

WOMEN CAN CHANGE THE WORLD BY GLOBAL
PARTICIPATION AND EMPOWERMENT: A PATHWAY
TOWARDS A CARE ECONOMY

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Abstract:

Gender equality refers a society in which men and women show equivalence in opportunities, rights and duties in all orb of life. A crucial aspect of supporting gender equality is the empowerment of women, with a focus on identifying and rectifying power imbalances and giving women more autonomy to administer their own lives. The empowerment of women has become one of the most significant concerns of 21st Century not only at National level but global level also. Women's empowerment is essential to realization of human rights and sustainable development, which is the need and the call of today. The present paper is an attempt to analyze the association between Gender Gap Scores and GDP (PPP) per capita of 135 countries for the year 2012. The scores are taken from, The Global Gender Gap Index introduced by the World Economic Forum in 2006, which is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. By the

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help of these rankings greater awareness can be created among a global audience and the methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps. The study reveals that there is a significant association between the Gender Gap Scores and GDP (PPP) per capita which is assessed through Correlation and Regression statistics. This study empirically concludes that all the countries must try to reduce the gender gaps between males and females and empower women in terms of education and all important paradigms of life to improve GDP (PPP). The explanation for this is that as the women are empowered, they could realize their full potentials and thus in turn enhances the economic condition of the society. All such strategies should be adopted which help in reversing the position of disempowered to empowered state of women to make a significant change in their present position globally. In this regard the role of female education is crucial. However the apparent disparity in education between male and female is detrimental for the economic well being of the world.

Key words: Women Empowerment, GDP, Sustainable Development, Gender Diversity

SECTION 1: INTRODUCTION:

More than half a billion women in developing countries have no rational income, no health care and no protection. Women also have limited prospects owing to seclusion, keeping out from decision-making processes, low mobility, overburdened and violence. The concept of gender refers to the social distinctions between women and men that have been cultured and are changeable over time and have wide differences both within and between cultures. Gender equality try to find human dignity for women and men, recognising that gender roles and uniqueness are flexible and influenced, among other things, by social status and customs. Empowerment of women is very important as a means of instituting egalitarianism between the sexes. Empowerment refers to the process of gaining access and developing one's abilities with a view to contribute enthusiastically in shaping one's own life and that of one's community in economic, social and political terms. The means for the better prospects of any country and any organization is the capacity to build up, preserve and attract the best talent. Women build one half of the world's human capital. Empowering and educating feminine and influencing their aptitude and leadership fully in the global economy, politics and the public are thus primary elements of succeeding and flourishing in an ever more competitive world. Particularly, with endowment deficiency anticipated to become more rigorous in much of the developed and developing world, taking full advantage of access to female talent which is a indeed very essential for business. There is a convincing fact that women can be powerful drivers of economic growth. To give power to women as workforce, and to make their contribution stronger for government and business leaders there is strong need for better understanding of the most effective forces available to them. Women play an important and vital role in economic development of a country; this fact is concluded on women empowerment studies carried out in India and abroad (Narayan (2002) and Ravallion and Chen (2001), in their discussion of "poor growth" also argue, systemic change is necessary to sustain empowerment over time. It is through the process of social inclusion that the "rules of the game" are modified and institutions transformed so that economic growth is widely shared). Acknowledgment of their crucial role in society should not deny the fact that working women persists to be concerned with their chief roles as wives, homemakers and mothers. Owing to importance of role of women in economic development

there is a strong need to create awareness of this fact relating to critical role that women plays in increasing economic development of the country. There are number of initiatives which have been taken at global level in this direction. One of the important indexes which are helping in increasing the role of women empowerment in economic development is, The Global Gender Gap Index, introduced by the World Economic Forum in 2006, is a framework for capturing the extent and scope of gender-based discrepancies and following their improvements. The Index scales national gender gaps on economic, political, education and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The Global Gender Gap Index examines the gap between men and women in four fundamental categories (pillars): economic participation and opportunity, educational attainment, health and survival and political empowerment. These four factors are explained below as four pillars for measuring the gender gaps:

1) Economic participation and opportunity

This head is created using three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is confined to using the difference in labour force participation rates. The remuneration gap is confined through ratio of estimated female-to-male earned income. Finally, the gap between the advancement of women and men find out through the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers.

2) Educational attainment

In this the gap between women's and men's present access to education is confined through ratios of women to men in primary-, secondary- and tertiary-level education.

3) Health and survival:

This pillar provides an summary of the differences between women's and men's health. To do this, we use two variables firstly, the sex ratio at birth and secondly, we use the gap between women's and men's healthy life expectancy.

4) Political empowerment :

This factor measures the gap between men and women at the top level of political decision-making through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In this paper an attempt has been made to analyze the role which can be played by women in economic, political arena and association between Gender Gap Scores and GDP (ppp), and various methods which help in reducing the gender gaps.

Objectives of the Study:

The main objectives of the present study are as follows:

1. To find out the women participation in economic, political, education and health related fields in today's world.
2. To analyze the association between Gender Gap Scores and GDP (PPP) per capita of 135 countries for the year 2012.
3. To find out the various ways and means to reduce gender differences and to improve the role of women in the society.

To achieve the objectives of the study, the paper is divided into following sections. Section 1, i.e the preset section gives the insights and importance of gender gap reduction and empowerment of women as an essential driver to achieve the economic growth. Section II gives extensive review of studies on the subject in India and abroad. The section III describes data and methodological issues. Empirical results are contained in section IV followed by summary and conclusions in Section V. References form the part of the last section.

SECTION II: REVIEW OF LITERATURE

The following section describes various studies done in India and abroad relating to Gender inequalities which have been a major concern of economists especially when trying to encourage growth in developing countries. Psacharopoulos (1994) discovers that returns to female education are positive and higher than their male counterparts. This literature also points to indirect benefits from gender equality. According to Behrman et al. (1999), children of more educated mothers in India study nearly two more hours a night. In addition, gender inequality has been shown to pressure a number of development related goals, such as lower fertility rates,

higher education rates, and better child health (Schultz 1993; Quibria 1995). Barro and Lee (1994) use a panel data set of 138 countries to observe the empirical determinants of growth, including measures for both male and female schooling. In what they see as a “puzzling finding”, female education is negatively correlated with growth. Tzannatos (1999) also studies the effects of underinvestment in women on efficiency in the economy. He estimates that for a sample of Latin American countries, if occupational gender segregation ended, GDP would increase significantly. One paper by Lagerlöf (1999) examines the impact of gender inequality in education on fertility and economic growth. Finally, Dollar and Gatti (1999) also examine the relationship between gender inequality in education and growth. They try to explain five-year growth intervals and attempt to control for the possible endogeneity between education and growth using instrumental variable estimation.¹⁰ In contrast to Barro, they find that female secondary education achievement (measured as the share of the adult population that have achieved some secondary education) is positively associated with growth, while male secondary achievement is negatively associated with growth. In the full sample, both effects are insignificant, but it turns out that in countries with low female education, furthering female education does not promote economic growth, while in countries with higher female education levels, promoting female education has a sizeable and significant positive impact. According to Castello and Domenech (2002), human capital inequality has negative effect on economic growth. They used the data from the studies of Barro and Lee (1994), the data provided the information about the school education attainment and average years of schooling. In that study the attainment level was distributed in Quintiles, and a Gini co-efficient of capital inequality was calculated. On a macro level, Esteve-Volart (2004) finds that when studying different states in India, those with higher rates of gender discrimination exhibit lower growth rates compared to others. Malik Saeeda (2005) in her paper “Women Welfare Projects and Development” has highlights the deplorable conditions of rural women. In her research, she has tried to link economic development with women welfare. For the development of women, she emphasizes on the need for governments to initiate women welfare projects. Adeoti and Awoyemi (2006) examine the effect that gender inequality in employment has in rural cassava farm holdings in southwest Nigeria, finding that increased gender inequality decreases productive efficiency. Klasen and Lamanna (2008) explored the impact of gender inequality in education and

employment on economic growth. They used cross-country and panel regression for growth, pioneered by Barro (1991) and also used by others later on.

From the review of literature it is evident that women empowerment plays a crucial role in increasing economic development. This study is more comprehensive in terms of number of countries, time period and relationship testing is concerned.

SECTION III: DATA AND METHODOLOGY

The present study is based on Secondary data. Secondary data has been collected from the various journals, websites and reports. The study covers the thoughts and writings of various authors in the stream of industry, academicians, and research. The scores are taken from, *The Global Gender Gap Index* introduced by the World Economic Forum in 2006, which is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The present paper is an attempt to analyze the association between Gender Gap Scores and GDP (PPP) per capita of 135 countries for the year 2012 using Correlation and Regression statistics.

SECTION IV: ANALYSIS AND INTERPRETATIONS OF RESULTS

This section deals with analysis and interpretations of the results.

1. **In order to find out the women participation in economic, political, education and health related fields in today's world.** Recent researches show that generally rich countries are able to offer more education and health opportunities to all members of society, which is often reflected in measures of education levels. The gender gap report covering nearly 135 countries represented that these countries are covering over 90% of the world's population, and have closed almost 96% of the gap in health outcomes between women and men and almost 93% of the gap in educational attainment. However, the gap between women and men on economic participation and political empowerment remains wide: only 60% of the economic outcomes gap and only 20% of the political outcomes gap have been closed. It further pointed out that out of the 111 countries that have been involved every year since 2006, 98 (88%) have improved their performance over the last four years. According to the recent indications nine countries have closed the gap on both the health and education sub indexes but no country has closed the economic participation gap or the political empowerment gap. Hence there is a clear exhibition

of rise in role of women in the areas of economic, political, education and health related fields. This leads to reduction in gender gaps which is steps towards women empowerment and economic growth.

2. To analyze the association between Gender Gap Scores and GDP (PPP) per capita of 135 countries for the year 2012.

The empirical results start with testing of the descriptive of the data exhibited in table 1.

TABLE 1: DESCRIPTIVES OF GDP AND SCORES

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
GDP (PPP) per capita	134	366	73196	14478.86	14575.119
SCORE	135	.5054	.8640	.684240	.0596883
Valid N (listwise)	134				

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17420.000 ^a	17290	.242
Likelihood Ratio	1304.303	17290	1.000
Linear-by-Linear Association	17.057	1	.000
N of Valid Cases	134		

17554 cells (100.0%) have expected count less than 5. The minimum expected count is .01.

Symmetric Measures					
	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.	
Interval by Interval	Pearson's R	.358	.087	4.407	.000 ^c
Ordinal by Ordinal	Spearman Correlation	.344	.087	4.204	.000 ^c
N of Valid Cases	134				

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

After testing the descriptive of the data, correlation of GDP (PPP) & scores is tested the results of which are exhibited in table II. The results clearly indicate significant positive correlation between the two variables as p value is less than 0.05.

TABLE II: RESULTS OF CORRELATION

Correlations

		GDP (PPP) per capita	SCORE
GDP (PPP) per capita	Pearson Correlation	1	.358**
	Sig. (2-tailed)		.000
	N	134	134
SCORE	Pearson Correlation	.358**	1
	Sig. (2-tailed)	.000	
	N	134	135

** . Correlation is significant at the 0.05 level (2-tailed).

After testing the correlation between the two variables it is very important to find causal relationship between the two by regression. The summary results of regression is shown in Table III.

TABLE III: RESULTS OF REGRESSION

Dependent Variable: GDP PPP				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
GENDERSCORE	130102.6	36823.74	3.533119	0.0012
C	-75104.87	25197.89	2.980601	0.0052
R-squared	0.262893	Mean dependent var		13704.95
Adjusted R-squared	0.241833	S.D. dependent var		12292.37
S.E. of regression	10703.31	Akaike info criterion		21.44703
Sum squared resid	4.01E+09	Schwarz criterion		21.53411

Log likelihood	-394.7701	Hannan-Quinn riter.	21.47773
F-statistic	15.48293	Durbin-Watson stat	2.10106
Prob(F-statistic)	0.001176		

The results of regression clearly exhibit a significant relationship between the two variables, which means GDP is significantly impacted by gender scores. This is a very important insight and lesson for all other countries which are not following this model that all the efforts should be directed towards empowering the women, as empirically it is proved that she is an important driver, factor and instrument in increasing the level of economic development. Equality is the essence of development in terms of gender. A woman is a critical factor and at no cost this should be ignored.

3. This section how to find out the various ways and means to reduce gender differences and to improve the role of women in the society.

- *Investment in girl child education:* Some researches demonstrates that investment in girls' education has significant multiplier effects: it reduces high fertility rates, lowers infant and child mortality rates, lowers maternal mortality rates, increases women's labour force participation rates and earnings and fosters educational investment in children. These outcomes not only improve the quality of life, they also foster faster economic growth and development.
- Women must be aware regarding their existing rights, access to judicial relief and redress, removing discrimination through legal reforms, and providing legal aid, assistance and counselling.
- Measures should be taken to enhance women's literacy rates. A separate education policy for women may serve the purpose.
- More facilities should be provided to poor rural women for land, agricultural and livestock extension services.
- The human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. As an agenda for action, the Platform seeks to promote and protect the full enjoyment of all human rights and the fundamental freedoms of all women throughout their life cycle.

- Increase women's personal security and reduce violence against women.

The formation of self-help groups as a basis for the social and economic empowerment of deprived and disadvantaged women has been found to be a successful mechanism for the organization, mobilization and self development of women.

SECTION V: SUMMARY AND CONCLUSIONS

Gender equality, search for human dignity for women and men, knowing that gender roles and identities are flexible and influenced, among other things, by social status and customs. Empowerment of women is nonetheless important as a means of creating equality between the sexes. The present study empirically estimated the effect of female economic participation and opportunity, educational attainment, health and survival and political empowerment and gender gaps on the GDP (PPP) of different countries. The results indicate the strong correlation or significant positive impact between a country's gender gap and its national competitiveness, income and growth. A country's competitiveness depends upon its human aptitude—the skills, education and efficiency of its workforce. Because women makes up one-half of a country's prospective talent base, a nation's competitiveness in the long term depends considerably on whether and how it educates and employs its women.

Finally it is concluded that government must devise policies to improve the skills of women and their work should be counted in financial indicators. In other words, in order to make best use of competitiveness and growth potential, each country should try hard for gender equality—that is, should give women the equal rights, responsibilities and opportunities as men. Hence the policy recommendation is that countries should improve the education level of its labour force and reduce the educational gender gap between male and female and further females are to be more encouraged to attain education. This will not only impact any individual woman, but the broader advantage will be to the society around her, the national economy she is sustaining, and the world at large.

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Appendix

GDP (PPP) Per Capita and Gender Gap Scores of 135 Countries for the year 2012				
Country	GDP (US\$ billions)	GDP (PPP) per capita	Rank	Gender Gap Scores
Albania	6.14	7658	91	0.6655
Algeria	79.16	7564	120	0.6112
Argentina	434.41	14363	32	0.7212
Armenia	4.1	4901	92	0.6636
Australia	563.05	34411	25	0.7294
Austria	223.95	35379	20	0.7391
Azerbaijan	21.23	8913	99	0.6546
Bahamas	6.73	28476	37	0.7156
Bahrain	13.16	23755	111	0.6298
Bangladesh	82.98	1488	86	0.6684
Barbados	2.52	17564	27	0.7232
Belgium	266.91	32808	12	0.7652
Belize	1.22	5983	102	0.6465
Benin	3.34	1424	117	0.6258
Bolivia	12.24	4350	30	0.7222
Botswana	8.41	12462	77	0.6744
Brazil	916.13	10056	62	0.6909
Brunei Darussalam	6.7	45156	75	0.675
Bulgaria	19.21	11490	52	0.7021
Burkina Faso	4.55	1127	104	0.6455
Burundi	0.97	366	24	0.7338
Cambodia	7.89	1968	103	0.6457
Cameroon	13.99	2058	112	0.6291
Canada	872.78	35223	21	0.7381
Cape Verde	0.97	3476	35	0.718
Chad	3.1	1229	133	0.5594
Chile	108.4	13596	87	0.6676
China		6816	69	0.6853
Colombia	149.69	8479	63	0.6901
Costa Rica	24.18	10377	29	0.7225
Côte d'Ivoire	11.67	1704	130	0.5785

Croatia	28	16128	49	0.7053
Cuba	50.61	-	19	0.7417
Cyprus	12.31	25937	79	0.6732
Czech Republic	77.65	22575	73	0.6767
Denmark	169.36	32235	7	0.7777
Dominican Republic	40.2	8387	89	0.6659
Ecuador	25	7201	33	0.7206
Egypt	160.26	5544	126	0.5975
El Salvador	15.84	5981	94	0.663
Estonia	8.36	16561	60	0.6977
Ethiopia	18.32	934	118	0.62
Fiji	1.92	4178	113	0.6285
Finland	145.42	31493	2	0.8451
France	1484.7	29640	57	0.6984
Gambia, The	0.61	1265	93	0.663
Georgia	5.6	4552	85	0.6691
Germany	2069.46	33414	13	0.7629
Ghana	8.76	1475	71	0.6778
Greece	153.65	24206	82	0.6716
Guatemala	26.77	4292	116	0.626
Guyana	0.91	3078	42	0.7119
Honduras	10.58	3519	74	0.6763
Hungary	56.34	16958	81	0.6718
Iceland	10.79	32781	1	0.864
India	963.4	3073	105	0.6442
Indonesia	274.37	3880	97	0.6591
Iran, Islamic Rep.	158.09	10462	127	0.5927
Ireland	123.49	35988	5	0.7839
Israel	169.83	26023	56	0.6989
Italy	1148.1	27137	80	0.6729
Jamaica	9.9	6883	51	0.7035
Japan	5010.03	30573	101	0.653
Jordan	15.32	5157	121	0.6103
Kazakhstan	40.51	10916	31	0.7213
Kenya	18.99	1481	72	0.6768
Korea, Rep	800.21	27027	108	0.6356
Kuwait	61.44	49542	109	0.632

Kyrgyz Republic	2.03	2008	54	0.7013
Latvia	11.22	12948	15	0.7572
Lebanon	28.52	12621	122	0.603
Lesotho	1.08	1437	14	0.7608
Lithuania	17.53	15534	34	0.7191
Luxembourg	26.52	68742	17	0.7439
Macedonia, FYR	4.58	9192	61	0.6968
Madagascar	5.03	869	58	0.6982
Malawi	2.74	791	36	0.7166
Malaysia	147.25	13214	100	0.6539
Maldives	1.28	7642	95	0.6616
Mali	4.15	955	128	0.5842
Malta	4.6	22761	88	0.6666
Mauritania	2.11	2203	119	0.6129
Mauritius	6.64	12286	98	0.6547
Mexico	692.48	12441	84	0.6712
Moldova	2.12	2790	45	0.7101
Mongolia	2.13	3620	44	0.7111
Morocco	59.91	4227	129	0.5833
Mozambique	9.12	845	23	0.735
Namibia	6.09	5808	41	0.7121
Nepal	8.04	1075	123	0.6026
Netherlands	441.19	36996	11	0.7659
New Zealand	63.78	24649	6	0.7805
Nicaragua	5.49	2613	9	0.7697
Nigeria	86.28	2152	110	0.6315
Norway	195.42	46908	3	0.8403
Oman	30.35	24226	125	0.5986
Pakistan	116.06	2411	134	0.5478
Panama	20.75	12206	40	0.7122
Paraguay	10.46	4648	83	0.6714
Peru	92.47	8555	78	0.6742
Philippines	129.02	3560	8	0.7757
Poland	251.09	17352	53	0.7015
Portugal	124.94	21660	47	0.7071
Qatar	54.22	73196	115	0.6264
Romania	56.53	10921	67	0.6859
Russian	414.36	14183	59	0.698

Federation					
Saudi Arabia	258.71	20374	131	0.5731	
Senegal	6.98	1736	90	0.6657	
Serbia	8.71	9598	50	0.7037	
Singapore	165.18	51966	55	0.6989	
Slovak Republic	45.86	20164	70	0.6824	
Slovenia	26.08	25048	38	0.7132	
South Africa	187.25	9477	16	0.7496	
Spain	712.34	26941	26	0.7266	
Sri Lanka	27.03	4555	39	0.7122	
Suriname	1.39	6930	106	0.6409	
Sweden	302.84	33771	4	0.8159	
Switzerland	294.75	37583	10	0.7672	
Syria	31.2	4741	132	0.5626	
Tajikistan	1.92	1940	96	0.6608	
Tanzania	19.97	1286	46	0.7091	
Thailand	187.49	7673	65	0.6893	
Timor-Leste	0.42	832	68	0.6855	
Trinidad and Tobago	14.05	23088	43	0.7116	
Turkey	389.12	12547	124	0.6015	
Uganda	12.61	1141	28	0.7228	
Ukraine	47.56	6029	64	0.6894	
United Arab Emirates	158.41	42351	107	0.6392	
United Kingdom	1744.58	32474	18	0.7433	
United States	11597.86	42297	22	0.7373	
Uruguay	30.57	12655	76	0.6745	
Venezuela	159.4	10973	48	0.706	
Vietnam	62.83	2875	66	0.6867	
Yemen	14.68	2380	135	0.5054	
Zambia	5.59	1401	114	0.6279	