4		0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	6.32
Quality of business schools.....	5.83
Specialized training services.....	5.46
Capacity to attract talent.....	6.01
Capacity to retain talent.....	5.22

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	243,546	—
Agriculture.....	139	—
Education.....	5,938	—
Engineering, Manufacturing, Construction.....	58,978	—
Health and Welfare.....	17,338	—
Humanities and Arts.....	21,914	—
Sciences.....	34,402	—
Services.....	4,973	—
Social Sciences, Business, Law.....	99,349	—
Unspecified.....	653	—

Singapore

	Value	Score	Rank
Under 15 Age Group		95.47	3
Enrolment in education			
Primary enrolment rate ⁵	99.0	99.00	16
Secondary enrolment rate	—	—	—
Basic education survival rate	99.7	99.73	3
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	6.05	84.15	3
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		75.96	22
Enrolment in education			
Tertiary enrolment rate	—	—	—
Vocational enrolment rate	11.2	11.15	83
Quality of education			
Quality of education system ¹	5.80	79.95	4
Youth literacy rate	99.8	99.85	32
Educational attainment			
Primary education attainment rate	99.8	99.80	45
Secondary education attainment rate	95.8	95.78	19
Economic participation			
Labour force participation rate	39.9	39.90	80
Unemployment rate	9.6	90.40	35
Underemployment rate	7.3	92.70	36
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.259	74.08	63

	Value	Score	Rank
25–54 Age Group		74.12	22
Educational attainment			
Primary education attainment rate	95.1	95.07	74
Secondary education attainment rate	86.4	86.38	38
Tertiary education attainment rate	41.8	41.76	5
Workplace learning			
Staff training services ¹	5.25	70.90	7
Economic complexity ³	1.613	76.89	10
Economic participation			
Labour force participation rate	86.2	86.20	51
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	54.7	54.70	2
Medium-skilled employment share	92.5	92.50	25
Ease of finding skilled employees ¹	4.76	62.70	20

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group		71.35	53
Educational attainment			
Primary education attainment rate	85.4	85.35	78
Secondary education attainment rate	67.1	67.13	45
Tertiary education attainment rate	15.6	15.61	44
Economic participation			
Labour force participation rate	66.3	66.30	45
Unemployment rate	—	—	—
Underemployment rate	6.3	93.70	48
Healthy life expectancy at birth	76	100.00	1

	Value	Score	Rank
65 and Over Age Group		54.76	66
Educational attainment			
Primary education attainment rate	60.5	60.45	82
Secondary education attainment rate	42.9	42.87	45
Tertiary education attainment rate	9.1	9.12	52
Economic participation			
Labour force participation rate	25.5	25.50	51
Unemployment rate	—	—	—
Underemployment rate	9.4	90.60	58
Healthy life years beyond age 65	11	100.00	1

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.13
University-business R&D collaboration ¹	5.58
Ease of starting a business ⁴	6

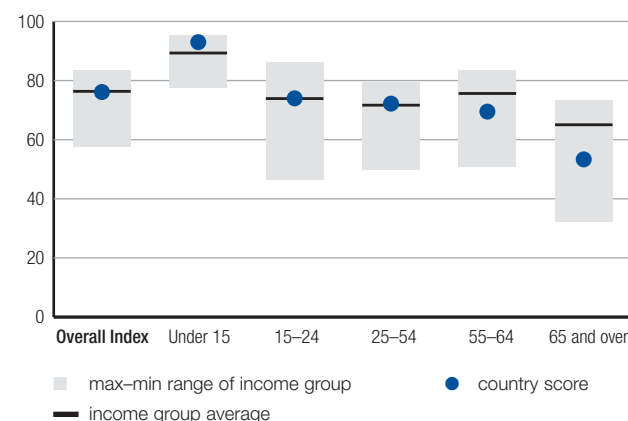
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	8.7
Social safety net ¹	4.01
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	3.05
Internet access in schools ¹	6.36

Country Score Within Income Group



Slovak Republic

Human Capital Index 2015 Rank

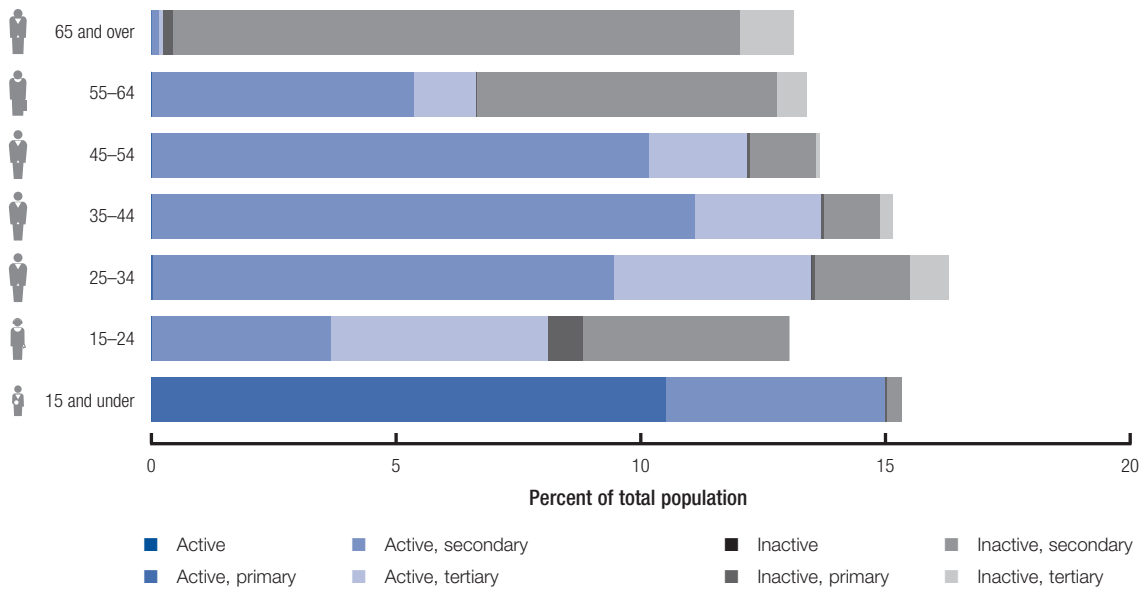
34

(out of 124 countries)

Key indicators

Total population (1,000s).....	5,458	Median age of population (years).....	37
Working age population (1,000s).....	3,885	GDP per capita (constant '11 US\$, PPP).....	27,665
Tertiary-educated population (1,000s).....	750	Labour force participation rate (%).....	59.5
Aged dependency ratio (%).....	17.0	Employment-to-population ratio (%).....	51.1
Child dependency ratio (%).....	20.8	Unemployment rate (%).....	14.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.7	18.2	30.9	50.8	1.7	
Managers, professionals and technicians.....	0.3	3.5	12.4	Tertiary education requirements.....	16.2	0.2
Clerical, service and sales workers.....	0.1	1.4	12.8	Secondary education requirements.....	30.5	0.5
Skilled agricultural and trades workers.....	0.6	7.5	1.0			0.3
Plant and machine operators, and assemblers.....	0.4	4.5	2.1			0.3
Elementary occupations.....	0.2	1.4	2.4	Primary education requirements.....	4.0	0.4
Others.....	0.0	0.0	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.04
Quality of business schools.....	3.78
Specialized training services.....	4.48
Capacity to attract talent.....	2.60
Capacity to retain talent.....	2.40

Students by field of study

Current enrolment

Annual Graduates (latest year)

	Current enrolment	Annual Graduates (latest year)
Total.....	221,227	72,374
Agriculture.....	4,884	1,246
Education.....	27,664	9,330
Engineering, Manufacturing, Construction.....	32,692	9,503
Health and Welfare.....	39,334	14,077
Humanities and Arts.....	16,629	4,695
Sciences.....	18,618	5,412
Services.....	13,799	4,720
Social Sciences, Business, Law.....	67,607	23,391
Unspecified.....	—	—

Slovak Republic

	Value	Score	Rank
Under 15 Age Group		87.81	41
Enrolment in education			
Primary enrolment rate ⁵	99.0	99.00	16
Secondary enrolment rate ⁵	93.9	93.90	16
Basic education survival rate	90.7	90.73	57
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	4.39	56.44	44
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		71.89	48
Enrolment in education			
Tertiary enrolment rate	55.1	55.11	46
Vocational enrolment rate	69.7	69.68	6
Quality of education			
Quality of education system ¹	2.76	29.38	109
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	99.9	99.92	37
Secondary education attainment rate	75.6	75.57	60
Economic participation			
Labour force participation rate	31.4	31.40	108
Unemployment rate	31.1	68.90	107
Underemployment rate	5.1	94.90	29
Not in employment, education or training rate	13.7	86.30	36
Long-term unemployment rate	61.4	38.63	72
Skills			
Incidence of overeducation	10.6	89.40	22
Incidence of undereducation	13.7	86.30	12
Skill diversity ²	0.190	80.95	25

	Value	Score	Rank
25–54 Age Group		70.86	33
Educational attainment			
Primary education attainment rate	99.7	99.68	32
Secondary education attainment rate	91.5	91.54	32
Tertiary education attainment rate	16.8	16.79	58
Workplace learning			
Staff training services ¹	3.83	47.21	80
Economic complexity ³	1.331	72.18	16
Economic participation			
Labour force participation rate	87.3	87.30	41
Unemployment rate	12.8	87.20	86
Underemployment rate	1.9	98.10	8
Employment gender gap	84.7	84.67	35
Skills			
High-skilled employment share	32.1	32.10	41
Medium-skilled employment share	92.1	92.10	27
Ease of finding skilled employees ¹	3.49	41.46	92

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⁴ Rank number on a list of 189 countries

⁵ Gross rate, capped at the value of 99

	Value	Score	Rank
55–64 Age Group		76.26	34
Educational attainment			
Primary education attainment rate	99.7	99.73	23
Secondary education attainment rate	84.1	84.15	32
Tertiary education attainment rate	14.1	14.14	49
Economic participation			
Labour force participation rate	47.9	47.90	95
Unemployment rate	11.0	89.00	90
Underemployment rate	1.1	98.90	6
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group		65.66	31
Educational attainment			
Primary education attainment rate	99.7	99.71	19
Secondary education attainment rate	65.2	65.23	28
Tertiary education attainment rate	11.0	11.02	39
Economic participation			
Labour force participation rate	2.0	2.00	124
Unemployment rate	4.1	95.90	71
Underemployment rate	2.4	97.60	31
Healthy life years beyond age 65	2	88.16	39

Value

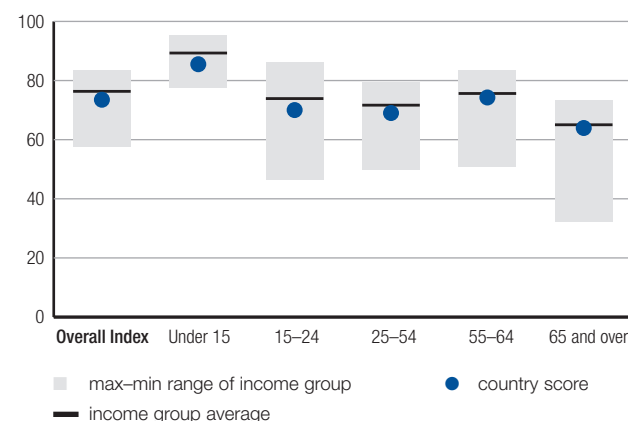
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.80
University-business R&D collaboration ¹	3.36
Ease of starting a business ⁴	77

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	12.4
Social safety net ¹	3.83
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	4.06
Internet access in schools ¹	5.51

Country Score Within Income Group



Slovenia

Human Capital Index 2015 Rank

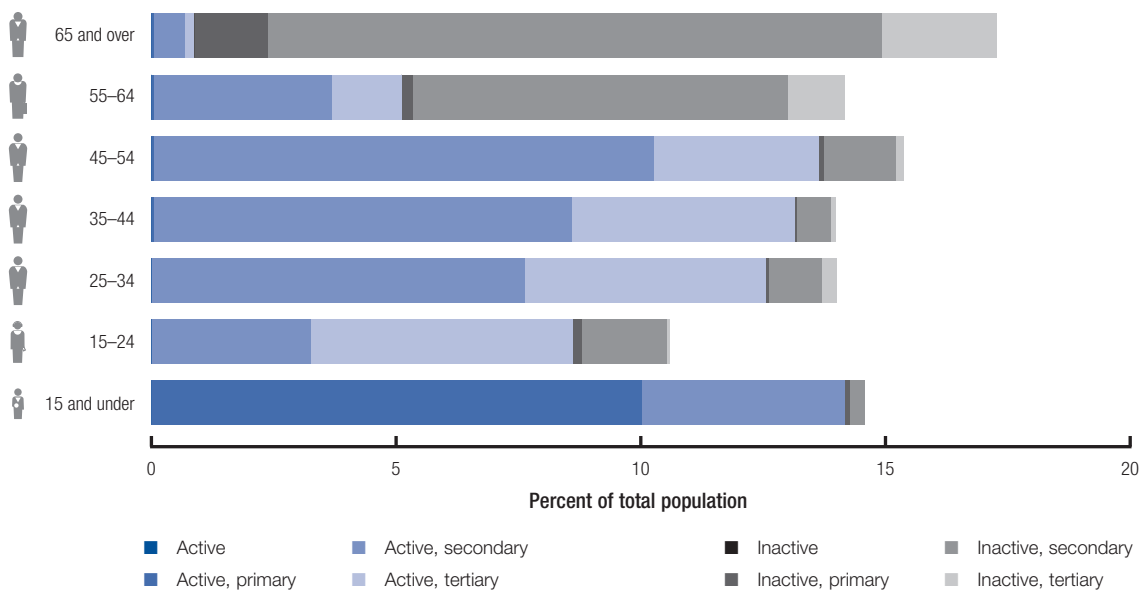
15

(out of 124 countries)

Key indicators

Total population (1,000s).....	2,079	Median age of population (years).....	42
Working age population (1,000s).....	1,407	GDP per capita (constant '11 US\$, PPP).....	29,359
Tertiary-educated population (1,000s).....	395	Labour force participation rate (%).....	57.7
Aged dependency ratio (%).....	24.0	Employment-to-population ratio (%).....	51.8
Child dependency ratio (%).....	20.2	Unemployment rate (%).....	10.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	4.4	15.9	31.0	51.2	1.0	
Managers, professionals and technicians.....	0.1	4.7	16.8	Tertiary education requirements.....	21.7	0.2
Clerical, service and sales workers.....	0.1	1.3	9.1	Secondary education requirements.....	24.8	0.1
Skilled agricultural and trades workers.....	2.6	5.5	1.3			0.4
Plant and machine operators, and assemblers.....	0.1	3.4	1.5			0.2
Elementary occupations.....	1.4	1.0	1.7	Primary education requirements.....	4.2	0.1
Others.....	0.0	0.1	0.5		0.6	0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	5.22
Quality of business schools.....	4.37
Specialized training services.....	4.43
Capacity to attract talent.....	2.51
Capacity to retain talent.....	2.88

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	104,003	20,596
Agriculture.....	3,249	580
Education.....	8,258	1,527
Engineering, Manufacturing, Construction.....	20,027	3,424
Health and Welfare.....	11,135	1,343
Humanities and Arts.....	9,016	1,920
Sciences.....	7,779	1,671
Services.....	9,577	1,860
Social Sciences, Business, Law.....	34,962	8,270
Unspecified.....	—	—

Slovenia

	Value	Score	Rank
Under 15 Age Group	93.20	11	
Enrolment in education			
Primary enrolment rate	97.7	97.74	48
Secondary enrolment rate	93.3	93.30	18
Basic education survival rate	98.7	98.70	18
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.23	70.48	17
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	78.66	15	
Enrolment in education			
Tertiary enrolment rate	86.0	86.02	6
Vocational enrolment rate	60.3	60.27	10
Quality of education			
Quality of education system ¹	4.07	51.22	41
Youth literacy rate	99.9	99.86	30
Educational attainment			
Primary education attainment rate	99.9	99.94	33
Secondary education attainment rate	99.8	99.78	9
Economic participation			
Labour force participation rate	34.1	34.10	102
Unemployment rate	20.8	79.20	85
Underemployment rate	12.7	87.30	49
Not in employment, education or training rate	9.2	90.80	17
Long-term unemployment rate	39.6	60.38	63
Skills			
Incidence of overeducation	13.2	86.80	29
Incidence of undereducation	12.2	87.80	8
Skill diversity ²	0.223	77.72	45

	Value	Score	Rank
25–54 Age Group	74.43	18	
Educational attainment			
Primary education attainment rate	99.7	99.67	33
Secondary education attainment rate	98.6	98.63	11
Tertiary education attainment rate	23.3	23.27	34
Workplace learning			
Staff training services ¹	3.70	45.02	88
Economic complexity ³	1.563	76.04	11
Economic participation			
Labour force participation rate	90.8	90.80	19
Unemployment rate	9.7	90.30	74
Underemployment rate	6.2	93.80	35
Employment gender gap	94.1	94.07	8
Skills			
High-skilled employment share	43.0	43.00	20
Medium-skilled employment share	91.8	91.80	32
Ease of finding skilled employees ¹	3.80	46.72	67

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	76.75	32	
Educational attainment			
Primary education attainment rate	99.5	99.53	29
Secondary education attainment rate	96.1	96.13	18
Tertiary education attainment rate	17.0	16.99	39
Economic participation			
Labour force participation rate	35.6	35.60	119
Unemployment rate	7.0	93.00	73
Underemployment rate	4.0	96.00	37
Healthy life expectancy at birth	70	100.00	1

	Value	Score	Rank
65 and Over Age Group	71.40	13	
Educational attainment			
Primary education attainment rate	99.3	99.26	26
Secondary education attainment rate	90.1	90.08	10
Tertiary education attainment rate	13.9	13.93	32
Economic participation			
Labour force participation rate	5.6	5.60	108
Unemployment rate	0.0	100.00	1
Underemployment rate	1.2	98.80	13
Healthy life years beyond age 65	5	92.11	27

Value

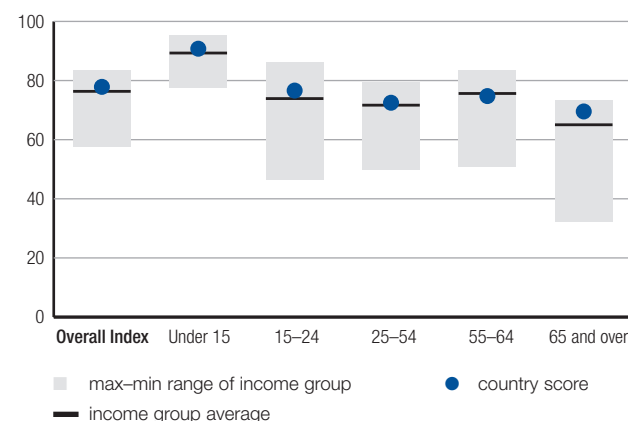
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.43
University-business R&D collaboration ¹	3.96
Ease of starting a business ⁴	15

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	13.6
Social safety net ¹	4.31
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	5.68
Internet access in schools ¹	5.99

Country Score Within Income Group



South Africa

Human Capital Index 2015 Rank

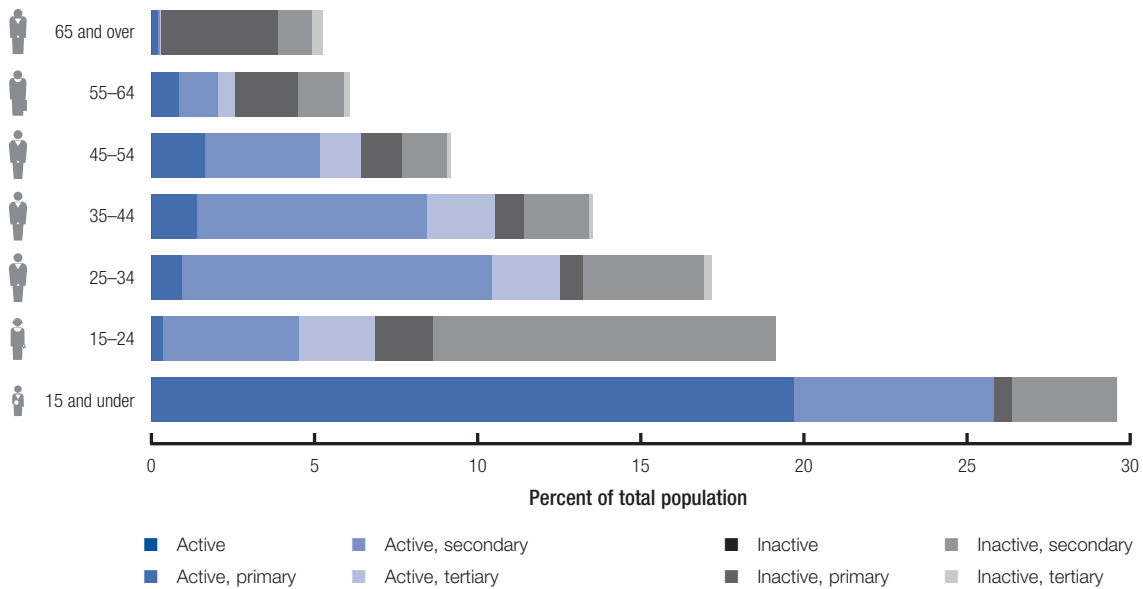
92

(out of 124 countries)

Key indicators

Total population (1,000s).....	53,491	Median age of population (years).....	25
Working age population (1,000s).....	34,751	GDP per capita (constant '11 US\$, PPP).....	12,722
Tertiary-educated population (1,000s).....	3,858	Labour force participation rate (%).....	52.1
Aged dependency ratio (%).....	8.0	Employment-to-population ratio (%).....	39.3
Child dependency ratio (%).....	45.7	Unemployment rate (%).....	24.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	2.1	10.0	30.5	42.7	—
Managers, professionals and technicians.....	0.1	1.8	9.0	Tertiary education requirements..... 10.9	0.6
Clerical, service and sales workers.....	0.0	0.8	10.0	Secondary education requirements..... 19.7	1.7
Skilled agricultural and trades workers.....	0.2	3.6	1.4		0.9
Plant and machine operators, and assemblers.....	0.2	1.8	1.6		0.5
Elementary occupations.....	1.6	2.1	5.7	Primary education requirements..... 9.3	1.8
Others.....	0.0	0.0	2.9		—

Business Perceptions

Score (1-7)

Quality of math/science education.....	1.89
Quality of business schools.....	5.16
Specialized training services.....	4.49
Capacity to attract talent.....	3.90
Capacity to retain talent.....	3.72

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	1,005,721	183,864
Agriculture.....	—	—
Education.....	—	—
Engineering, Manufacturing, Construction.....	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences.....	—	—
Services.....	—	—
Social Sciences, Business, Law.....	—	—
Unspecified.....	—	—

South Africa

	Value	Score	Rank
Under 15 Age Group		75.32	88
Enrolment in education			
Primary enrolment rate	94.6	94.64	75
Secondary enrolment rate	65.6	65.55	75
Basic education survival rate	93.2	93.24	47
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.39	23.19	115
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group		54.44	108
Enrolment in education			
Tertiary enrolment rate	19.7	19.70	83
Vocational enrolment rate	11.9	11.93	78
Quality of education			
Quality of education system ¹	2.22	20.31	122
Youth literacy rate	99.0	99.02	59
Educational attainment			
Primary education attainment rate	98.8	98.76	72
Secondary education attainment rate	64.3	64.25	79
Economic participation			
Labour force participation rate	26.4	26.40	121
Unemployment rate	52.6	47.40	122
Underemployment rate	4.6	95.40	24
Not in employment, education or training rate	31.4	68.60	68
Long-term unemployment rate	52.9	47.07	70
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		58.24	78
Educational attainment			
Primary education attainment rate	93.7	93.72	77
Secondary education attainment rate	64.3	64.34	68
Tertiary education attainment rate	13.7	13.75	69
Workplace learning			
Staff training services ¹	4.91	65.13	17
Economic complexity ³	0.260	54.33	55
Economic participation			
Labour force participation rate	73.3	73.30	108
Unemployment rate	20.5	79.50	95
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	27.5	27.50	48
Medium-skilled employment share	76.8	76.80	105
Ease of finding skilled employees ¹	3.04	34.07	114

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		61.96	82
Educational attainment			
Primary education attainment rate	80.4	80.40	81
Secondary education attainment rate	36.6	36.56	77
Tertiary education attainment rate	9.5	9.50	71
Economic participation			
Labour force participation rate	40.3	40.30	114
Unemployment rate	7.7	92.30	77
Underemployment rate	3.8	96.20	36
Healthy life expectancy at birth	51	78.46	111

	Value	Score	Rank
65 and Over Age Group		35.24	111
Educational attainment			
Primary education attainment rate	69.0	68.99	77
Secondary education attainment rate	27.8	27.77	63
Tertiary education attainment rate	7.1	7.14	63
Economic participation			
Labour force participation rate	5.2	5.20	112
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	67.11	111

Value

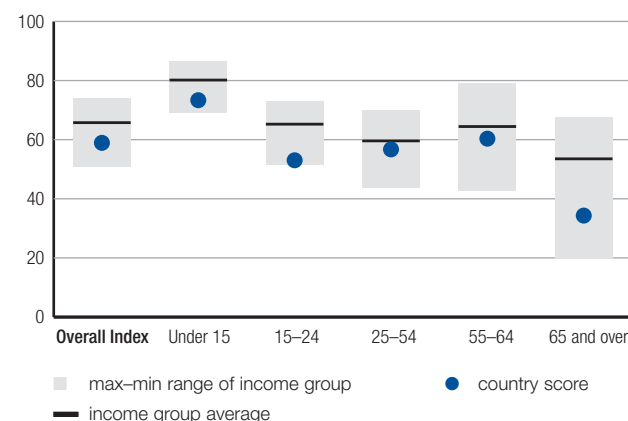
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.16
University-business R&D collaboration ¹	4.49
Ease of starting a business ⁴	61

Vulnerability	
Workers in informal employment	32.7
Workers in vulnerable employment	9.3
Social safety net ¹	3.92
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	6.60
Internet access in schools ¹	3.18

Country Score Within Income Group



Spain

Human Capital Index 2015 Rank

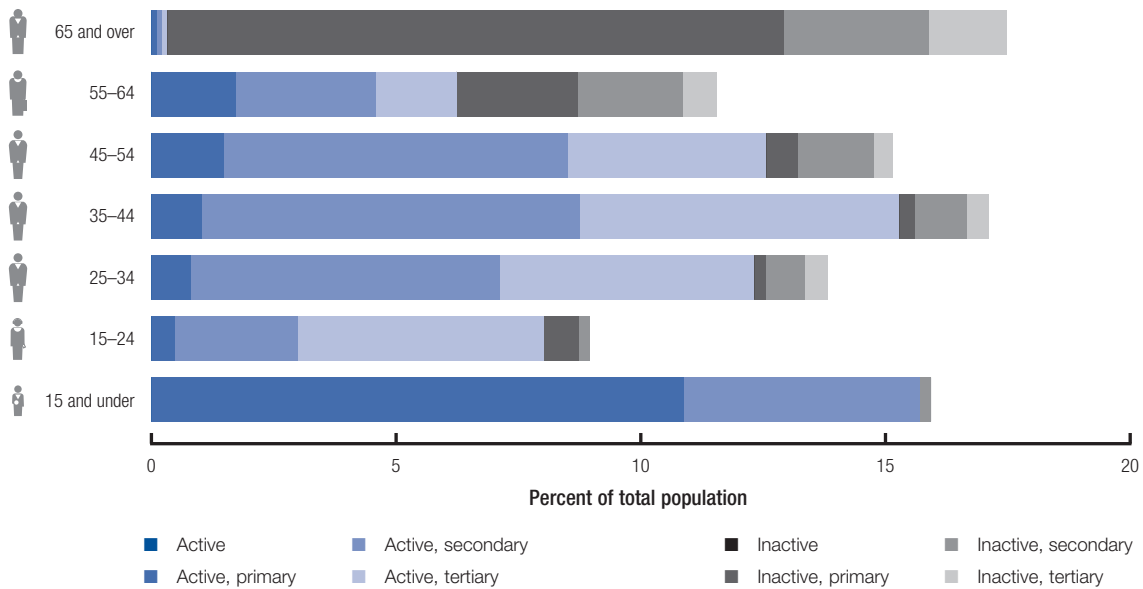
41

(out of 124 countries)

Key indicators

Total population (1,000s).....	47,199	Median age of population (years)	40
Working age population (1,000s)	31,255	GDP per capita (constant '11 US\$, PPP).....	32,975
Tertiary-educated population (1,000s).....	10,258	Labour force participation rate (%).....	59.0
Aged dependency ratio (%).....	25.2	Employment-to-population ratio (%).....	43.5
Child dependency ratio (%).....	22.0	Unemployment rate (%).....	26.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.9	8.7	33.3	43.9	6.0	
Managers, professionals and technicians	0.1	2.3	12.2	Tertiary education requirements.....	14.6	0.9
Clerical, service and sales workers	0.1	0.8	13.4	Secondary education requirements.....	23.5	1.9
Skilled agricultural and trades workers.....	0.9	3.6	1.5			1.0
Plant and machine operators, and assemblers.....	0.1	1.4	1.7			0.4
Elementary occupations	0.7	0.6	4.3	Primary education requirements	5.6	1.8
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	3.86
Quality of business schools	5.93
Specialized training services.....	4.69
Capacity to attract talent	2.81
Capacity to retain talent	2.90

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	1,965,829	391,956
Agriculture.....	29,648	5,588
Education	218,192	52,928
Engineering, Manufacturing, Construction	333,014	56,235
Health and Welfare.....	252,221	58,232
Humanities and Arts.....	215,930	32,623
Sciences	186,391	30,823
Services	108,765	31,672
Social Sciences, Business, Law	621,668	104,133
Unspecified.....	411	19,722

Spain

	Value	Score	Rank
Under 15 Age Group		87.76	42
Enrolment in education			
Primary enrolment rate	99.7	99.74	6
Secondary enrolment rate	95.6	95.63	12
Basic education survival rate	79.8	79.83	80
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.14	52.35	54
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		69.70	56
Enrolment in education			
Tertiary enrolment rate	84.6	84.57	7
Vocational enrolment rate	45.5	45.54	30
Quality of education			
Quality of education system ¹	3.44	40.69	76
Youth literacy rate	99.7	99.74	37
Educational attainment			
Primary education attainment rate	98.5	98.46	74
Secondary education attainment rate	81.7	81.65	47
Economic participation			
Labour force participation rate	39.9	39.90	80
Unemployment rate	57.9	42.10	124
Underemployment rate	25.1	74.90	68
Not in employment, education or training rate	18.6	81.40	46
Long-term unemployment rate	39.4	60.55	61
Skills			
Incidence of overeducation	19.7	80.30	45
Incidence of undereducation	38.7	61.30	42
Skill diversity ²	0.154	84.61	6

	Value	Score	Rank
25–54 Age Group		69.11	38
Educational attainment			
Primary education attainment rate	95.0	95.02	75
Secondary education attainment rate	82.1	82.08	46
Tertiary education attainment rate	14.5	14.46	65
Workplace learning			
Staff training services ¹	3.72	45.25	86
Economic complexity ³	0.955	65.92	26
Economic participation			
Labour force participation rate	86.9	86.90	46
Unemployment rate	22.8	77.20	96
Underemployment rate	11.2	88.80	50
Employment gender gap	86.9	86.93	29
Skills			
High-skilled employment share	33.4	33.40	36
Medium-skilled employment share	87.2	87.20	68
Ease of finding skilled employees ¹	4.97	66.10	10

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		70.95	54
Educational attainment			
Primary education attainment rate	91.3	91.33	67
Secondary education attainment rate	67.9	67.86	44
Tertiary education attainment rate	8.9	8.87	78
Economic participation			
Labour force participation rate	55.4	55.40	83
Unemployment rate	20.0	80.00	98
Underemployment rate	6.8	93.20	53
Healthy life expectancy at birth	73	100.00	1

	Value	Score	Rank
65 and Over Age Group		57.99	57
Educational attainment			
Primary education attainment rate	73.8	73.75	71
Secondary education attainment rate	39.6	39.61	50
Tertiary education attainment rate	4.0	4.03	85
Economic participation			
Labour force participation rate	3.0	3.00	120
Unemployment rate	6.3	93.70	82
Underemployment rate	4.2	95.80	44
Healthy life years beyond age 65	8	96.05	4

Value

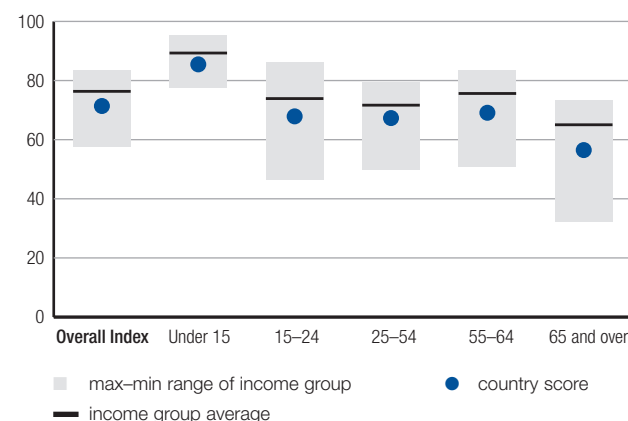
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.98
University-business R&D collaboration ¹	3.77
Ease of starting a business ⁴	74

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	12.8
Social safety net ¹	4.95
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	4.98
Internet access in schools ¹	4.84

Country Score Within Income Group



Sri Lanka

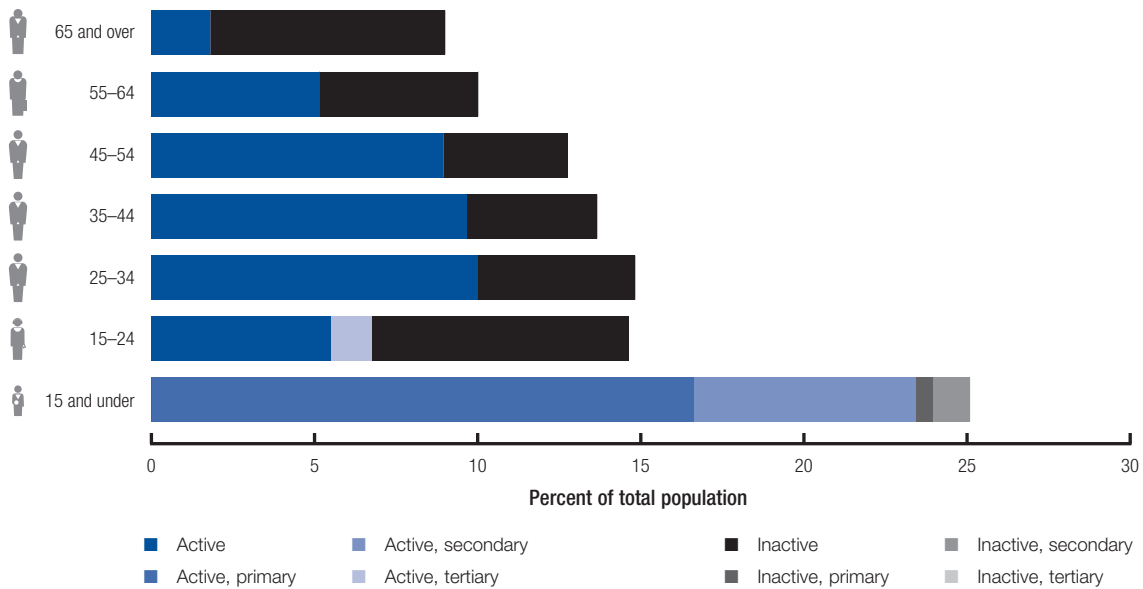
Human Capital Index 2015 Rank

60
(out of 124 countries)

Key indicators

Total population (1,000s).....	21,612	Median age of population (years)	31
Working age population (1,000s)	14,242	GDP per capita (constant '11 US\$, PPP).....	10,355
Tertiary-educated population (1,000s).....	2,290	Labour force participation rate (%).....	55.0
Aged dependency ratio (%).....	11.6	Employment-to-population ratio (%).....	52.6
Child dependency ratio (%).....	37.4	Unemployment rate (%).....	4.4

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	4.76
Quality of business schools	4.81
Specialized training services.....	4.39
Capacity to attract talent	2.50
Capacity to retain talent	2.89

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	271,389	27,050
Agriculture.....	5,236	1,113
Education	15,259	4,544
Engineering, Manufacturing, Construction	15,752	1,566
Health and Welfare.....	14,625	1,678
Humanities and Arts.....	134,904	7,323
Sciences	30,926	2,952
Services	102	43
Social Sciences, Business, Law	54,439	7,831
Unspecified.....	146	846

Sri Lanka

	Value	Score	Rank
Under 15 Age Group	87.32	43	
Enrolment in education			
Primary enrolment rate	93.9	93.94	77
Secondary enrolment rate	85.4	85.41	44
Basic education survival rate	93.1	93.14	48
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.85	64.12	28
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	69.63	57	
Enrolment in education			
Tertiary enrolment rate	17.0	16.97	88
Vocational enrolment rate	11.6	11.64	80
Quality of education			
Quality of education system ¹	4.64	60.74	21
Youth literacy rate	98.8	98.76	67
Educational attainment			
Primary education attainment rate	99.5	99.53	54
Secondary education attainment rate	89.7	89.70	32
Economic participation			
Labour force participation rate	37.6	37.60	91
Unemployment rate	19.1	80.90	77
Underemployment rate	4.0	96.00	19
Not in employment, education or training rate	0.5	99.50	1
Long-term unemployment rate	35.1	64.93	56
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.207	79.29	35

	Value	Score	Rank
25–54 Age Group	59.21	73	
Educational attainment			
Primary education attainment rate	97.0	97.01	65
Secondary education attainment rate	77.5	77.48	51
Tertiary education attainment rate	22.7	22.67	37
Workplace learning			
Staff training services ¹	4.14	52.25	50
Economic complexity ³	-0.291	45.16	77
Economic participation			
Labour force participation rate	69.2	69.20	110
Unemployment rate	—	—	—
Underemployment rate	2.7	97.30	15
Employment gender gap	43.3	43.35	76
Skills			
High-skilled employment share	16.1	16.10	84
Medium-skilled employment share	77.5	77.50	102
Ease of finding skilled employees ¹	4.20	53.32	45

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	68.26	64	
Educational attainment			
Primary education attainment rate	92.5	92.48	63
Secondary education attainment rate	56.0	55.97	55
Tertiary education attainment rate	12.9	12.89	53
Economic participation			
Labour force participation rate	51.3	51.30	91
Unemployment rate	—	—	—
Underemployment rate	3.1	96.90	33
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group	49.34	78	
Educational attainment			
Primary education attainment rate	88.7	88.68	52
Secondary education attainment rate	44.0	44.01	44
Tertiary education attainment rate	8.4	8.37	53
Economic participation			
Labour force participation rate	20.1	20.10	60
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.84
University-business R&D collaboration ¹	3.08
Ease of starting a business ⁴	104

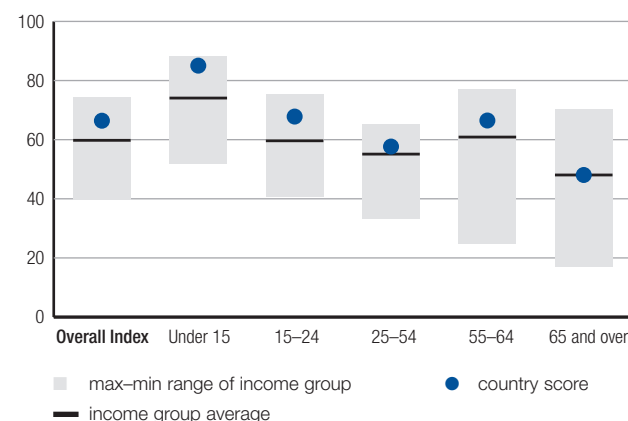
Vulnerability

Workers in informal employment	62.1
Workers in vulnerable employment	43.0
Social safety net ¹	2.29
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	1.72
Internet access in schools ¹	3.58

Country Score Within Income Group



Sweden

Human Capital Index 2015 Rank

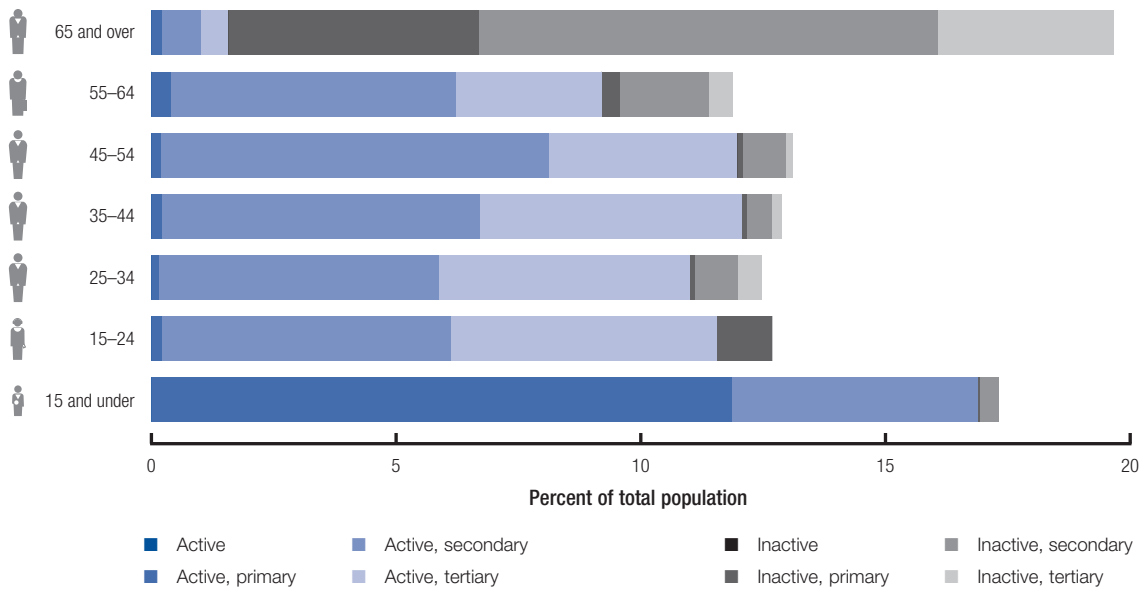
6

(out of 124 countries)

Key indicators

Total population (1,000s).....	9,694	Median age of population (years).....	41
Working age population (1,000s).....	6,079	GDP per capita (constant '11 US\$, PPP).....	44,695
Tertiary-educated population (1,000s).....	2,171	Labour force participation rate (%).....	64.1
Aged dependency ratio (%).....	27.9	Employment-to-population ratio (%).....	58.9
Child dependency ratio (%).....	25.3	Unemployment rate (%).....	8.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	1.3	12.5	51.5	65.4	2.4	
Managers, professionals and technicians.....	0.2	4.0	27.6	Tertiary education requirements.....	31.8	0.6
Clerical, service and sales workers.....	0.1	0.8	16.3	Secondary education requirements.....	29.8	0.9
Skilled agricultural and trades workers.....	0.9	5.0	1.8			0.3
Plant and machine operators, and assemblers.....	0.2	2.4	2.4			0.3
Elementary occupations.....	0.0	0.4	2.9	Primary education requirements.....	3.3	0.3
Others.....	0.0	0.1	0.5			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.42
Quality of business schools.....	5.16
Specialized training services.....	5.42
Capacity to attract talent.....	4.29
Capacity to retain talent.....	4.75

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	453,328	69,140
Agriculture.....	4,583	770
Education.....	55,832	7,529
Engineering, Manufacturing, Construction.....	75,086	13,339
Health and Welfare.....	80,414	16,332
Humanities and Arts.....	60,977	4,266
Sciences.....	42,340	5,458
Services.....	10,874	2,088
Social Sciences, Business, Law.....	122,900	19,358
Unspecified.....	322	—

Sweden

	Value	Score	Rank
Under 15 Age Group		91.88	21
Enrolment in education			
Primary enrolment rate	99.5	99.49	9
Secondary enrolment rate	92.8	92.76	20
Basic education survival rate	98.9	98.89	16
Secondary enrolment gender gap	99.7	99.72	68
Quality of education			
Quality of primary schools ¹	4.69	61.44	34
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		81.23	11
Enrolment in education			
Tertiary enrolment rate	70.0	70.03	24
Vocational enrolment rate	48.8	48.78	24
Quality of education			
Quality of education system ¹	4.58	59.62	25
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	100.0	99.98	6
Economic participation			
Labour force participation rate	53.5	53.50	42
Unemployment rate	22.8	77.20	91
Underemployment rate	15.5	84.50	55
Not in employment, education or training rate	7.4	92.60	15
Long-term unemployment rate	6.4	93.64	8
Skills			
Incidence of overeducation	9.0	91.00	16
Incidence of undereducation	14.2	85.80	13
Skill diversity ²	0.194	80.57	28

	Value	Score	Rank
25–54 Age Group		79.62	3
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.9	98.91	10
Tertiary education attainment rate	27.9	27.88	20
Workplace learning			
Staff training services ¹	5.10	68.30	10
Economic complexity ³	1.790	79.83	4
Economic participation			
Labour force participation rate	90.7	90.70	20
Unemployment rate	6.0	94.00	52
Underemployment rate	4.3	95.70	26
Employment gender gap	94.0	93.98	9
Skills			
High-skilled employment share	49.1	49.10	6
Medium-skilled employment share	94.9	94.90	12
Ease of finding skilled employees ¹	4.73	62.18	22

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		84.40	4
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	95.8	95.76	20
Tertiary education attainment rate	25.7	25.71	14
Economic participation			
Labour force participation rate	77.2	77.20	18
Unemployment rate	5.4	94.60	57
Underemployment rate	2.5	97.50	25
Healthy life expectancy at birth	72	100.00	1

	Value	Score	Rank
65 and Over Age Group		70.42	17
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	72.9	72.92	25
Tertiary education attainment rate	21.2	21.19	7
Economic participation			
Labour force participation rate	10.1	10.10	88
Unemployment rate	2.8	97.20	60
Underemployment rate	3.2	96.80	35
Healthy life years beyond age 65	7	94.74	9

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.74
University-business R&D collaboration ¹	5.33
Ease of starting a business ⁴	32

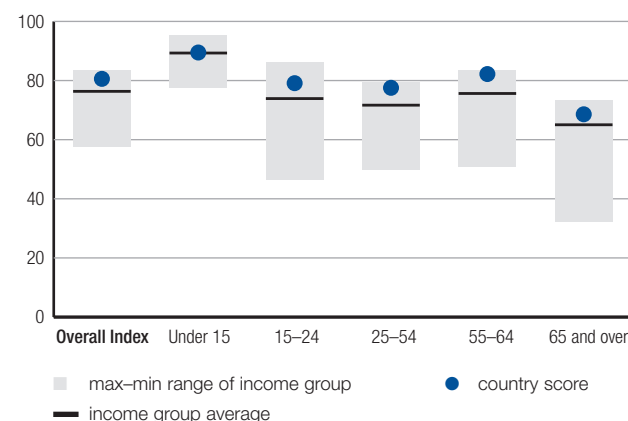
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	6.8
Social safety net ¹	5.27
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.98
Internet access in schools ¹	6.32

Country Score Within Income Group



Switzerland

Human Capital Index 2015 Rank

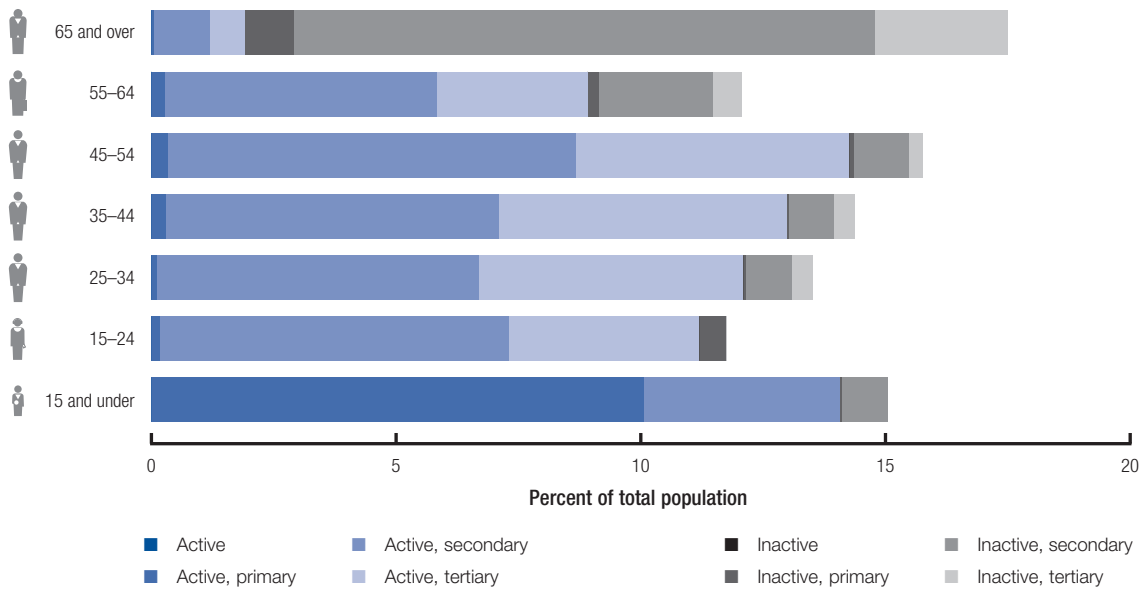
3

(out of 124 countries)

Key indicators

Total population (1,000s).....	8,239	Median age of population (years)	42
Working age population (1,000s)	5,530	GDP per capita (constant '11 US\$, PPP).....	55,237
Tertiary-educated population (1,000s).....	2,071	Labour force participation rate (%).....	68.2
Aged dependency ratio (%).....	24.9	Employment-to-population ratio (%).....	65.2
Child dependency ratio (%).....	22.1	Unemployment rate (%).....	4.4

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	2.3	13.2	47.6	63.1	1.5	
Managers, professionals and technicians	0.3	4.7	27.1	Tertiary education requirements.....	32.1	0.6
Clerical, service and sales workers	0.2	1.5	14.3	Secondary education requirements.....	28.3	0.5
Skilled agricultural and trades workers.....	1.6	5.6	2.9			0.2
Plant and machine operators, and assemblers.....	0.0	1.0	1.3			0.1
Elementary occupations	0.2	0.5	1.9	Primary education requirements	2.6	0.1
Others.....	0.0	0.0	0.1		0.2	0.0

Business Perceptions

Score (1-7)

Quality of math/science education	5.94
Quality of business schools	6.16
Specialized training services.....	6.50
Capacity to attract talent	6.07
Capacity to retain talent	5.78

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	269,573	78,918
Agriculture.....	3,004	1,245
Education	24,542	7,624
Engineering, Manufacturing, Construction	38,217	10,339
Health and Welfare.....	36,134	10,853
Humanities and Arts.....	30,118	7,011
Sciences	26,827	6,115
Services	15,185	6,184
Social Sciences, Business, Law	93,456	29,095
Unspecified.....	2,090	452

Switzerland

	Value	Score	Rank
Under 15 Age Group		92.78	16
Enrolment in education			
Primary enrolment rate	99.1	99.12	14
Secondary enrolment rate	81.0	81.02	56
Basic education survival rate	98.1	98.06	23
Secondary enrolment gender gap	97.1	97.09	79
Quality of education			
Quality of primary schools ¹	5.94	82.37	4
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group		83.08	5
Enrolment in education			
Tertiary enrolment rate	55.6	55.56	43
Vocational enrolment rate	65.2	65.24	8
Quality of education			
Quality of education system ¹	5.99	83.11	1
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	88.2	88.24	35
Economic participation			
Labour force participation rate	67.6	67.60	11
Unemployment rate	8.7	91.30	28
Underemployment rate	4.8	95.20	27
Not in employment, education or training rate	7.1	92.90	13
Long-term unemployment rate	16.6	83.43	29
Skills			
Incidence of overeducation	5.0	95.00	7
Incidence of undereducation	34.3	65.70	39
Skill diversity ²	0.202	79.84	33

	Value	Score	Rank
25–54 Age Group		80.03	2
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	94.7	94.67	23
Tertiary education attainment rate	28.1	28.12	19
Workplace learning			
Staff training services ¹	5.69	78.12	1
Economic complexity ³	2.006	83.44	2
Economic participation			
Labour force participation rate	90.2	90.20	21
Unemployment rate	4.2	95.80	27
Underemployment rate	5.3	94.70	31
Employment gender gap	88.1	88.13	27
Skills			
High-skilled employment share	51.3	51.30	3
Medium-skilled employment share	95.9	95.90	10
Ease of finding skilled employees ¹	4.60	59.99	25

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		83.45	8
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.5	96.46	16
Tertiary education attainment rate	23.2	23.21	20
Economic participation			
Labour force participation rate	73.1	73.10	24
Unemployment rate	3.3	96.70	41
Underemployment rate	5.3	94.70	43
Healthy life expectancy at birth	73	100.00	1

	Value	Score	Rank
65 and Over Age Group		73.28	6
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	96.3	96.33	6
Tertiary education attainment rate	17.7	17.70	19
Economic participation			
Labour force participation rate	10.6	10.60	85
Unemployment rate	0.7	99.30	20
Underemployment rate	7.0	93.00	53
Healthy life years beyond age 65	8	96.05	4

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.35
University-business R&D collaboration ¹	5.79
Ease of starting a business ⁴	69

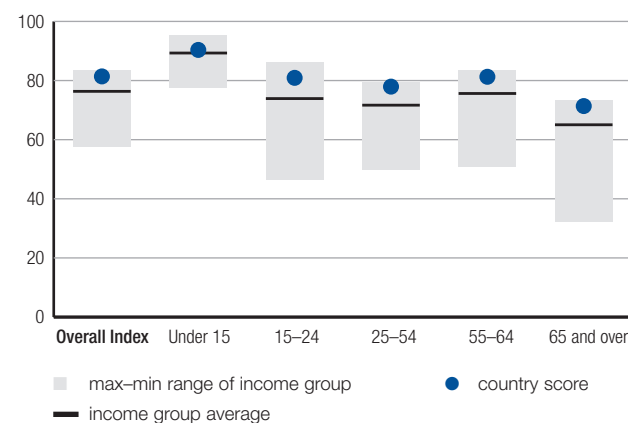
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	9.2
Social safety net ¹	6.03
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.28
Internet access in schools ¹	6.10

Country Score Within Income Group



Tajikistan

Human Capital Index 2015 Rank

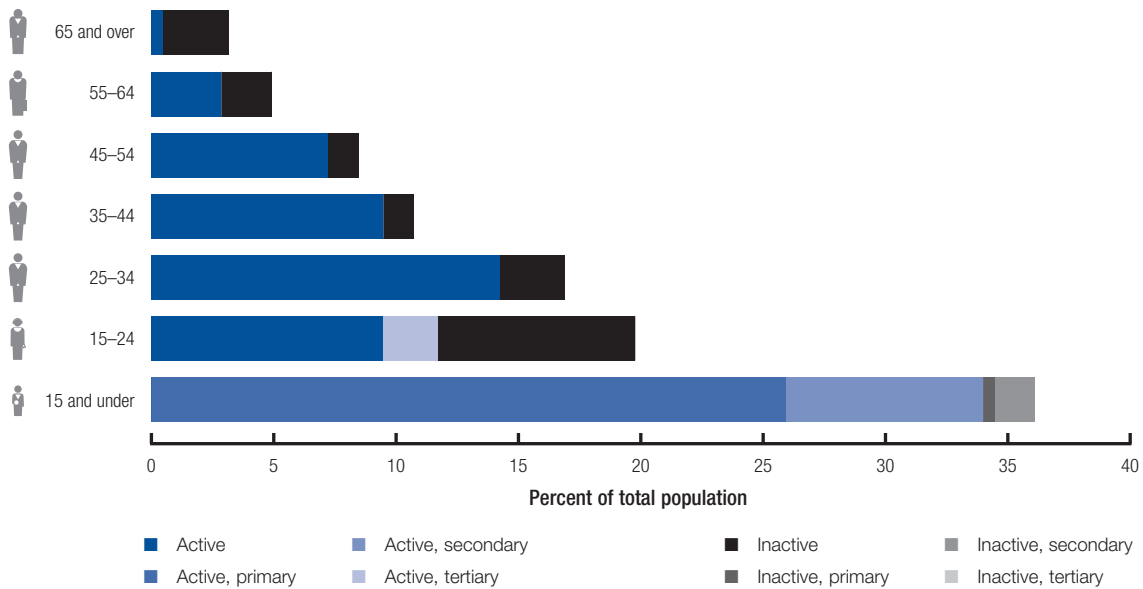
65

(out of 124 countries)

Key indicators

Total population (1,000s).....	8,610	Median age of population (years).....	21
Working age population (1,000s).....	5,230	GDP per capita (constant '11 US\$, PPP).....	2,677
Tertiary-educated population (1,000s).....	540	Labour force participation rate (%).....	67.9
Aged dependency ratio (%).....	5.4	Employment-to-population ratio (%).....	60.3
Child dependency ratio (%).....	59.1	Unemployment rate (%).....	11.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.78
Quality of business schools	3.65
Specialized training services.....	3.95
Capacity to attract talent	3.45
Capacity to retain talent	3.49

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	194,137	37,800
Agriculture.....	5,493.....	981
Education	17,903.....	3,798
Engineering, Manufacturing, Construction	32,921.....	5,542
Health and Welfare.....	25,932.....	5,977
Humanities and Arts.....	38,028.....	8,619
Sciences	25,217.....	4,098
Services.....	4,133.....	573
Social Sciences, Business, Law	44,510.....	8,212
Unspecified.....	—.....	—

Tajikistan

	Value	Score	Rank
Under 15 Age Group		83.05	63
Enrolment in education			
Primary enrolment rate	96.1	96.08	65
Secondary enrolment rate	83.2	83.17	49
Basic education survival rate	95.0	95.01	43
Secondary enrolment gender gap	89.8	89.77	94
Quality of education			
Quality of primary schools ¹	3.66	44.27	74
Vulnerability			
Incidence of child labour	10.0	90.00	71

	Value	Score	Rank
15–24 Age Group		63.52	77
Enrolment in education			
Tertiary enrolment rate	22.5	22.47	79
Vocational enrolment rate	6.5	6.45	96
Quality of education			
Quality of education system ¹	3.84	47.34	49
Youth literacy rate	99.9	99.88	29
Educational attainment			
Primary education attainment rate	99.9	99.92	38
Secondary education attainment rate	72.3	72.30	66
Economic participation			
Labour force participation rate	47.8	47.80	59
Unemployment rate	15.5	84.50	65
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	28.6	71.40	45
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.168	83.16	10

	Value	Score	Rank
25–54 Age Group		59.85	71
Educational attainment			
Primary education attainment rate	99.7	99.72	28
Secondary education attainment rate	84.7	84.71	40
Tertiary education attainment rate	13.5	13.52	71
Workplace learning			
Staff training services ¹	3.67	44.44	91
Economic complexity ³	-0.907	34.89	101
Economic participation			
Labour force participation rate	85.8	85.80	55
Unemployment rate	10.1	89.90	77
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	16.4	16.40	80
Medium-skilled employment share	87.0	87.00	69
Ease of finding skilled employees ¹	3.53	42.11	90

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		74.40	42
Educational attainment			
Primary education attainment rate	99.3	99.28	36
Secondary education attainment rate	88.9	88.90	25
Tertiary education attainment rate	15.6	15.64	42
Economic participation			
Labour force participation rate	58.0	58.00	75
Unemployment rate	7.7	92.30	77
Underemployment rate	—	—	—
Healthy life expectancy at birth	60	92.31	87

	Value	Score	Rank
65 and Over Age Group		53.87	69
Educational attainment			
Primary education attainment rate	98.2	98.19	34
Secondary education attainment rate	63.2	63.15	30
Tertiary education attainment rate	14.4	14.43	30
Economic participation			
Labour force participation rate	14.6	14.60	74
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	78.95	87

Value

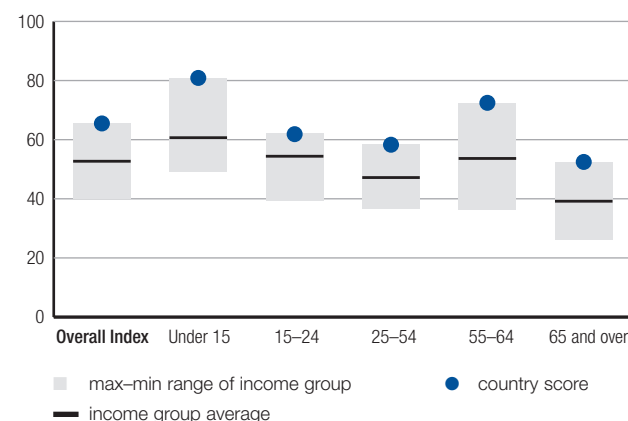
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.32
University-business R&D collaboration ¹	3.27
Ease of starting a business ⁴	106

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	48.1
Social safety net ¹	3.74
Primary completion rate (poorest | richest quintile)	103, 85

Public investment	
Public spending on education (% of GDP)	4.02
Internet access in schools ¹	4.10

Country Score Within Income Group



Tanzania

Human Capital Index 2015 Rank

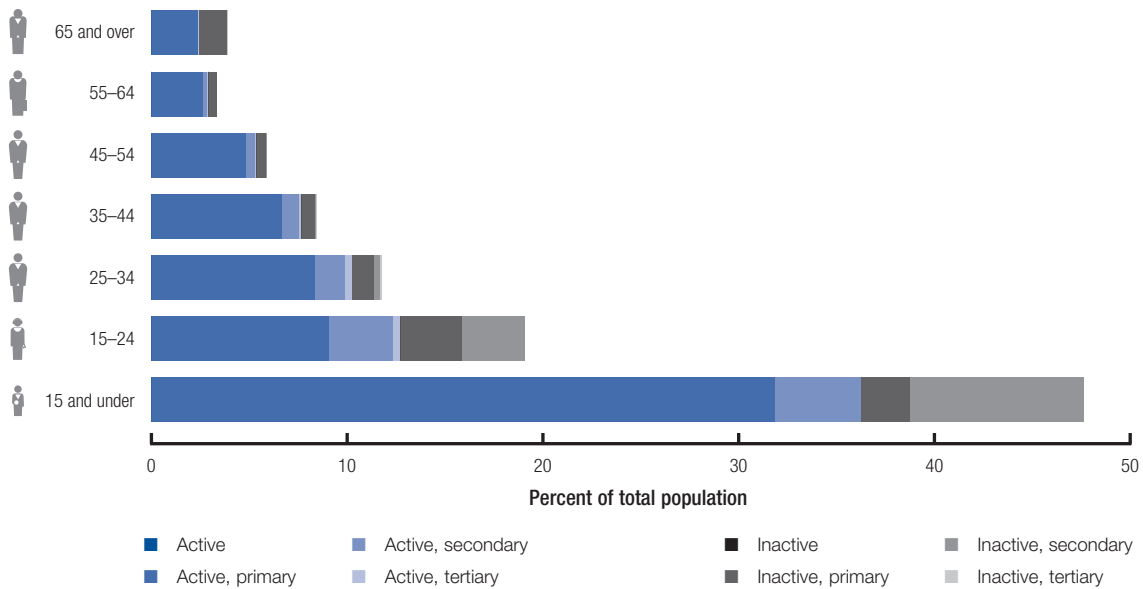
103

(out of 124 countries)

Key indicators

Total population (1,000s).....	52,291	Median age of population (years).....	17
Working age population (1,000s).....	27,222	GDP per capita (constant '11 US\$, PPP).....	1,941
Tertiary-educated population (1,000s).....	478	Labour force participation rate (%).....	89.1
Aged dependency ratio (%).....	6.0	Employment-to-population ratio (%).....	86.5
Child dependency ratio (%).....	86.2	Unemployment rate (%).....	2.9

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.38
Quality of business schools	3.22
Specialized training services.....	3.46
Capacity to attract talent	3.27
Capacity to retain talent	3.02

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	166,014	—
Agriculture.....	1,636	—
Education	57,276	—
Engineering, Manufacturing, Construction	5,846	—
Health and Welfare.....	7,424	—
Humanities and Arts.....	6,614	—
Sciences	8,318	—
Services.....	1,514	—
Social Sciences, Business, Law	68,391	—
Unspecified.....	8,995	—

Tanzania

	Value	Score	Rank
Under 15 Age Group	61.44	114	
Enrolment in education			
Primary enrolment rate	84.5	84.52	107
Secondary enrolment rate	—	—	—
Basic education survival rate	58.1	58.12	102
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	2.45	24.23	114
Vulnerability			
Incidence of child labour	21.1	78.90	88

	Value	Score	Rank
15–24 Age Group	60.05	90	
Enrolment in education			
Tertiary enrolment rate	3.9	3.92	116
Vocational enrolment rate	57.8	57.84	14
Quality of education			
Quality of education system ¹	3.00	33.40	96
Youth literacy rate	76.3	76.30	110
Educational attainment			
Primary education attainment rate	86.4	86.45	105
Secondary education attainment rate	11.2	11.18	122
Economic participation			
Labour force participation rate	80.4	80.40	1
Unemployment rate	5.5	94.50	14
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	13.7	86.30	31
Incidence of undereducation	39.8	60.20	44
Skill diversity ²	0.299	70.08	79

	Value	Score	Rank
25–54 Age Group	53.72	96	
Educational attainment			
Primary education attainment rate	80.4	80.36	98
Secondary education attainment rate	10.7	10.75	122
Tertiary education attainment rate	2.0	2.00	116
Workplace learning			
Staff training services ¹	3.51	41.79	101
Economic complexity ³	-0.581	40.31	86
Economic participation			
Labour force participation rate	96.8	96.80	3
Unemployment rate	2.0	98.00	6
Underemployment rate	—	—	—
Employment gender gap	90.1	90.12	21
Skills			
High-skilled employment share	3.0	3.00	111
Medium-skilled employment share	83.1	83.10	86
Ease of finding skilled employees ¹	3.68	44.70	79

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	Value	Score	Rank
55–64 Age Group	57.74	90	
Educational attainment			
Primary education attainment rate	65.1	65.06	96
Secondary education attainment rate	7.3	7.31	118
Tertiary education attainment rate	1.0	0.97	115
Economic participation			
Labour force participation rate	93.8	93.80	2
Unemployment rate	0.7	99.30	7
Underemployment rate	—	—	—
Healthy life expectancy at birth	52	80.00	110

	Value	Score	Rank
65 and Over Age Group	47.10	84	
Educational attainment			
Primary education attainment rate	43.9	43.94	96
Secondary education attainment rate	3.7	3.69	113
Tertiary education attainment rate	0.5	0.52	113
Economic participation			
Labour force participation rate	66.1	66.10	4
Unemployment rate	0.1	99.90	8
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	68.42	110

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.42
University-business R&D collaboration ¹	3.37
Ease of starting a business ⁴	124

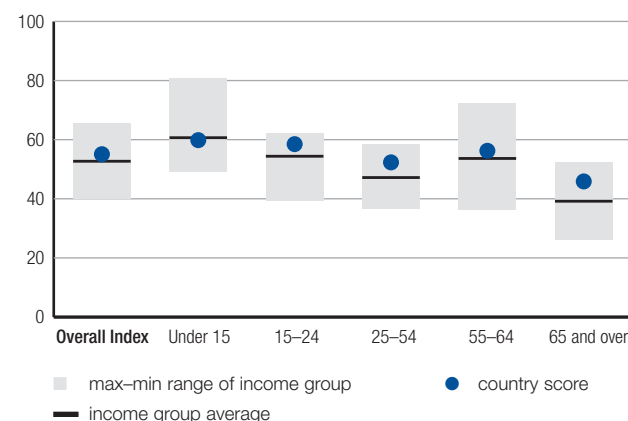
Vulnerability

Workers in informal employment	76.2
Workers in vulnerable employment	80.4
Social safety net ¹	3.26
Primary completion rate (poorest | richest quintile)	28, 105

Public investment

Public spending on education (% of GDP)	6.18
Internet access in schools ¹	2.85

Country Score Within Income Group



Thailand

Human Capital Index 2015 Rank

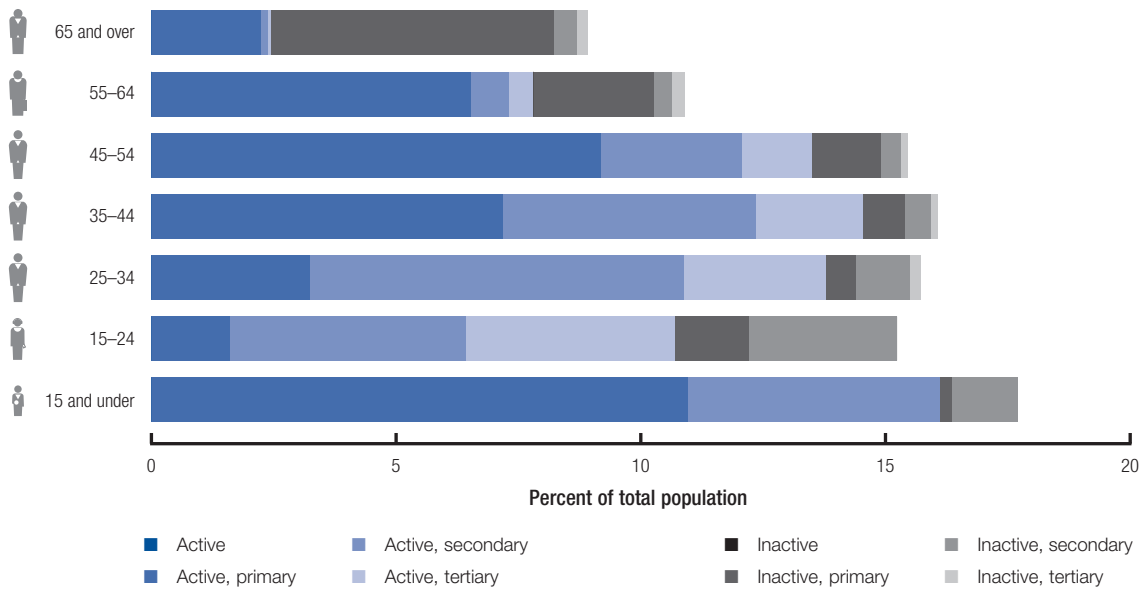
57

(out of 124 countries)

Key indicators

Total population (1,000s).....	67,401	Median age of population (years)	35
Working age population (1,000s)	48,598	GDP per capita (constant '11 US\$, PPP).....	14,443
Tertiary-educated population (1,000s).....	5,786	Labour force participation rate (%).....	72.3
Aged dependency ratio (%).....	12.4	Employment-to-population ratio (%).....	71.7
Child dependency ratio (%).....	26.9	Unemployment rate (%).....	0.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	29.7	14.4	26.7	70.8	—	
Managers, professionals and technicians	0.1	2.2	7.6	Tertiary education requirements.....	9.9	0.0
Clerical, service and sales workers	0.0	0.9	12.9	Secondary education requirements.....	54.5	0.1
Skilled agricultural and trades workers.....	27.8	5.9	1.6	.....	.....	0.1
Plant and machine operators, and assemblers.....	0.2	3.3	1.9	.....	.....	0.0
Elementary occupations	1.6	2.0	2.6	Primary education requirements	6.2	0.0
Others.....	0.0	0.1	0.1	.....	0.2	—

Business Perceptions

Score (1-7)

Quality of math/science education	3.89
Quality of business schools	4.13
Specialized training services.....	4.17
Capacity to attract talent	3.95
Capacity to retain talent	4.15

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	2,497,323	443,648
Agriculture.....	59,952	—
Education	243,428	—
Engineering, Manufacturing, Construction	247,883	—
Health and Welfare.....	144,721	—
Humanities and Arts.....	185,349	—
Sciences	205,897	—
Services	46,644	—
Social Sciences, Business, Law	1,337,272	—
Unspecified.....	26,178	—

Thailand

	Value	Score	Rank
Under 15 Age Group		81.91	68
Enrolment in education			
Primary enrolment rate	95.6	95.61	67
Secondary enrolment rate	79.5	79.47	59
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.57	42.75	77
Vulnerability			
Incidence of child labour	8.3	91.70	64

	Value	Score	Rank
15–24 Age Group		72.70	41
Enrolment in education			
Tertiary enrolment rate	51.2	51.23	48
Vocational enrolment rate	34.9	34.90	40
Quality of education			
Quality of education system ¹	3.45	40.83	75
Youth literacy rate	98.2	98.24	76
Educational attainment			
Primary education attainment rate	99.3	99.27	60
Secondary education attainment rate	75.7	75.66	59
Economic participation			
Labour force participation rate	48.3	48.30	54
Unemployment rate	3.9	96.10	8
Underemployment rate	2.5	97.50	9
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	15.0	84.99	25
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		62.91	57
Educational attainment			
Primary education attainment rate	95.8	95.83	72
Secondary education attainment rate	51.9	51.86	81
Tertiary education attainment rate	20.5	20.46	45
Workplace learning			
Staff training services ¹	4.41	56.75	34
Economic complexity ³	0.884	64.74	31
Economic participation			
Labour force participation rate	88.8	88.80	25
Unemployment rate	1.0	99.00	3
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	14.2	14.20	90
Medium-skilled employment share	91.2	91.20	37
Ease of finding skilled employees ¹	3.78	46.28	69

NOTES

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³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		65.71	71
Educational attainment			
Primary education attainment rate	90.8	90.84	68
Secondary education attainment rate	23.2	23.23	98
Tertiary education attainment rate	10.5	10.52	67
Economic participation			
Labour force participation rate	70.5	70.50	31
Unemployment rate	—	—	—
Underemployment rate	0.8	99.20	5
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		51.80	73
Educational attainment			
Primary education attainment rate	80.3	80.28	64
Secondary education attainment rate	12.0	11.98	101
Tertiary education attainment rate	4.6	4.61	82
Economic participation			
Labour force participation rate	27.9	27.90	43
Unemployment rate	—	—	—
Underemployment rate	0.8	99.20	8
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.20
University-business R&D collaboration ¹	3.95
Ease of starting a business ⁴	75

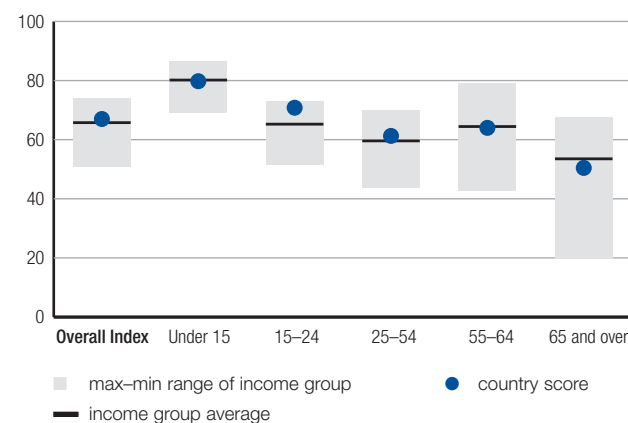
Vulnerability

Workers in informal employment	42.3
Workers in vulnerable employment	56.0
Social safety net ¹	3.82
Primary completion rate (poorest | richest quintile)	113, 96

Public investment

Public spending on education (% of GDP)	7.57
Internet access in schools ¹	4.56

Country Score Within Income Group



Trinidad and Tobago

Human Capital Index 2015 Rank

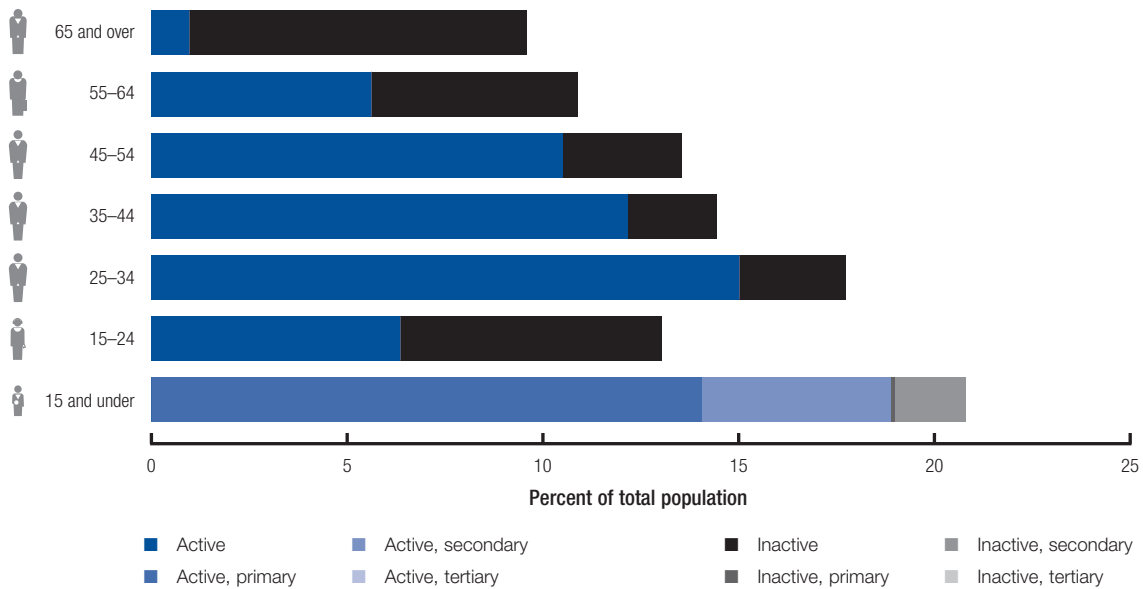
67

(out of 124 countries)

Key indicators

Total population (1,000s).....	1,347	Median age of population (years).....	32
Working age population (1,000s).....	937	GDP per capita (constant '11 US\$, PPP).....	31,264
Tertiary-educated population (1,000s).....	72	Labour force participation rate (%).....	64.1
Aged dependency ratio (%).....	11.7	Employment-to-population ratio (%).....	61.8
Child dependency ratio (%).....	29.2	Unemployment rate (%).....	3.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.66
Quality of business schools	4.84
Specialized training services.....	4.31
Capacity to attract talent	3.77
Capacity to retain talent	3.36

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	—	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services.....	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Trinidad and Tobago

	Value	Score	Rank
Under 15 Age Group		86.03	48
Enrolment in education			
Primary enrolment rate	98.7	98.68	29
Secondary enrolment rate	72.7	72.66	68
Basic education survival rate	86.2	86.21	66
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.56	59.31	38
Vulnerability			
Incidence of child labour	0.7	99.30	1

	Value	Score	Rank
15–24 Age Group		58.38	96
Enrolment in education			
Tertiary enrolment rate	12.0	11.95	97
Vocational enrolment rate	2.0	2.01	107
Quality of education			
Quality of education system ¹	4.18	53.03	37
Youth literacy rate	99.6	99.61	42
Educational attainment			
Primary education attainment rate	99.3	99.28	59
Secondary education attainment rate	73.6	73.56	63
Economic participation			
Labour force participation rate	49.1	49.10	52
Unemployment rate	10.6	89.40	44
Underemployment rate	—	—	—
Not in employment, education or training rate	52.5	47.50	72
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		62.84	58
Educational attainment			
Primary education attainment rate	97.9	97.89	55
Secondary education attainment rate	69.1	69.13	59
Tertiary education attainment rate	8.1	8.14	94
Workplace learning			
Staff training services ¹	4.24	54.07	45
Economic complexity ³	-0.007	49.89	64
Economic participation			
Labour force participation rate	82.4	82.40	73
Unemployment rate	3.0	97.00	19
Underemployment rate	—	—	—
Employment gender gap	73.5	73.50	53
Skills			
High-skilled employment share	27.3	27.30	49
Medium-skilled employment share	80.1	80.10	94
Ease of finding skilled employees ¹	4.11	51.82	48

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	Value	Score	Rank
55–64 Age Group		63.25	79
Educational attainment			
Primary education attainment rate	91.9	91.94	65
Secondary education attainment rate	36.7	36.67	75
Tertiary education attainment rate	7.2	7.16	83
Economic participation			
Labour force participation rate	51.3	51.30	91
Unemployment rate	1.4	98.60	17
Underemployment rate	—	—	—
Healthy life expectancy at birth	61	93.85	81

	Value	Score	Rank
65 and Over Age Group		49.61	76
Educational attainment			
Primary education attainment rate	81.6	81.64	62
Secondary education attainment rate	20.6	20.64	78
Tertiary education attainment rate	5.8	5.81	71
Economic participation			
Labour force participation rate	10.1	10.10	88
Unemployment rate	0.8	99.20	23
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	80.26	81

Value

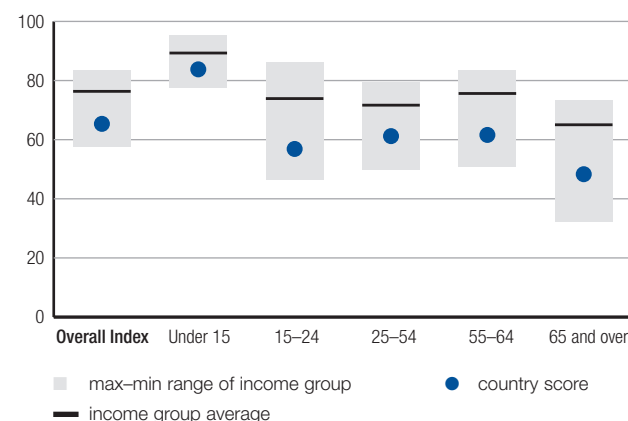
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.56
University-business R&D collaboration ¹	3.14
Ease of starting a business ⁴	71

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	15.8
Social safety net ¹	3.60
Primary completion rate (poorest | richest quintile)	80, 87

Public investment	
Public spending on education (% of GDP)	—
Internet access in schools ¹	4.50

Country Score Within Income Group



Tunisia

Human Capital Index 2015 Rank

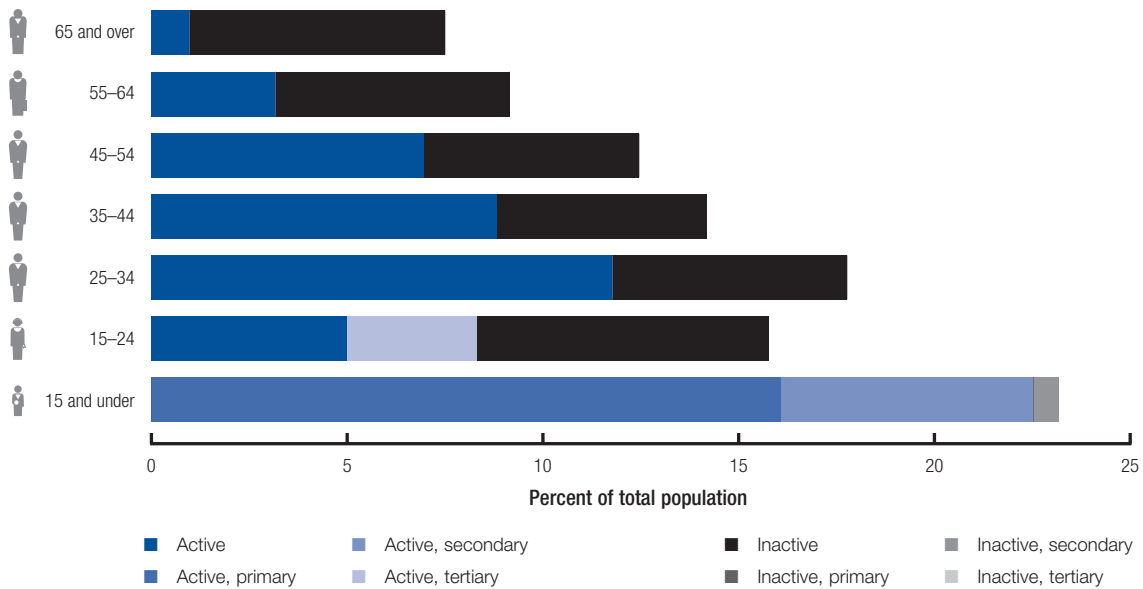
98

(out of 124 countries)

Key indicators

Total population (1,000s).....	11,235	Median age of population (years).....	29
Working age population (1,000s).....	7,788	GDP per capita (constant '11 US\$, PPP).....	11,380
Tertiary-educated population (1,000s).....	618	Labour force participation rate (%).....	47.6
Aged dependency ratio (%).....	10.0	Employment-to-population ratio (%).....	41.3
Child dependency ratio (%).....	33.8	Unemployment rate (%).....	13.3

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—	—
Plant and machine operators, and assemblers.....	—	—	—	—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—	—

Business Perceptions

Score (1–7)

Quality of math/science education	4.71
Quality of business schools	4.38
Specialized training services.....	3.83
Capacity to attract talent	2.81
Capacity to retain talent	3.03

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	373,427	72,807
Agriculture.....	7,289	1,125
Education	1,658	366
Engineering, Manufacturing, Construction	55,647	11,981
Health and Welfare.....	20,283	6,691
Humanities and Arts.....	—	13,643
Sciences	89,970	18,875
Services	12,796	2,857
Social Sciences, Business, Law	91,873	17,269
Unspecified.....	15,955	—

Tunisia

	Value	Score	Rank
Under 15 Age Group		81.05	71
Enrolment in education			
Primary enrolment rate	99.8	99.77	4
Secondary enrolment rate	—	—	—
Basic education survival rate	78.8	78.79	84
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.86	47.74	61
Vulnerability			
Incidence of child labour	2.1	97.90	42

	Value	Score	Rank
15–24 Age Group		59.05	93
Enrolment in education			
Tertiary enrolment rate	35.2	35.20	65
Vocational enrolment rate	9.6	9.56	86
Quality of education			
Quality of education system ¹	3.72	45.35	58
Youth literacy rate	98.1	98.06	78
Educational attainment			
Primary education attainment rate	93.4	93.40	91
Secondary education attainment rate	33.2	33.19	106
Economic participation			
Labour force participation rate	31.6	31.60	107
Unemployment rate	31.8	68.20	109
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	37.0	63.02	59
Skills			
Incidence of overeducation	16.1	83.90	39
Incidence of undereducation	33.3	66.70	38
Skill diversity ²	0.196	80.41	29

	Value	Score	Rank
25–54 Age Group		49.81	107
Educational attainment			
Primary education attainment rate	69.4	69.41	108
Secondary education attainment rate	30.2	30.18	103
Tertiary education attainment rate	10.0	9.98	85
Workplace learning			
Staff training services ¹	3.70	44.98	89
Economic complexity ³	0.383	56.39	48
Economic participation			
Labour force participation rate	62.0	62.00	118
Unemployment rate	10.6	89.40	79
Underemployment rate	—	—	—
Employment gender gap	32.0	31.99	78
Skills			
High-skilled employment share	21.3	21.30	63
Medium-skilled employment share	78.0	78.00	98
Ease of finding skilled employees ¹	4.26	54.32	41

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		48.72	113
Educational attainment			
Primary education attainment rate	40.1	40.09	110
Secondary education attainment rate	16.6	16.58	107
Tertiary education attainment rate	4.1	4.07	100
Economic participation			
Labour force participation rate	34.5	34.50	120
Unemployment rate	2.9	97.10	34
Underemployment rate	—	—	—
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		35.97	110
Educational attainment			
Primary education attainment rate	14.1	14.11	112
Secondary education attainment rate	4.1	4.06	111
Tertiary education attainment rate	1.0	1.03	106
Economic participation			
Labour force participation rate	12.8	12.80	78
Unemployment rate	3.0	97.00	63
Underemployment rate	—	—	—
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.51
University-business R&D collaboration ¹	2.92
Ease of starting a business ⁴	100

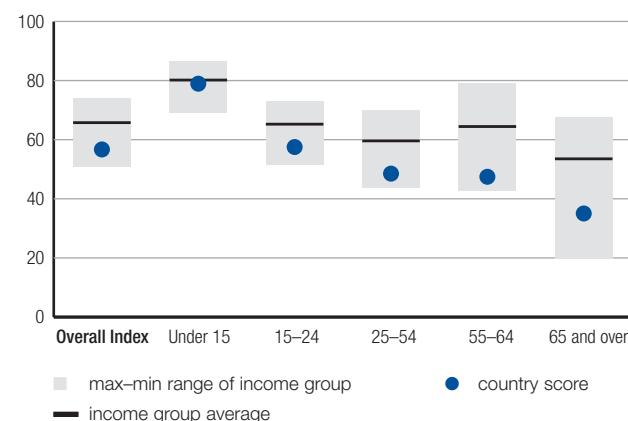
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	21.4
Social safety net ¹	3.49
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.17
Internet access in schools ¹	3.63

Country Score Within Income Group



Turkey

Human Capital Index 2015 Rank

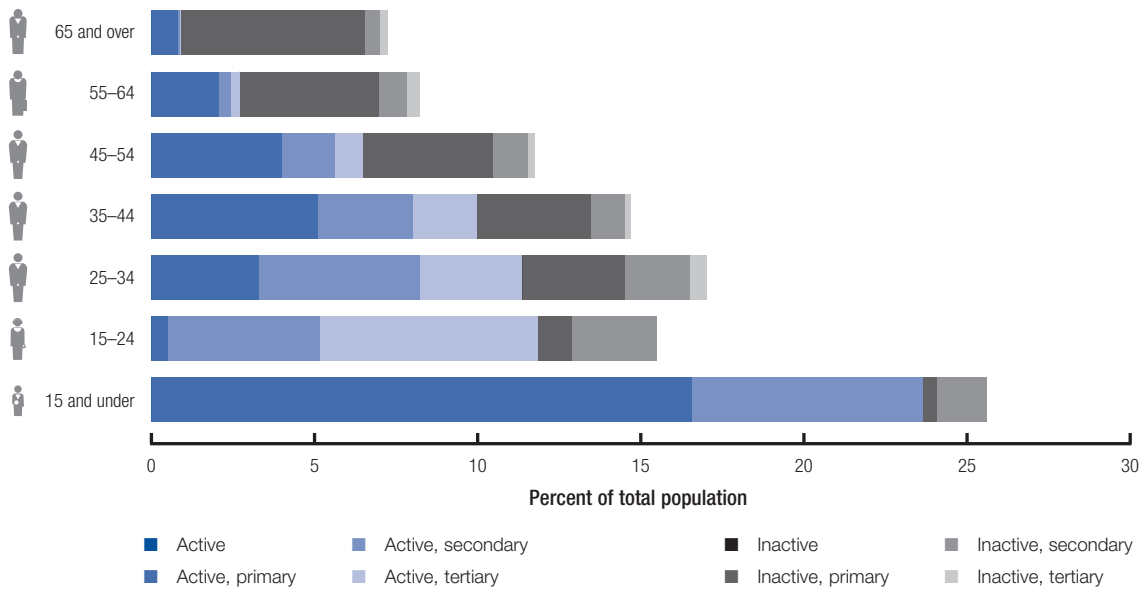
68

(out of 124 countries)

Key indicators

Total population (1,000s).....	76,691	Median age of population (years).....	28
Working age population (1,000s).....	51,656	GDP per capita (constant '11 US\$, PPP).....	19,556
Tertiary-educated population (1,000s).....	6,723	Labour force participation rate (%).....	49.4
Aged dependency ratio (%).....	10.6	Employment-to-population ratio (%).....	45.1
Child dependency ratio (%).....	40.3	Unemployment rate (%).....	8.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	10.5	12.1	23.3	45.9	—
Managers, professionals and technicians.....	0.0	1.6	7.1	Tertiary education requirements.....8.8	0.3
Clerical, service and sales workers.....	0.0	1.0	10.1	Secondary education requirements.....30.6	0.7
Skilled agricultural and trades workers.....	8.3	5.0	1.6		0.6
Plant and machine operators, and assemblers.....	0.0	2.5	1.9		0.3
Elementary occupations.....	2.1	1.9	2.5	Primary education requirements.....6.5	0.7
Others.....	0.0	0.0	0.0	0.0	—

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.51
Quality of business schools.....	3.79
Specialized training services.....	4.36
Capacity to attract talent.....	2.91
Capacity to retain talent.....	3.18

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	4,353,542	607,981
Agriculture.....	105,718	19,457
Education.....	326,473	61,538
Engineering, Manufacturing, Construction.....	465,197	74,762
Health and Welfare.....	208,799	34,790
Humanities and Arts.....	417,316	51,663
Sciences.....	304,881	52,219
Services.....	151,979	29,570
Social Sciences, Business, Law.....	2,373,179	283,982
Unspecified.....	—	—

Turkey

	Value	Score	Rank
Under 15 Age Group		83.26	61
Enrolment in education			
Primary enrolment rate	95.1	95.14	71
Secondary enrolment rate	82.1	82.11	51
Basic education survival rate	91.0	91.03	55
Secondary enrolment gender gap	95.9	95.95	84
Quality of education			
Quality of primary schools ¹	3.48	41.25	80
Vulnerability			
Incidence of child labour	5.9	94.10	56

	Value	Score	Rank
15–24 Age Group		71.75	50
Enrolment in education			
Tertiary enrolment rate	69.4	69.39	25
Vocational enrolment rate	48.0	47.96	28
Quality of education			
Quality of education system ¹	3.42	40.37	77
Youth literacy rate	99.2	99.25	53
Educational attainment			
Primary education attainment rate	93.8	93.80	88
Secondary education attainment rate	58.0	58.01	86
Economic participation			
Labour force participation rate	39.6	39.60	82
Unemployment rate	17.7	82.30	75
Underemployment rate	1.8	98.20	5
Not in employment, education or training rate	25.5	74.50	63
Long-term unemployment rate	16.0	83.96	27
Skills			
Incidence of overeducation	8.0	92.00	12
Incidence of undereducation	48.4	51.60	48
Skill diversity ²	0.265	73.52	66

	Value	Score	Rank
25–54 Age Group		58.37	77
Educational attainment			
Primary education attainment rate	90.6	90.56	86
Secondary education attainment rate	48.9	48.93	85
Tertiary education attainment rate	12.2	12.17	76
Workplace learning			
Staff training services ¹	3.81	46.82	81
Economic complexity ³	0.618	60.30	39
Economic participation			
Labour force participation rate	63.1	63.10	117
Unemployment rate	8.7	91.30	68
Underemployment rate	2.1	97.90	9
Employment gender gap	41.8	41.83	77
Skills			
High-skilled employment share	19.5	19.50	68
Medium-skilled employment share	85.6	85.60	77
Ease of finding skilled employees ¹	3.55	42.49	88

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	Value	Score	Rank
55–64 Age Group		63.41	78
Educational attainment			
Primary education attainment rate	81.1	81.08	79
Secondary education attainment rate	29.0	28.96	92
Tertiary education attainment rate	8.9	8.94	76
Economic participation			
Labour force participation rate	32.6	32.60	121
Unemployment rate	6.0	94.00	65
Underemployment rate	1.7	98.30	15
Healthy life expectancy at birth	65	100.00	1

	Value	Score	Rank
65 and Over Age Group		53.86	70
Educational attainment			
Primary education attainment rate	59.2	59.23	83
Secondary education attainment rate	16.7	16.66	89
Tertiary education attainment rate	5.6	5.62	72
Economic participation			
Labour force participation rate	12.5	12.50	81
Unemployment rate	2.0	98.00	51
Underemployment rate	0.5	99.50	5
Healthy life years beyond age 65	0	85.53	57

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	4.28
University-business R&D collaboration ¹	3.69
Ease of starting a business ⁴	79

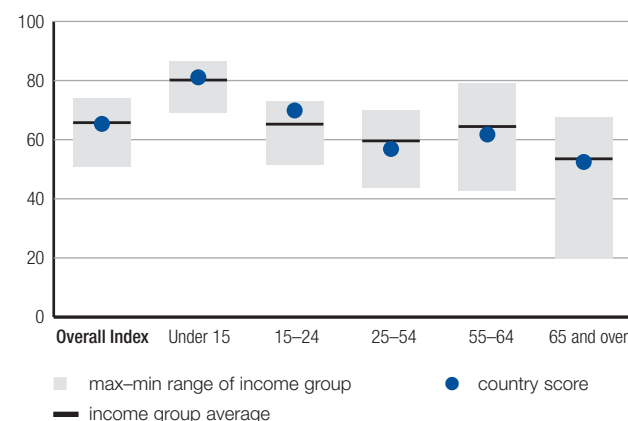
Vulnerability

Workers in informal employment	30.6
Workers in vulnerable employment	31.3
Social safety net ¹	4.11
Primary completion rate (poorest | richest quintile)	–, –

Public investment

Public spending on education (% of GDP)	2.86
Internet access in schools ¹	4.65

Country Score Within Income Group



Uganda

Human Capital Index 2015 Rank

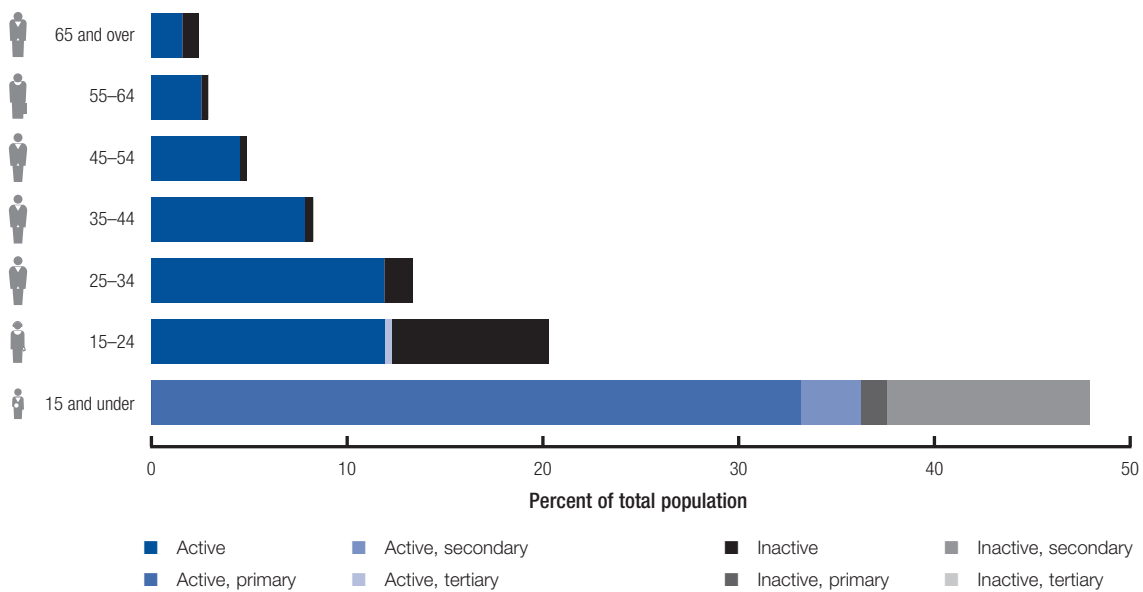
102

(out of 124 countries)

Key indicators

Total population (1,000s).....	40,141	Median age of population (years)	16
Working age population (1,000s)	19,930	GDP per capita (constant '11 US\$, PPP).....	1,752
Tertiary-educated population (1,000s).....	932	Labour force participation rate (%).....	77.5
Aged dependency ratio (%).....	5.0	Employment-to-population ratio (%).....	74.3
Child dependency ratio (%).....	100.3	Unemployment rate (%).....	4.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	3.06
Quality of business schools	3.83
Specialized training services.....	3.66
Capacity to attract talent	3.01
Capacity to retain talent	2.82

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	140,087	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Uganda

	Value	Score	Rank
Under 15 Age Group	63.84	109	
Enrolment in education			
Primary enrolment rate	91.6	91.62	87
Secondary enrolment rate	22.7	22.74	103
Basic education survival rate	59.3	59.34	101
Secondary enrolment gender gap	93.6	93.56	89
Quality of education			
Quality of primary schools ¹	2.92	32.08	100
Vulnerability			
Incidence of child labour	16.3	83.70	84

	Value	Score	Rank
15–24 Age Group	60.36	89	
Enrolment in education			
Tertiary enrolment rate	4.4	4.38	113
Vocational enrolment rate	20.9	20.94	63
Quality of education			
Quality of education system ¹	3.57	42.86	68
Youth literacy rate	90.7	90.72	94
Educational attainment			
Primary education attainment rate	96.9	96.90	82
Secondary education attainment rate	39.3	39.26	101
Economic participation			
Labour force participation rate	59.0	59.00	28
Unemployment rate	6.8	93.20	20
Underemployment rate	—	—	—
Not in employment, education or training rate	7.0	93.00	12
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	3.4	96.60	3
Incidence of undereducation	72.9	27.10	54
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	55.17	90	
Educational attainment			
Primary education attainment rate	89.8	89.83	87
Secondary education attainment rate	29.6	29.56	105
Tertiary education attainment rate	9.0	8.99	89
Workplace learning			
Staff training services ¹	3.59	43.09	96
Economic complexity ³	-0.202	46.63	75
Economic participation			
Labour force participation rate	91.6	91.60	17
Unemployment rate	1.6	98.40	4
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	6.3	6.30	103
Medium-skilled employment share	86.1	86.10	75
Ease of finding skilled employees ¹	4.07	51.23	51

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	59.65	88	
Educational attainment			
Primary education attainment rate	71.9	71.90	90
Secondary education attainment rate	17.8	17.81	105
Tertiary education attainment rate	4.8	4.82	95
Economic participation			
Labour force participation rate	88.3	88.30	7
Unemployment rate	0.3	99.70	3
Underemployment rate	—	—	—
Healthy life expectancy at birth	49	75.38	114

	Value	Score	Rank
65 and Over Age Group	39.16	104	
Educational attainment			
Primary education attainment rate	51.3	51.33	88
Secondary education attainment rate	11.2	11.16	102
Tertiary education attainment rate	3.6	3.56	91
Economic participation			
Labour force participation rate	65.3	65.30	5
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	64.47	114

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.53
University-business R&D collaboration ¹	3.68
Ease of starting a business ⁴	166

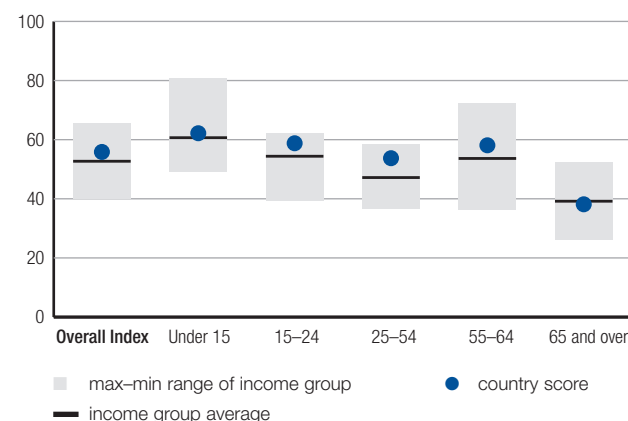
Vulnerability

Workers in informal employment	69.4
Workers in vulnerable employment	80.8
Social safety net ¹	2.88
Primary completion rate (poorest | richest quintile)	27, 68

Public investment

Public spending on education (% of GDP)	3.28
Internet access in schools ¹	3.19

Country Score Within Income Group



Ukraine

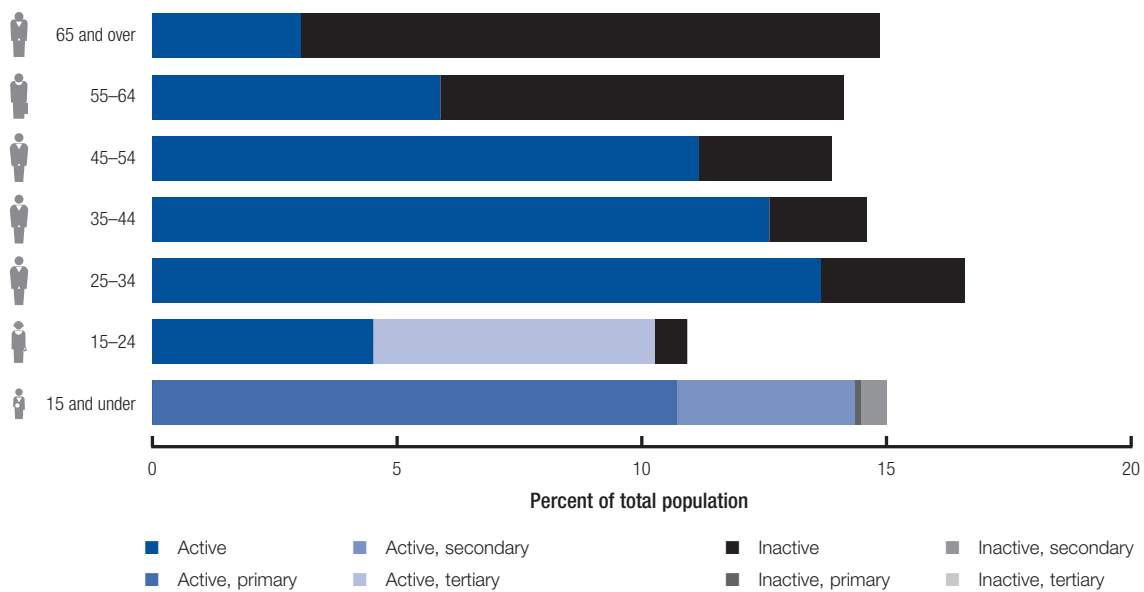
Human Capital Index 2015 Rank

31
(out of 124 countries)

Key indicators

Total population (1,000s).....	44,646	Median age of population (years)	39
Working age population (1,000s)	31,310	GDP per capita (constant '11 US\$, PPP).....	8,240
Tertiary-educated population (1,000s).....	7,023	Labour force participation rate (%).....	59.4
Aged dependency ratio (%).....	22.4	Employment-to-population ratio (%).....	55.1
Child dependency ratio (%).....	19.8	Unemployment rate (%).....	7.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.76
Quality of business schools	3.89
Specialized training services.....	3.91
Capacity to attract talent	2.28
Capacity to retain talent	2.29

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	2,566,279	642,387
Agriculture.....	104,349	23,337
Education	145,589	54,488
Engineering, Manufacturing, Construction	541,922	130,391
Health and Welfare.....	160,311	36,392
Humanities and Arts.....	204,263	37,732
Sciences	163,299	33,846
Services	178,320	36,466
Social Sciences, Business, Law	983,503	272,783
Unspecified.....	84,723	16,952

Ukraine

	Value	Score	Rank
Under 15 Age Group	90.48	27	
Enrolment in education			
Primary enrolment rate	97.8	97.77	47
Secondary enrolment rate	87.1	87.09	37
Basic education survival rate	99.3	99.29	9
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.67	61.12	36
Vulnerability			
Incidence of child labour	2.4	97.60	44

	Value	Score	Rank
15–24 Age Group	77.51	17	
Enrolment in education			
Tertiary enrolment rate	79.0	79.00	12
Vocational enrolment rate	31.0	30.97	48
Quality of education			
Quality of education system ¹	3.67	44.56	62
Youth literacy rate	99.8	99.76	35
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	98.2	98.15	11
Economic participation			
Labour force participation rate	41.4	41.40	72
Unemployment rate	16.9	83.10	71
Underemployment rate	0.2	99.80	1
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	13.9	86.06	23
Skills			
Incidence of overeducation	22.3	77.70	48
Incidence of undereducation	8.6	91.40	4
Skill diversity ²	0.243	75.66	56

	Value	Score	Rank
25–54 Age Group	66.75	41	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.0	99.03	9
Tertiary education attainment rate	22.2	22.19	39
Workplace learning			
Staff training services ¹	3.78	46.27	82
Economic complexity ³	0.719	61.99	36
Economic participation			
Labour force participation rate	82.9	82.90	70
Unemployment rate	8.1	91.90	65
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	33.6	33.60	35
Medium-skilled employment share	76.3	76.30	109
Ease of finding skilled employees ¹	4.20	53.34	44

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	79.19	19	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	99.2	99.19	5
Tertiary education attainment rate	19.8	19.84	32
Economic participation			
Labour force participation rate	41.7	41.70	110
Unemployment rate	3.1	96.90	37
Underemployment rate	0.2	99.80	1
Healthy life expectancy at birth	63	96.92	73

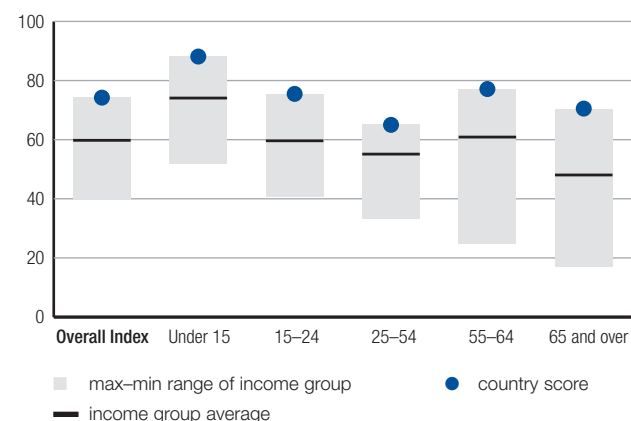
	Value	Score	Rank
65 and Over Age Group	72.40	9	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	88.4	88.36	11
Tertiary education attainment rate	15.8	15.84	27
Economic participation			
Labour force participation rate	20.3	20.30	59
Unemployment rate	0.5	99.50	14
Underemployment rate	0.1	99.90	1
Healthy life years beyond age 65	0	82.89	73

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.00
University-business R&D collaboration ¹	3.50
Ease of starting a business ⁴	76
Vulnerability	
Workers in informal employment	9.4
Workers in vulnerable employment	18.1
Social safety net ¹	3.15
Primary completion rate (poorest | richest quintile)	90, 89
Public investment	
Public spending on education (% of GDP)	6.15
Internet access in schools ¹	4.33

Country Score Within Income Group



United Arab Emirates

Human Capital Index 2015 Rank

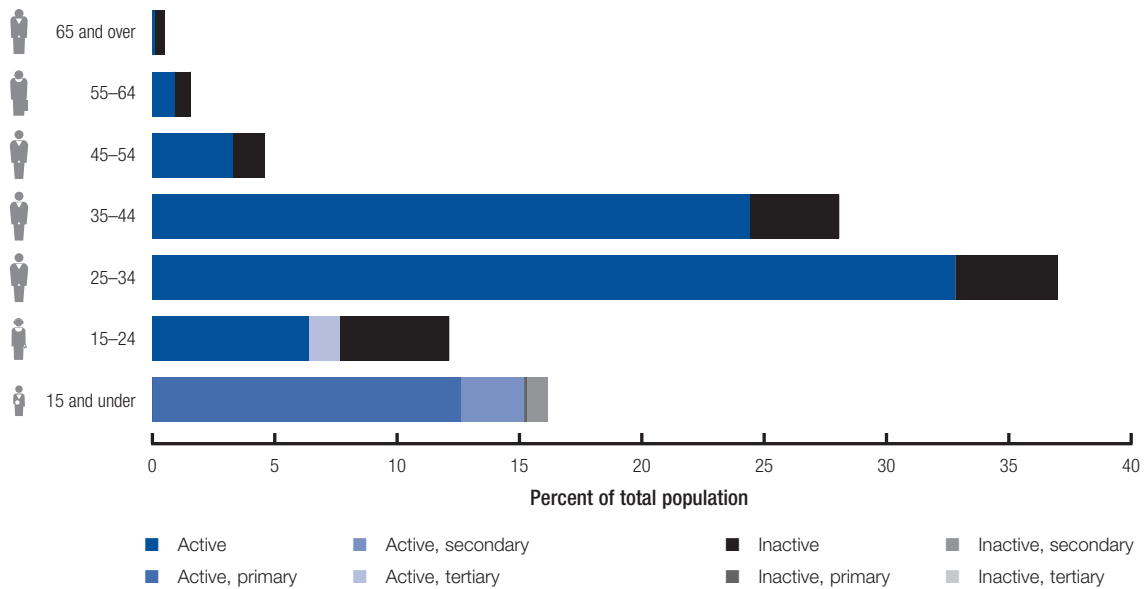
54

(out of 124 countries)

Key indicators

Total population (1,000s).....	9,577	Median age of population (years).....	28
Working age population (1,000s).....	7,983	GDP per capita (constant '11 US\$, PPP).....	65,037
Tertiary-educated population (1,000s).....	368	Labour force participation rate (%).....	79.9
Aged dependency ratio (%).....	0.4	Employment-to-population ratio (%).....	76.9
Child dependency ratio (%).....	16.2	Unemployment rate (%).....	3.8

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	5.33
Quality of business schools	5.26
Specialized training services.....	5.35
Capacity to attract talent	5.95
Capacity to retain talent	5.47

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	121,626	25,682
Agriculture.....	368	26
Education	4,705	2,117
Engineering, Manufacturing, Construction	18,825	3,575
Health and Welfare.....	8,036	1,401
Humanities and Arts.....	10,939	2,294
Sciences	9,779	3,107
Services.....	1,532	213
Social Sciences, Business, Law	54,576	12,826
Unspecified.....	12,866	123

United Arab Emirates

	Value	Score	Rank
Under 15 Age Group	88.41	37	
Enrolment in education			
Primary enrolment rate	98.3	98.27	38
Secondary enrolment rate	75.7	75.67	64
Basic education survival rate	94.6	94.58	45
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	5.41	73.52	13
Vulnerability			
Incidence of child labour	—	—	—

	Value	Score	Rank
15–24 Age Group	66.53	68	
Enrolment in education			
Tertiary enrolment rate	—	—	—
Vocational enrolment rate	3.7	3.69	106
Quality of education			
Quality of education system ¹	5.28	71.33	9
Youth literacy rate	99.4	99.43	48
Educational attainment			
Primary education attainment rate	88.3	88.32	102
Secondary education attainment rate	56.3	56.33	87
Economic participation			
Labour force participation rate	53.3	53.30	43
Unemployment rate	10.0	90.00	37
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.301	69.87	80

	Value	Score	Rank
25–54 Age Group	63.70	53	
Educational attainment			
Primary education attainment rate	76.9	76.87	102
Secondary education attainment rate	48.7	48.67	86
Tertiary education attainment rate	10.6	10.58	82
Workplace learning			
Staff training services ¹	5.10	68.26	11
Economic complexity ³	0.104	51.73	59
Economic participation			
Labour force participation rate	87.0	87.00	45
Unemployment rate	2.8	97.20	15
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	37.1	37.10	28
Medium-skilled employment share	90.2	90.20	47
Ease of finding skilled employees ¹	5.16	69.37	6

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	65.34	72	
Educational attainment			
Primary education attainment rate	70.0	69.99	94
Secondary education attainment rate	48.6	48.58	61
Tertiary education attainment rate	16.3	16.28	40
Economic participation			
Labour force participation rate	58.9	58.90	74
Unemployment rate	1.7	98.30	20
Underemployment rate	—	—	—
Healthy life expectancy at birth	67	100.00	1

	Value	Score	Rank
65 and Over Age Group	47.40	83	
Educational attainment			
Primary education attainment rate	40.9	40.85	101
Secondary education attainment rate	29.1	29.08	58
Tertiary education attainment rate	10.5	10.51	44
Economic participation			
Labour force participation rate	16.9	16.90	67
Unemployment rate	1.1	98.90	31
Underemployment rate	—	—	—
Healthy life years beyond age 65	2	88.16	39

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.49
University-business R&D collaboration ¹	4.72
Ease of starting a business ⁴	58

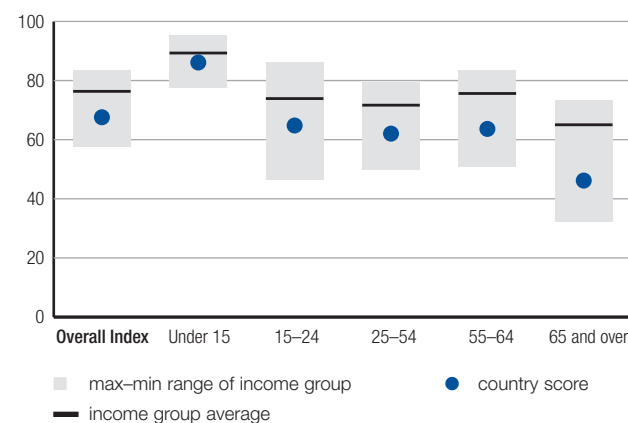
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	0.8
Social safety net ¹	4.43
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	—
Internet access in schools ¹	6.02

Country Score Within Income Group



United Kingdom

Human Capital Index 2015 Rank

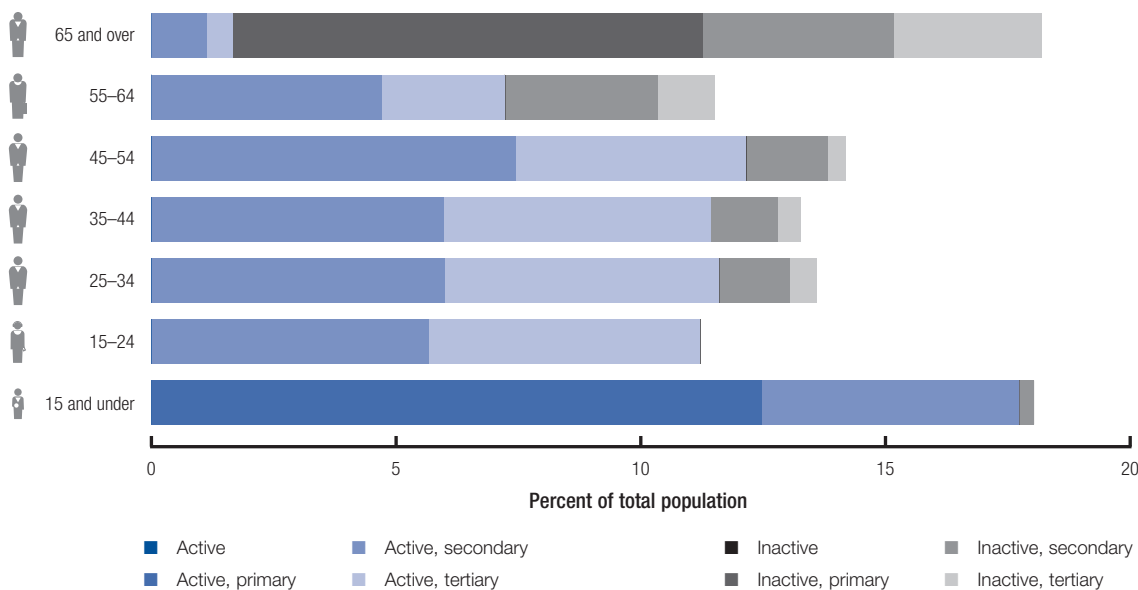
19

(out of 124 countries)

Key indicators

Total population (1,000s).....	63,844	Median age of population (years).....	40
Working age population (1,000s).....	41,055	GDP per capita (constant '11 US\$, PPP).....	37,744
Tertiary-educated population (1,000s).....	15,078	Labour force participation rate (%).....	62.1
Aged dependency ratio (%).....	25.2	Employment-to-population ratio (%).....	57.4
Child dependency ratio (%).....	26.7	Unemployment rate (%).....	7.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	0.6	10.8	45.7	57.1	1.4	
Managers, professionals and technicians.....	0.1	4.3	23.0	Tertiary education requirements.....	27.4	0.4
Clerical, service and sales workers.....	0.0	0.9	15.4	Secondary education requirements.....	24.5	0.5
Skilled agricultural and trades workers.....	0.3	3.5	1.6			0.1
Plant and machine operators, and assemblers.....	0.0	1.1	1.7			0.1
Elementary occupations.....	0.1	1.0	3.8	Primary education requirements.....	5.0	0.3
Others.....	0.0	0.0	0.2			0.0

Business Perceptions

Score (1-7)

Quality of math/science education.....	4.29
Quality of business schools.....	5.83
Specialized training services.....	5.67
Capacity to attract talent.....	5.87
Capacity to retain talent.....	5.03

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,495,779	780,606
Agriculture.....	26,725	7,019
Education.....	200,122	79,917
Engineering, Manufacturing, Construction.....	210,353	71,302
Health and Welfare.....	438,555	126,988
Humanities and Arts.....	411,599	125,738
Sciences.....	342,178	99,293
Services.....	42,830	12,518
Social Sciences, Business, Law.....	707,801	251,049
Unspecified.....	115,617	6,782

United Kingdom

	Value	Score	Rank
Under 15 Age Group	91.70	23	
Enrolment in education			
Primary enrolment rate	99.8	99.83	3
Secondary enrolment rate	94.6	94.63	15
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.90	65.06	26
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	74.77	31	
Enrolment in education			
Tertiary enrolment rate	61.9	61.88	34
Vocational enrolment rate	18.1	18.07	67
Quality of education			
Quality of education system ¹	4.63	60.56	22
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	88.3	88.29	34
Economic participation			
Labour force participation rate	59.0	59.00	28
Unemployment rate	16.7	83.30	69
Underemployment rate	17.5	82.50	62
Not in employment, education or training rate	13.3	86.70	33
Long-term unemployment rate	28.7	71.28	46
Skills			
Incidence of overeducation	21.0	79.00	46
Incidence of undereducation	24.7	75.30	31
Skill diversity ²	0.191	80.87	26

	Value	Score	Rank
25–54 Age Group	76.42	12	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	86.1	86.06	39
Tertiary education attainment rate	32.6	32.58	11
Workplace learning			
Staff training services ¹	4.67	61.21	22
Economic complexity ³	1.634	77.23	8
Economic participation			
Labour force participation rate	85.5	85.50	56
Unemployment rate	4.6	95.40	34
Underemployment rate	6.9	93.10	39
Employment gender gap	86.7	86.74	30
Skills			
High-skilled employment share	48.0	48.00	8
Medium-skilled employment share	91.1	91.10	38
Ease of finding skilled employees ¹	4.60	60.08	24

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	Value	Score	Rank
55–64 Age Group	78.73	22	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	72.7	72.67	42
Tertiary education attainment rate	25.6	25.57	15
Economic participation			
Labour force participation rate	62.3	62.30	64
Unemployment rate	4.0	96.00	51
Underemployment rate	5.4	94.60	44
Healthy life expectancy at birth	71	100.00	1

	Value	Score	Rank
65 and Over Age Group	61.12	47	
Educational attainment			
Primary education attainment rate	100.0	100.00	1
Secondary education attainment rate	47.3	47.26	41
Tertiary education attainment rate	19.5	19.52	12
Economic participation			
Labour force participation rate	10.2	10.20	87
Unemployment rate	—	—	—
Underemployment rate	3.7	96.30	38
Healthy life years beyond age 65	6	93.42	16

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.23
University-business R&D collaboration ¹	5.67
Ease of starting a business ⁴	45

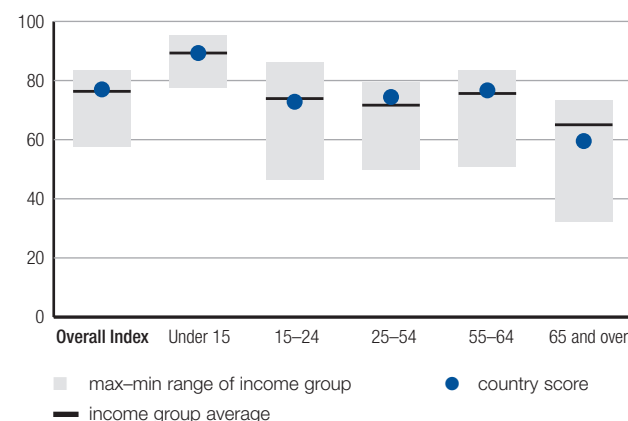
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	12.2
Social safety net ¹	5.05
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	6.23
Internet access in schools ¹	6.35

Country Score Within Income Group



United States

Human Capital Index 2015 Rank

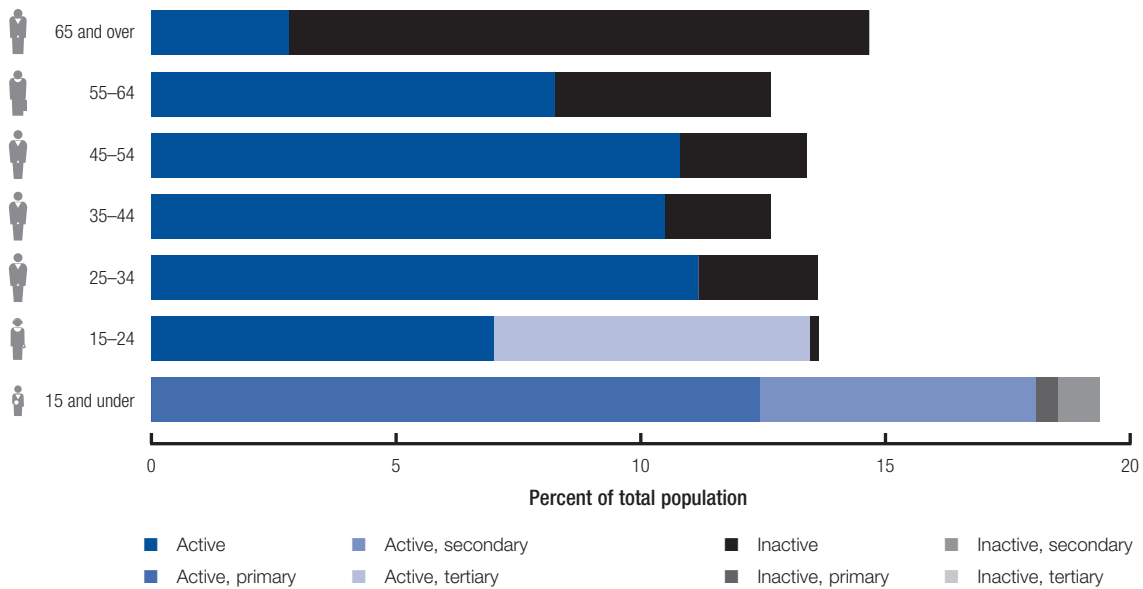
17

(out of 124 countries)

Key indicators

Total population (1,000s).....	325,128	Median age of population (years)	37
Working age population (1,000s)	214,392	GDP per capita (constant '11 US\$, PPP).....	54,678
Tertiary-educated population (1,000s).....	87,670	Labour force participation rate (%).....	62.5
Aged dependency ratio (%).....	19.5	Employment-to-population ratio (%).....	57.8
Child dependency ratio (%).....	29.6	Unemployment rate (%).....	7.4

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	0.9
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	2.1
Skilled agricultural and trades workers.....	—	—	—		1.3
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.39
Quality of business schools	5.58
Specialized training services.....	5.64
Capacity to attract talent	5.78
Capacity to retain talent	5.73

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	20,994,113	3,308,494
Agriculture.....	138,372	34,562
Education	1,758,141	314,368
Engineering, Manufacturing, Construction	1,521,313	237,826
Health and Welfare.....	3,119,467	573,372
Humanities and Arts.....	3,159,942	393,536
Sciences	1,796,200	293,040
Services	1,294,153	256,281
Social Sciences, Business, Law	5,812,764	1,205,509
Unspecified.....	2,393,759	—

United States

	Value	Score	Rank
Under 15 Age Group	88.09	40	
Enrolment in education			
Primary enrolment rate	92.8	92.75	83
Secondary enrolment rate	86.9	86.91	38
Basic education survival rate	—	—	—
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	4.71	61.77	32
Vulnerability			
Incidence of child labour	1.0	99.00	3

	Value	Score	Rank
15–24 Age Group	82.86	7	
Enrolment in education			
Tertiary enrolment rate	94.3	94.28	2
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	4.56	59.41	26
Youth literacy rate	100.0	100.00	1
Educational attainment			
Primary education attainment rate	100.0	99.99	25
Secondary education attainment rate	93.1	93.11	22
Economic participation			
Labour force participation rate	51.1	51.10	45
Unemployment rate	14.0	86.00	60
Underemployment rate	—	—	—
Not in employment, education or training rate	16.5	83.50	41
Long-term unemployment rate	18.3	81.75	31
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.205	79.49	34

	Value	Score	Rank
25–54 Age Group	74.64	17	
Educational attainment			
Primary education attainment rate	99.8	99.84	23
Secondary education attainment rate	94.0	94.01	25
Tertiary education attainment rate	31.5	31.45	13
Workplace learning			
Staff training services ¹	5.00	66.74	14
Economic complexity ³	1.556	75.93	12
Economic participation			
Labour force participation rate	81.7	81.70	78
Unemployment rate	5.2	94.80	41
Underemployment rate	—	—	—
Employment gender gap	83.7	83.73	38
Skills			
High-skilled employment share	42.2	42.20	21
Medium-skilled employment share	87.4	87.40	65
Ease of finding skilled employees ¹	4.79	63.20	18

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	80.61	15	
Educational attainment			
Primary education attainment rate	99.5	99.50	31
Secondary education attainment rate	95.2	95.15	22
Tertiary education attainment rate	28.4	28.40	9
Economic participation			
Labour force participation rate	64.9	64.90	53
Unemployment rate	4.3	95.70	53
Underemployment rate	—	—	—
Healthy life expectancy at birth	70	100.00	1

	Value	Score	Rank
65 and Over Age Group	70.44	16	
Educational attainment			
Primary education attainment rate	99.5	99.50	23
Secondary education attainment rate	92.0	92.03	8
Tertiary education attainment rate	24.7	24.67	5
Economic participation			
Labour force participation rate	18.9	18.90	63
Unemployment rate	4.6	95.40	76
Underemployment rate	—	—	—
Healthy life years beyond age 65	5	92.11	27

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	5.42
University-business R&D collaboration ¹	5.85
Ease of starting a business ⁴	46

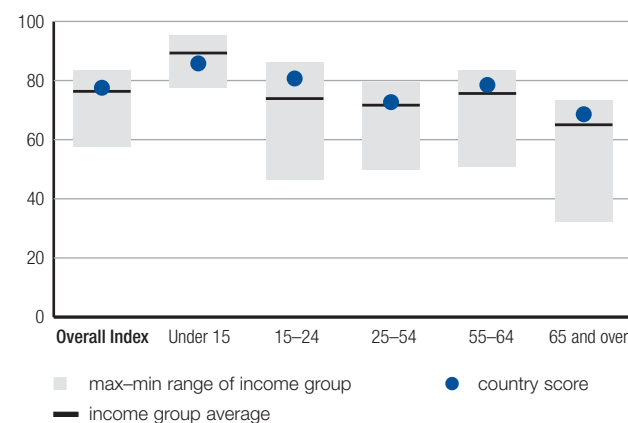
Vulnerability

Workers in informal employment	—
Workers in vulnerable employment	6.5
Social safety net ¹	4.61
Primary completion rate (poorest | richest quintile)	—, —

Public investment

Public spending on education (% of GDP)	5.42
Internet access in schools ¹	6.06

Country Score Within Income Group



Uruguay

Human Capital Index 2015 Rank

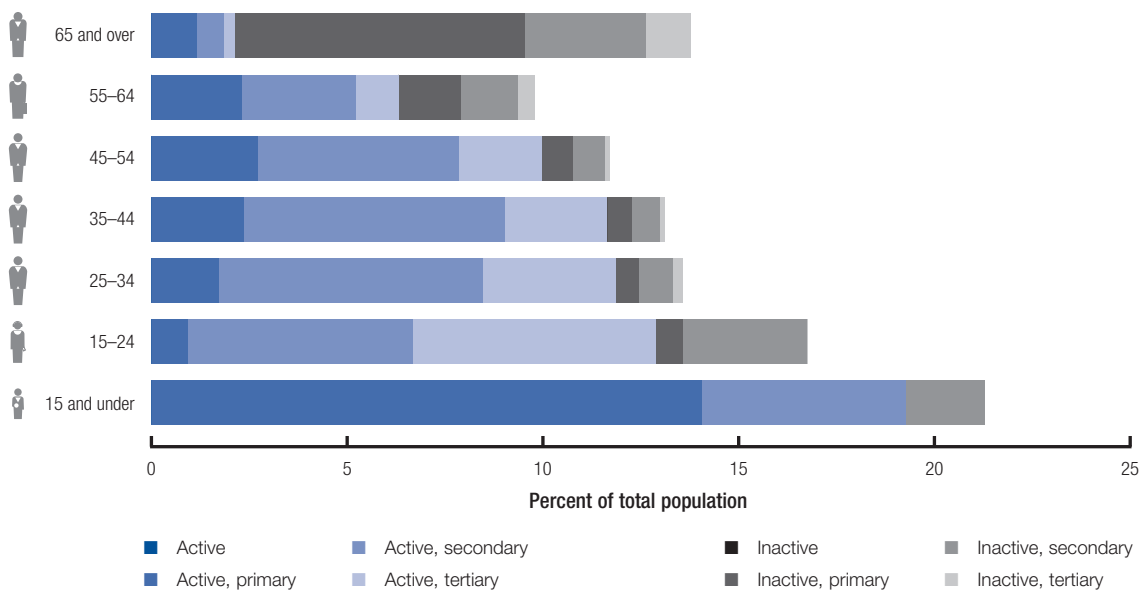
47

(out of 124 countries)

Key indicators

Total population (1,000s).....	3,430	Median age of population (years).....	34
Working age population (1,000s).....	2,204	GDP per capita (constant '11 US\$, PPP).....	20,497
Tertiary-educated population (1,000s).....	493	Labour force participation rate (%).....	65.7
Aged dependency ratio (%).....	21.8	Employment-to-population ratio (%).....	61.3
Child dependency ratio (%).....	35.4	Unemployment rate (%).....	6.6

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	5.5	12.9	41.1	59.5	3.4	
Managers, professionals and technicians.....	0.2	1.3	10.6	Tertiary education requirements.....	12.1	0.1
Clerical, service and sales workers.....	0.3	1.6	17.6	Secondary education requirements.....	35.4	0.4
Skilled agricultural and trades workers.....	2.7	6.3	2.5	.....	.....	1.1
Plant and machine operators, and assemblers.....	0.4	1.4	2.4	.....	.....	0.4
Elementary occupations.....	1.9	2.1	7.6	Primary education requirements.....	11.6	0.2
Others.....	0.0	0.0	0.4	.....	.....	1.2

Business Perceptions

Score (1-7)

Quality of math/science education.....	2.89
Quality of business schools.....	4.29
Specialized training services.....	4.06
Capacity to attract talent.....	2.75
Capacity to retain talent.....	3.27

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	163,156	7,551
Agriculture.....	—	384
Education.....	—	298
Engineering, Manufacturing, Construction.....	—	590
Health and Welfare.....	—	2,085
Humanities and Arts.....	—	300
Sciences.....	—	588
Services.....	—	220
Social Sciences, Business, Law.....	—	—
Unspecified.....	—	—

Uruguay

	Value	Score	Rank
Under 15 Age Group		81.18	70
Enrolment in education			
Primary enrolment rate	99.8	99.84	2
Secondary enrolment rate	72.0	72.01	69
Basic education survival rate	84.5	84.46	70
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	3.32	38.69	82
Vulnerability			
Incidence of child labour	7.9	92.10	63

	Value	Score	Rank
15–24 Age Group		74.27	33
Enrolment in education			
Tertiary enrolment rate	63.2	63.15	30
Vocational enrolment rate	30.1	30.09	51
Quality of education			
Quality of education system ¹	2.90	31.73	103
Youth literacy rate	99.0	99.01	60
Educational attainment			
Primary education attainment rate	99.9	99.95	31
Secondary education attainment rate	75.9	75.88	58
Economic participation			
Labour force participation rate	55.7	55.70	38
Unemployment rate	19.1	80.90	77
Underemployment rate	9.7	90.30	45
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	0.2	99.81	2
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	0.095	90.50	2

	Value	Score	Rank
25–54 Age Group		64.49	49
Educational attainment			
Primary education attainment rate	99.7	99.69	30
Secondary education attainment rate	68.2	68.25	61
Tertiary education attainment rate	8.2	8.20	93
Workplace learning			
Staff training services ¹	3.91	48.49	72
Economic complexity ³	0.332	55.54	51
Economic participation			
Labour force participation rate	87.3	87.30	41
Unemployment rate	4.4	95.60	31
Underemployment rate	6.6	93.40	37
Employment gender gap	79.6	79.61	46
Skills			
High-skilled employment share	20.7	20.70	67
Medium-skilled employment share	78.1	78.10	97
Ease of finding skilled employees ¹	3.34	38.94	103

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		74.48	41
Educational attainment			
Primary education attainment rate	99.6	99.55	27
Secondary education attainment rate	56.4	56.43	54
Tertiary education attainment rate	6.5	6.46	88
Economic participation			
Labour force participation rate	66.9	66.90	43
Unemployment rate	2.5	97.50	27
Underemployment rate	5.5	94.50	45
Healthy life expectancy at birth	68	100.00	1

	Value	Score	Rank
65 and Over Age Group		63.29	38
Educational attainment			
Primary education attainment rate	98.9	98.91	30
Secondary education attainment rate	39.6	39.65	49
Tertiary education attainment rate	3.9	3.89	88
Economic participation			
Labour force participation rate	16.9	16.90	67
Unemployment rate	2.2	97.80	52
Underemployment rate	3.6	96.40	37
Healthy life years beyond age 65	3	89.47	33

Value

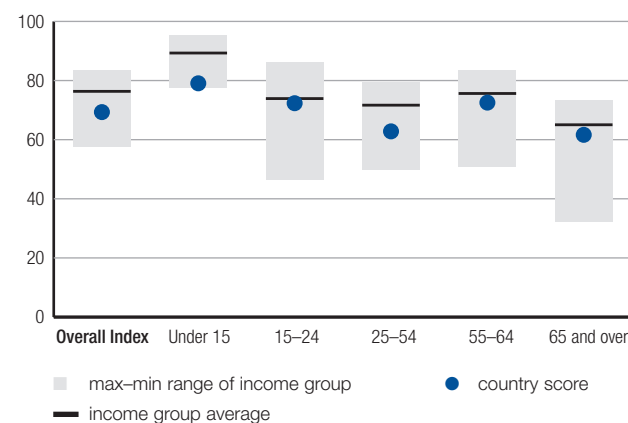
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.47
University-business R&D collaboration ¹	3.59
Ease of starting a business ⁴	60

Vulnerability	
Workers in informal employment	39.8
Workers in vulnerable employment	22.6
Social safety net ¹	4.46
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	4.50
Internet access in schools ¹	6.05

Country Score Within Income Group



Venezuela

Human Capital Index 2015 Rank

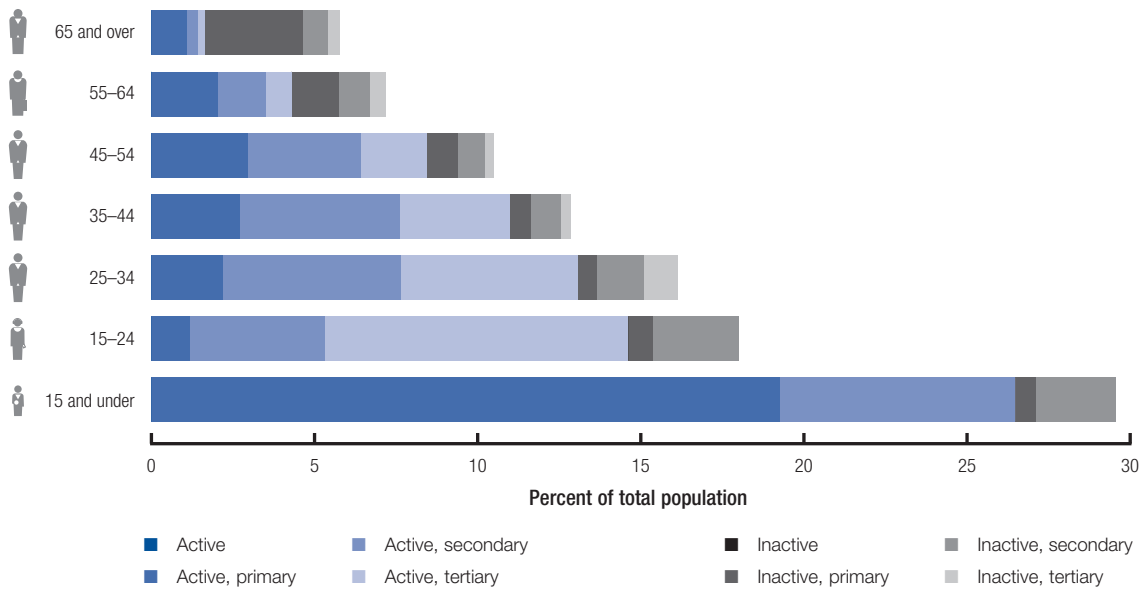
91

(out of 124 countries)

Key indicators

Total population (1,000s).....	31,293	Median age of population (years)	26
Working age population (1,000s)	20,491	GDP per capita (constant '11 US\$, PPP).....	17,917
Tertiary-educated population (1,000s).....	5,771	Labour force participation rate (%).....	65.1
Aged dependency ratio (%).....	8.7	Employment-to-population ratio (%).....	60.2
Child dependency ratio (%).....	45.4	Unemployment rate (%).....	7.5

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	—	13.0	39.1	56.2	4.3	
Managers, professionals and technicians	0.1	1.4	8.9	Tertiary education requirements.....	10.4	0.6
Clerical, service and sales workers	0.2	1.6	22.4	Secondary education requirements.....	45.8	1.8
Skilled agricultural and trades workers.....	4.3	9.6	2.5			1.4
Plant and machine operators, and assemblers.....	0.0	0.4	4.9			0.3
Elementary occupations	—	—	—	Primary education requirements	—	0.3
Others.....	—	0.1	0.3			0.0

Business Perceptions

Score (1-7)

Quality of math/science education	3.05
Quality of business schools	4.11
Specialized training services.....	3.10
Capacity to attract talent	1.41
Capacity to retain talent	1.81

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	2,123,041	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Venezuela

	Value	Score	Rank
Under 15 Age Group		79.13	77
Enrolment in education			
Primary enrolment rate	93.5	93.55	78
Secondary enrolment rate	74.7	74.68	65
Basic education survival rate	82.0	82.05	75
Secondary enrolment gender gap	100.0	100.00	1
Quality of education			
Quality of primary schools ¹	2.93	32.21	99
Vulnerability			
Incidence of child labour	7.7	92.30	62

	Value	Score	Rank
15–24 Age Group		65.05	74
Enrolment in education			
Tertiary enrolment rate	77.9	77.91	13
Vocational enrolment rate	15.2	15.22	71
Quality of education			
Quality of education system ¹	2.64	27.34	115
Youth literacy rate	98.9	98.90	65
Educational attainment			
Primary education attainment rate	93.6	93.61	90
Secondary education attainment rate	50.7	50.66	93
Economic participation			
Labour force participation rate	42.8	42.80	70
Unemployment rate	17.1	82.90	73
Underemployment rate	—	—	—
Not in employment, education or training rate	19.2	80.80	50
Long-term unemployment rate	19.7	80.34	33
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group		53.04	100
Educational attainment			
Primary education attainment rate	88.4	88.37	88
Secondary education attainment rate	49.2	49.21	84
Tertiary education attainment rate	4.7	4.72	104
Workplace learning			
Staff training services ¹	3.34	39.06	108
Economic complexity ³	-0.692	38.47	91
Economic participation			
Labour force participation rate	81.9	81.90	76
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	70.8	70.79	59
Skills			
High-skilled employment share	19.1	19.10	73
Medium-skilled employment share	99.1	99.10	3
Ease of finding skilled employees ¹	3.38	39.63	101

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group		53.95	102
Educational attainment			
Primary education attainment rate	74.8	74.77	86
Secondary education attainment rate	30.4	30.36	87
Tertiary education attainment rate	3.4	3.41	107
Economic participation			
Labour force participation rate	61.2	61.20	68
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		36.58	108
Educational attainment			
Primary education attainment rate	53.6	53.64	87
Secondary education attainment rate	15.0	15.01	95
Tertiary education attainment rate	1.6	1.63	103
Economic participation			
Labour force participation rate	25.8	25.80	49
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	1	86.84	47

Value

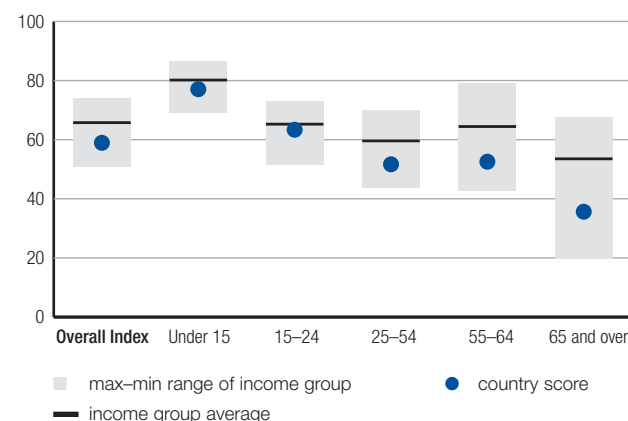
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	2.40
University-business R&D collaboration ¹	3.13
Ease of starting a business ⁴	182

Vulnerability	
Workers in informal employment	47.5
Workers in vulnerable employment	32.6
Social safety net ¹	2.49
Primary completion rate (poorest | richest quintile)	—, —

Public investment	
Public spending on education (% of GDP)	6.87
Internet access in schools ¹	3.49

Country Score Within Income Group



Vietnam

Human Capital Index 2015 Rank

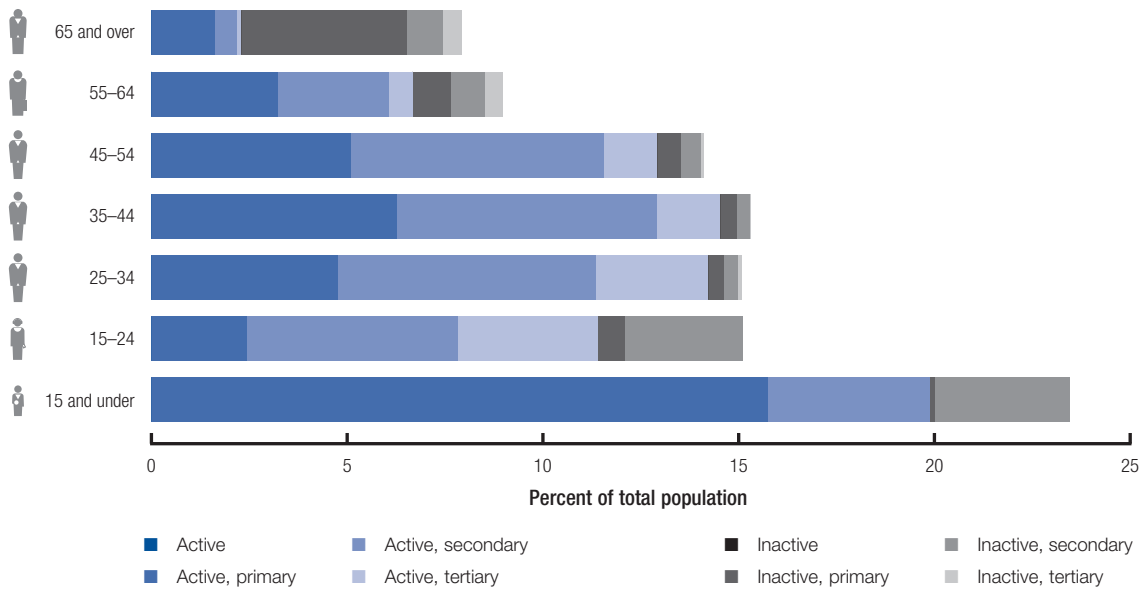
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(out of 124 countries)

Key indicators

Total population (1,000s).....	93,387	Median age of population (years).....	29
Working age population (1,000s).....	66,094	GDP per capita (constant '11 US\$, PPP).....	5,621
Tertiary-educated population (1,000s).....	7,979	Labour force participation rate (%).....	77.5
Aged dependency ratio (%).....	9.3	Employment-to-population ratio (%).....	75.8
Child dependency ratio (%).....	33.6	Unemployment rate (%).....	2.2

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation	
	Agriculture	Industry	Services			
Total.....	35.7	16.1	24.4	76.2	—	
Managers, professionals and technicians.....	0.1	1.2	6.3	Tertiary education requirements.....	7.6	0.1
Clerical, service and sales workers.....	0.1	0.7	12.9	Secondary education requirements.....	37.3	0.1
Skilled agricultural and trades workers.....	9.2	8.2	1.0			0.2
Plant and machine operators, and assemblers.....	0.1	3.3	1.9			0.1
Elementary occupations.....	26.3	2.8	2.1	Primary education requirements.....	31.1	0.3
Others.....	0.0	0.0	0.2			—

Business Perceptions

Score (1-7)

Quality of math/science education.....	3.89
Quality of business schools.....	3.42
Specialized training services.....	3.34
Capacity to attract talent.....	3.37
Capacity to retain talent.....	3.18

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total.....	2,261,204	417,436
Agriculture.....	122,323	25,678
Education.....	476,858	94,518
Engineering, Manufacturing, Construction.....	534,609	100,390
Health and Welfare.....	109,953	16,466
Humanities and Arts.....	128,127	17,256
Sciences.....	—	—
Services.....	85,417	14,426
Social Sciences, Business, Law.....	748,667	140,349
Unspecified.....	55,250	8,353

Vietnam

	Value	Score	Rank
Under 15 Age Group		78.98	78
Enrolment in education			
Primary enrolment rate	98.2	98.20	40
Secondary enrolment rate	—	—	—
Basic education survival rate	82.2	82.19	74
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.55	42.44	78
Vulnerability			
Incidence of child labour	6.9	93.10	60

	Value	Score	Rank
15–24 Age Group		74.99	29
Enrolment in education			
Tertiary enrolment rate	24.6	24.58	78
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	3.34	38.93	82
Youth literacy rate	98.1	98.06	79
Educational attainment			
Primary education attainment rate	97.5	97.52	81
Secondary education attainment rate	54.5	54.49	89
Economic participation			
Labour force participation rate	63.6	63.60	19
Unemployment rate	6.3	93.70	16
Underemployment rate	3.8	96.20	17
Not in employment, education or training rate	9.3	90.70	18
Long-term unemployment rate	12.6	87.40	20
Skills			
Incidence of overeducation	23.5	76.50	49
Incidence of undereducation	23.8	76.20	29
Skill diversity ²	0.231	76.92	50

	Value	Score	Rank
25–54 Age Group		60.63	68
Educational attainment			
Primary education attainment rate	94.7	94.73	76
Secondary education attainment rate	38.2	38.20	97
Tertiary education attainment rate	6.2	6.16	100
Workplace learning			
Staff training services ¹	3.88	47.99	76
Economic complexity ³	-0.006	49.90	63
Economic participation			
Labour force participation rate	92.2	92.20	11
Unemployment rate	2.0	98.00	6
Underemployment rate	2.6	97.40	14
Employment gender gap	93.4	93.40	12
Skills			
High-skilled employment share	10.2	10.20	97
Medium-skilled employment share	59.1	59.10	122
Ease of finding skilled employees ¹	3.42	40.32	99

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	Value	Score	Rank
55–64 Age Group		70.32	58
Educational attainment			
Primary education attainment rate	93.8	93.80	58
Secondary education attainment rate	27.3	27.29	94
Tertiary education attainment rate	4.7	4.74	96
Economic participation			
Labour force participation rate	69.6	69.60	36
Unemployment rate	0.8	99.20	9
Underemployment rate	2.4	97.60	22
Healthy life expectancy at birth	66	100.00	1

	Value	Score	Rank
65 and Over Age Group		59.42	51
Educational attainment			
Primary education attainment rate	83.6	83.65	61
Secondary education attainment rate	16.1	16.12	91
Tertiary education attainment rate	3.8	3.85	89
Economic participation			
Labour force participation rate	26.9	26.90	45
Unemployment rate	0.6	99.40	17
Underemployment rate	0.8	99.20	8
Healthy life years beyond age 65	1	86.84	47

Value

Additional Indicators

Innovation ecosystem

State of cluster development ¹	3.76
University-business R&D collaboration ¹	3.27
Ease of starting a business ⁴	125

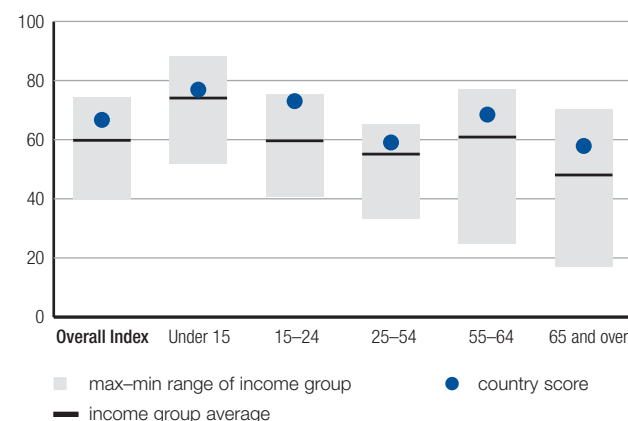
Vulnerability

Workers in informal employment	68.2
Workers in vulnerable employment	62.6
Social safety net ¹	3.55
Primary completion rate (poorest | richest quintile)	99, 104

Public investment

Public spending on education (% of GDP)	6.29
Internet access in schools ¹	4.96

Country Score Within Income Group



Yemen

Human Capital Index 2015 Rank

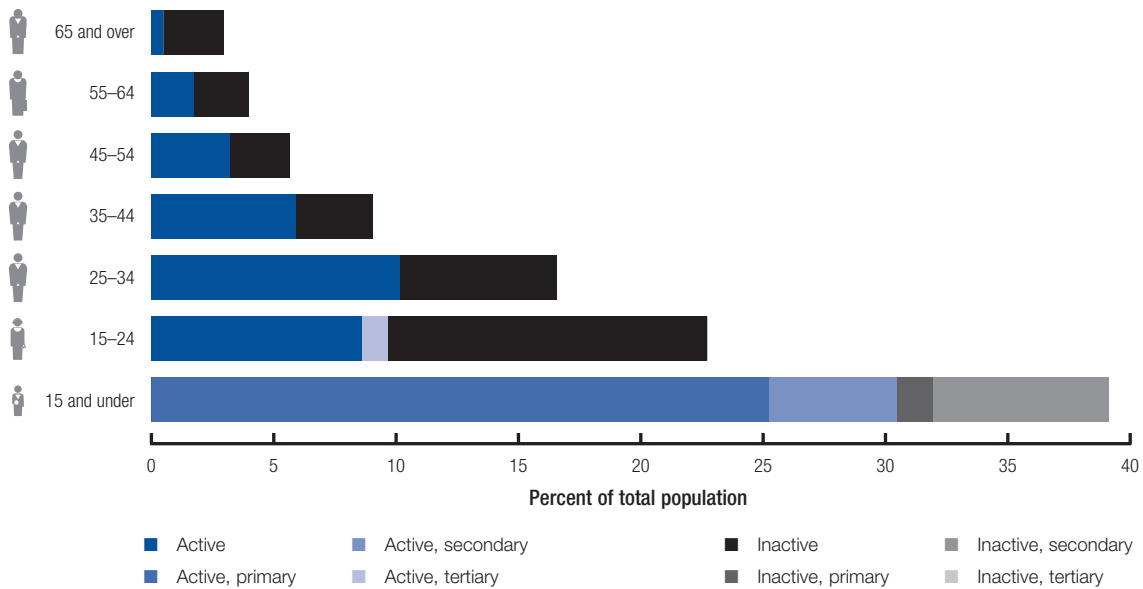
124

(out of 124 countries)

Key indicators

Total population (1,000s).....	25,535	Median age of population (years)	18
Working age population (1,000s)	14,794	GDP per capita (constant '11 US\$, PPP).....	3,861
Tertiary-educated population (1,000s).....	196	Labour force participation rate (%).....	48.8
Aged dependency ratio (%).....	4.9	Employment-to-population ratio (%).....	40.2
Child dependency ratio (%).....	75.8	Unemployment rate (%).....	17.7

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	2.27
Quality of business schools	2.85
Specialized training services.....	2.87
Capacity to attract talent	2.02
Capacity to retain talent	1.89

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	267,498	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Yemen

	Value	Score	Rank
Under 15 Age Group	62.70	112	
Enrolment in education			
Primary enrolment rate	88.4	88.43	103
Secondary enrolment rate	42.3	42.29	95
Basic education survival rate	85.4	85.38	69
Secondary enrolment gender gap	66.5	66.49	100
Quality of education			
Quality of primary schools ¹	1.98	16.30	124
Vulnerability			
Incidence of child labour	22.7	77.30	91

	Value	Score	Rank
15–24 Age Group	42.00	122	
Enrolment in education			
Tertiary enrolment rate	10.3	10.29	101
Vocational enrolment rate	1.7	1.66	110
Quality of education			
Quality of education system ¹	1.90	14.94	124
Youth literacy rate	90.2	90.23	96
Educational attainment			
Primary education attainment rate	56.8	56.83	118
Secondary education attainment rate	17.6	17.60	120
Economic participation			
Labour force participation rate	37.7	37.70	89
Unemployment rate	29.9	70.10	105
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	21.3	78.70	36
Skills			
Incidence of overeducation	—	—	—
Incidence of undereducation	—	—	—
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	34.06	124	
Educational attainment			
Primary education attainment rate	31.0	31.03	121
Secondary education attainment rate	12.0	12.03	121
Tertiary education attainment rate	2.0	1.96	118
Workplace learning			
Staff training services ¹	3.19	36.58	115
Economic complexity ³	-1.017	33.05	106
Economic participation			
Labour force participation rate	61.4	61.40	120
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	15.6	15.60	86
Medium-skilled employment share	87.6	87.60	63
Ease of finding skilled employees ¹	2.64	27.30	122

NOTES

Unless otherwise indicated, *Value* refers to percentage rates for the corresponding age group that have been rounded to one decimal place for reporting purposes.

Exact values have been used for calculating scores. For further details and explanations, please refer to the "User's Guide: How to Read the Country Profiles".

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

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

³ Data from -1.854 (worst score) to 2.235 (best score)

⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	25.54	124	
Educational attainment			
Primary education attainment rate	1.0	1.00	124
Secondary education attainment rate	0.1	0.07	124
Tertiary education attainment rate	0.0	0.03	124
Economic participation			
Labour force participation rate	43.5	43.50	102
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life expectancy at birth	54	83.08	105

	Value	Score	Rank
65 and Over Age Group	17.54	124	
Educational attainment			
Primary education attainment rate	0.1	0.13	124
Secondary education attainment rate	0.1	0.08	124
Tertiary education attainment rate	0.0	0.04	124
Economic participation			
Labour force participation rate	16.4	16.40	70
Unemployment rate	—	—	—
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	71.05	105

Value

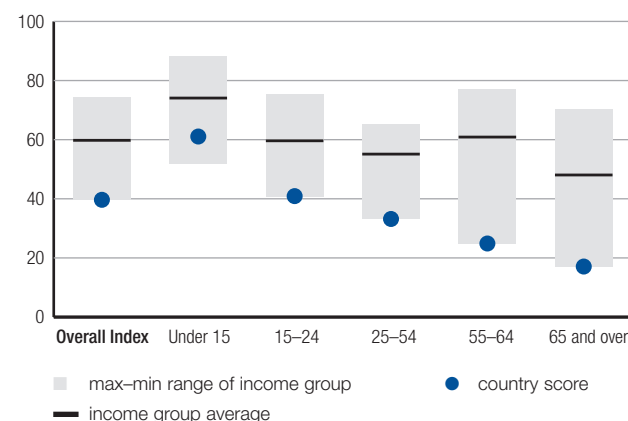
Additional Indicators

Innovation ecosystem	
State of cluster development ¹	3.23
University-business R&D collaboration ¹	1.95
Ease of starting a business ⁴	140

Vulnerability	
Workers in informal employment	—
Workers in vulnerable employment	39.3
Social safety net ¹	2.96
Primary completion rate (poorest | richest quintile)	25, 103

Public investment	
Public spending on education (% of GDP)	5.15
Internet access in schools ¹	1.75

Country Score Within Income Group



Zambia

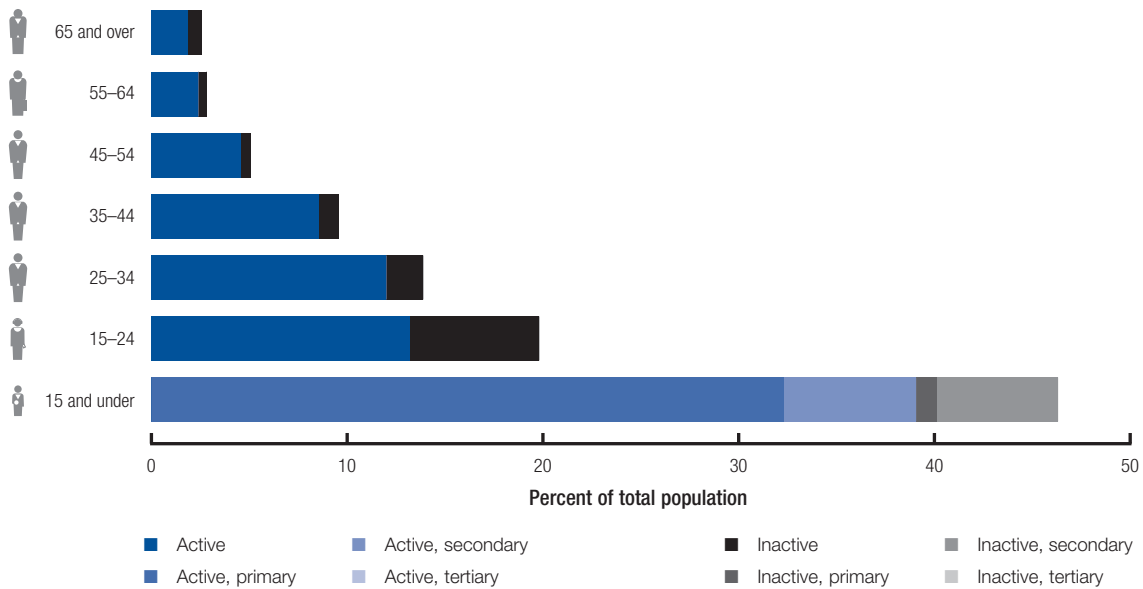
Human Capital Index 2015 Rank

83
(out of 124 countries)

Key indicators

Total population (1,000s).....	15,520	Median age of population (years)	16
Working age population (1,000s)	7,931	GDP per capita (constant '11 US\$, PPP).....	4,113
Tertiary-educated population (1,000s).....	501	Labour force participation rate (%).....	79.3
Aged dependency ratio (%).....	5.3	Employment-to-population ratio (%).....	68.9
Child dependency ratio (%).....	93.0	Unemployment rate (%).....	13.1

Education and workforce distribution



Employment distribution by economic activity and occupation

	Percent of population employed in			Population by employment type	Unemployed population by former occupation
	Agriculture	Industry	Services		
Total.....	—	—	—	—	—
Managers, professionals and technicians	—	—	—	Tertiary education requirements.....	—
Clerical, service and sales workers	—	—	—	Secondary education requirements.....	—
Skilled agricultural and trades workers.....	—	—	—		—
Plant and machine operators, and assemblers.....	—	—	—		—
Elementary occupations	—	—	—	Primary education requirements	—
Others.....	—	—	—		—

Business Perceptions

Score (1-7)

Quality of math/science education	4.29
Quality of business schools	4.71
Specialized training services.....	4.45
Capacity to attract talent	3.85
Capacity to retain talent	3.44

Students by field of study

Current enrolment

Annual Graduates (latest year)

Total	—	—
Agriculture.....	—	—
Education	—	—
Engineering, Manufacturing, Construction	—	—
Health and Welfare.....	—	—
Humanities and Arts.....	—	—
Sciences	—	—
Services	—	—
Social Sciences, Business, Law	—	—
Unspecified.....	—	—

Zambia

	Value	Score	Rank
Under 15 Age Group	72.10	94	
Enrolment in education			
Primary enrolment rate	93.1	93.11	81
Secondary enrolment rate	—	—	—
Basic education survival rate	89.1	89.10	61
Secondary enrolment gender gap	—	—	—
Quality of education			
Quality of primary schools ¹	3.81	46.80	65
Vulnerability			
Incidence of child labour	40.6	59.40	110

	Value	Score	Rank
15–24 Age Group	63.40	79	
Enrolment in education			
Tertiary enrolment rate	2.4	2.39	119
Vocational enrolment rate	—	—	—
Quality of education			
Quality of education system ¹	4.33	55.48	34
Youth literacy rate	65.8	65.76	116
Educational attainment			
Primary education attainment rate	96.2	96.17	84
Secondary education attainment rate	52.0	52.04	90
Economic participation			
Labour force participation rate	66.7	66.70	12
Unemployment rate	25.1	74.90	96
Underemployment rate	—	—	—
Not in employment, education or training rate	—	—	—
Long-term unemployment rate	—	—	—
Skills			
Incidence of overeducation	24.6	75.40	50
Incidence of undereducation	18.2	81.80	20
Skill diversity ²	—	—	—

	Value	Score	Rank
25–54 Age Group	57.76	79	
Educational attainment			
Primary education attainment rate	92.5	92.51	81
Secondary education attainment rate	45.5	45.53	90
Tertiary education attainment rate	9.7	9.69	86
Workplace learning			
Staff training services ¹	4.06	50.94	57
Economic complexity ³	-0.841	35.98	97
Economic participation			
Labour force participation rate	88.0	88.00	33
Unemployment rate	8.5	91.50	67
Underemployment rate	—	—	—
Employment gender gap	—	—	—
Skills			
High-skilled employment share	8.6	8.60	100
Medium-skilled employment share	87.5	87.50	64
Ease of finding skilled employees ¹	5.04	67.34	7

NOTES

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⁴ Rank number on a list of 189 countries

	Value	Score	Rank
55–64 Age Group	63.51	76	
Educational attainment			
Primary education attainment rate	86.2	86.23	77
Secondary education attainment rate	30.0	30.01	89
Tertiary education attainment rate	7.0	7.01	85
Economic participation			
Labour force participation rate	85.5	85.50	8
Unemployment rate	3.1	96.90	37
Underemployment rate	—	—	—
Healthy life expectancy at birth	49	75.38	114

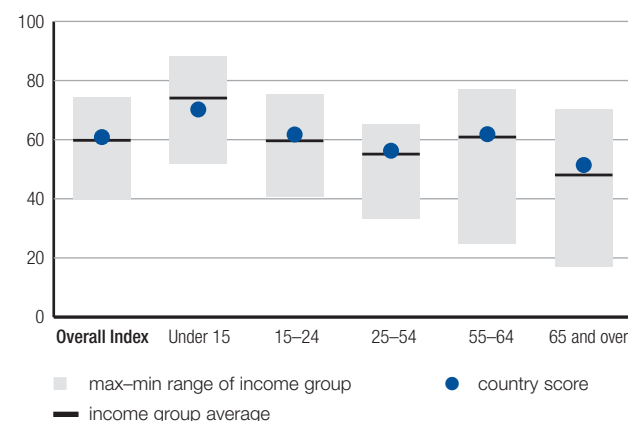
	Value	Score	Rank
65 and Over Age Group	52.80	71	
Educational attainment			
Primary education attainment rate	61.1	61.08	80
Secondary education attainment rate	16.4	16.36	90
Tertiary education attainment rate	5.0	5.01	78
Economic participation			
Labour force participation rate	72.6	72.60	3
Unemployment rate	2.7	97.30	59
Underemployment rate	—	—	—
Healthy life years beyond age 65	0	64.47	114

Value

Additional Indicators

Innovation ecosystem	
State of cluster development ¹	4.11
University-business R&D collaboration ¹	3.48
Ease of starting a business ⁴	68
Vulnerability	
Workers in informal employment	69.5
Workers in vulnerable employment	76.0
Social safety net ¹	3.60
Primary completion rate (poorest | richest quintile)	50, 101
Public investment	
Public spending on education (% of GDP)	1.35
Internet access in schools ¹	3.62

Country Score Within Income Group



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