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Women in Europe and the World

5–7 May 2016 ▪ Florence

WOMEN IN LEADERSHIP

GLOBALSTAT DATA DOSSIER



EXPLORE WITH GLOBALSTAT WHAT RECENT DATA CAN TELL US ABOUT *WOMEN IN LEADERSHIP!*

The proliferation of statistics and their increasing use to monitor and evaluate performance at any governance level underline the vital role statistical data play in many domains of our political and societal life: they measure our societies, inform policy-making and empower people by providing knowledge.

Clear and transparent access to data is thus decisive to support best possible analysis of contemporary politics. Reliable access points to data are even more important in the era of globalisation, in which not only the number of sources of information amplifies every day, but also new areas, policy issues and processes to be traced emerge and become relevant for policy-making and citizens.

GlobalStat, the Database on Developments in a Globalised World, meets these needs and contributes to a better understanding of the interrelations between human living conditions and globalisation trends. It offers statistical data from 1960 onwards for 193 UN countries, 5 continents and 12 political and regional entities – including the European Union – gathered from over 80 international sources. The freely accessible database is structured in 12 thematic and 3 horizontal areas.

GlobalStat is a joint project of the Robert Schuman Centre for Advanced Studies' Global Governance Programme and the Francisco Manuel dos Santos Foundation.

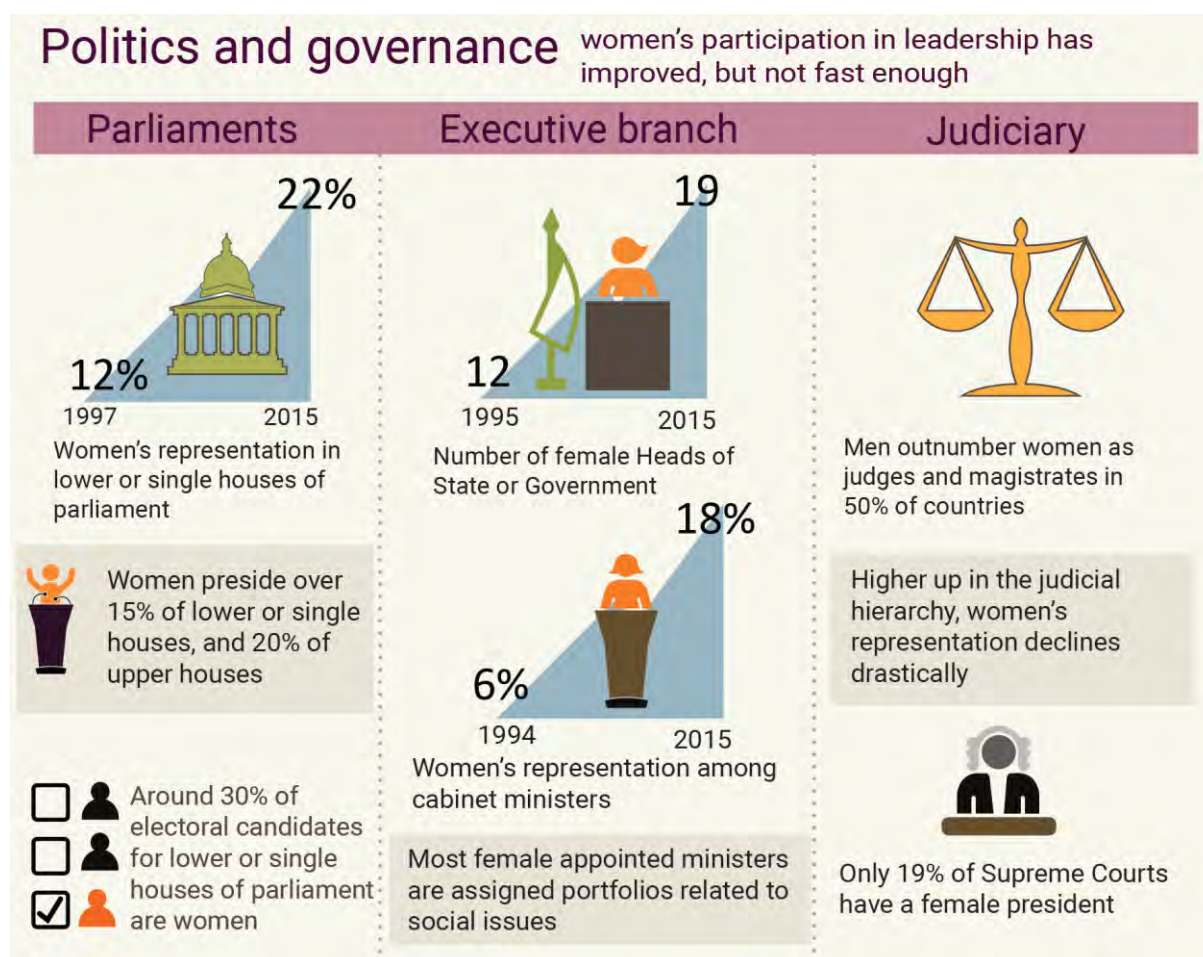
GABY UMBACH
GlobalStat Director

WOMEN IN LEADERSHIP

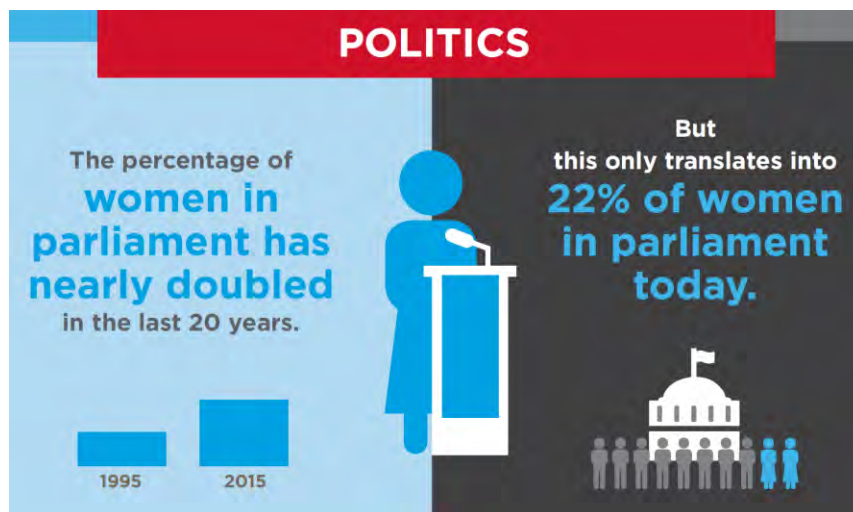
In its report on *The World's Women 2015: Trends and Statistics*, the United Nations Secretariat's Department of Economic and Social Affairs (UNDESA) gave a most detailed and accurate account of the situation of women in the world in 2015. Within the report, UNDESA analyses key gender aspects of population and families, health, education, work, power and decision-making, violence against women, environment and poverty.

The present *GlobalStat Data Dossier on Women in Leadership* highlights most important statistical data from this report and combines it with other key data sources to stimulate our fact-based discussion on *Women in Leadership* during the European University Institute's State of the Union 2016 conference on *Women in Europe and the World*.

WOMEN IN POLITICS



Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/Ch5_Power_and_decision_info.pdf, © 2015 United Nations. Reprinted with the permission of the United Nations.



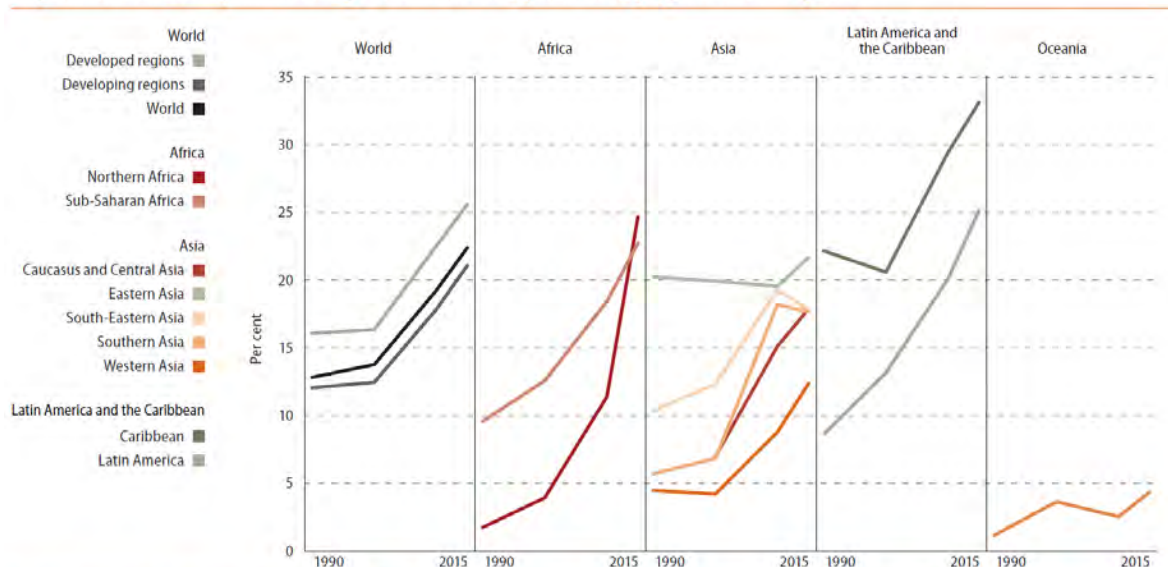
Source: UN Women (2015): Planet 50-50 by 2030: Step it up for Gender Equality, <http://www.unwomen.org/en/digital-library/multimedia/2015/9/~media/2a7ed2ab34184138b03a293ea1cf0b86.ashx>, New York. © 2015 United Nations. Reprinted with the permission of UN Women.

Candidates in Political Elections

In 99 countries for which data was available, women represented on average only 28% of the candidates in political elections for single or lower chambers of national parliaments in 2015. As a result of the elections, they held only 22% of parliamentary seats in the respective chambers. In 55 countries, the share was even lower than 20%. Many of these countries are developing countries. In developed countries, averages are usually higher than 20%.¹

Seats held by Women in National Parliaments

Proportion of seats held by women in single or lower houses of parliament, by region as at January 2015



Source: United Nations, Millennium Development Goals 2015: Statistical annex (2015c), <http://mdgs.un.org/unsd/mdg/Resources/Static/Products/Progress2015/Statannex.pdf> (accessed 14 July 2015).

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 122. © 2015 United Nations. Reprinted with the permission of the United Nations.

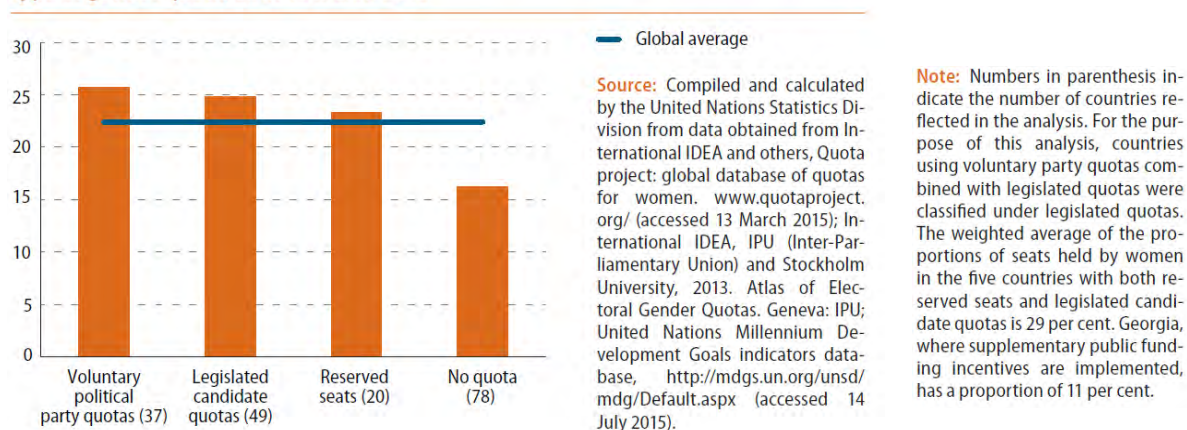
¹ Data source: United Nations (2015): The World's Women 2015: Trends and Statistics, New York: United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 125.

Half of the electorate around the world is female. Women have been granted active franchise and are eligible for political offices in nearly all states, with only Saudi Arabia, Brunei Darussalam, and United Arab Emirates still restricting female voting rights to some extent.

While overall progress is visible, representation of women in parliaments is still below those of men and, as mentioned above, accounts for an average of 22% of all seats in 2015. This share is 8% below the international 30% target for women in leadership positions established in 1990 by the UN Economic and Social Council (ECOSOC). Only 43 countries out of 190 reached this target in 2015.

In view of regional distribution, most continents have witnessed increasing female participation over the years. 2015 data shows highest participation rates in the Caribbean, developed countries, Latin America, Northern Africa and sub-Saharan Africa (order representing decreasing shares). Asia and Oceania scored below the worldwide average and the latter represented the lower end of the scale of female representation in national parliaments. While having been in a frontrunner position at the beginning of the 1990s, the eastern regions of Asia ranked below the average of all regions in 2015. Since 2003, the league of best performing countries is led by Rwanda with 64% of female representation in parliament. It is followed by 53% in Bolivia, 50% in Andorra and 49% in Cuba.²

Proportion of seats held by women in single or lower houses of parliaments by the type of gender quota, as at 13 March 2015



Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 123. © 2015 United Nations. Reprinted with the permission of the United Nations.

Female Presidents of Parliament

Worldwide 28 out of 191 lower or single houses of national parliaments were presided over by women in 2015. This represents 15% of all respective parliaments. In 15 out of 76 countries (20%) women presided over upper houses of parliaments or senates. Most female presidents were found in parliaments of developed countries. Rank 2 is held by countries in Sub-Saharan Africa.³

² Data source: United Nations (2015): The World's Women 2015: Trends and Statistics, New York: United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 121.

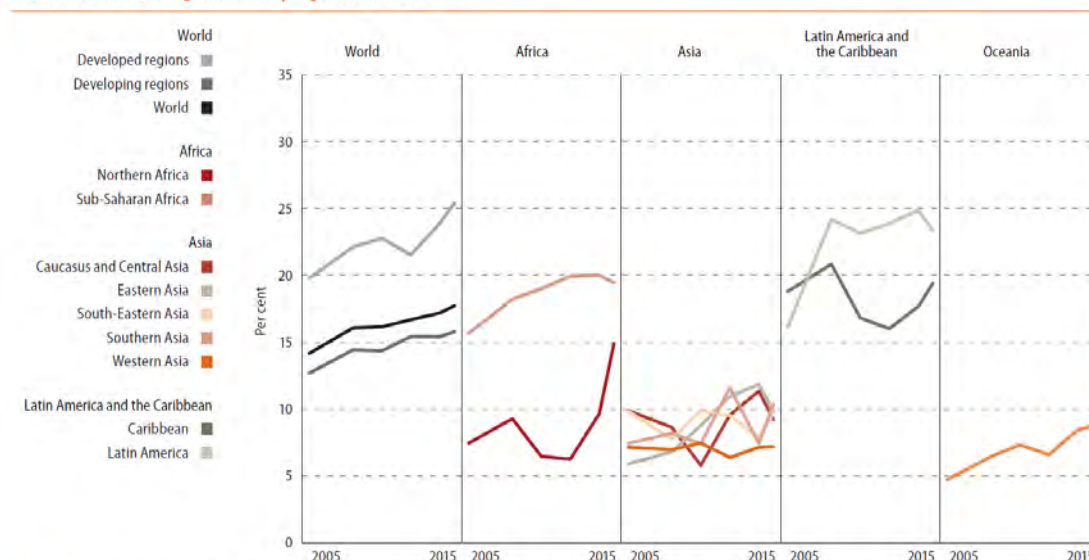
³ Ibid., p. 127.

Female Heads of State and/or Government

Except for monarchies, governorate-generals and sultanates, only 10 countries out of 152 elected female heads of state (reference date: March 2015). Following this low representation trend, out of 194 governments, only 14 were led by women. Regionally, most states are led by women in Latin America, the Caribbean and developed countries.⁴

Female Ministers

Share of women among ministers by region, 2005–2015



Source: Compiled and calculated by the United Nations Statistics Division from the information available in IPU and United Nations Division for the Advancement of Women, Women in Politics (2005, 2008, 2010 editions) and IPU and UN Women, Women in Politics (2012, 2014 and 2015 editions).

Note: Data as at 1 January of corresponding year.

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 128. © 2015 United Nations. Reprinted with the permission of the United Nations.

The period from 1994 to 2015 witnessed a sharp decline in states without female ministers. The number went down from 59 countries in 1994 to only 8 in 2015. Moreover, 31 countries reached or surpassed the above mentioned 1990 UN target for women in leadership positions and counted a 30% or higher share of female ministers in cabinets of national governments. In comparison to this, in 1994 only 5 countries reached or surpassed this threshold. The global average share of female ministers in national cabinets was 18% in 2015. This implied a triplification of the 1994 global average of 6%.

At regional level, female ministers occupied 25% of national cabinet posts in developed countries in 2015, while their share in Latin America made up slightly less, resulting in 23%. Only 18 developed countries, 8 Sub-Saharan African states as well as 5 Latin American and Caribbean nations met the 30% UN target for female leadership. In terms of gender parity in national cabinets, only 6 countries can be listed: Finland (63%), Cabo Verde (53%), Sweden (52%), France and Liechtenstein (50% each). Canada joined the best performer group in 2015 with a share of 50% female ministers in the new federal gender-balanced cabinet. Nicaragua, Norway and Netherlands follow with 47% each. Compared to these high participation levels for women, Asian, Northern African and Oceanian regions performed less favourably, reporting only a 15% or below share of women at national ministerial level.⁵

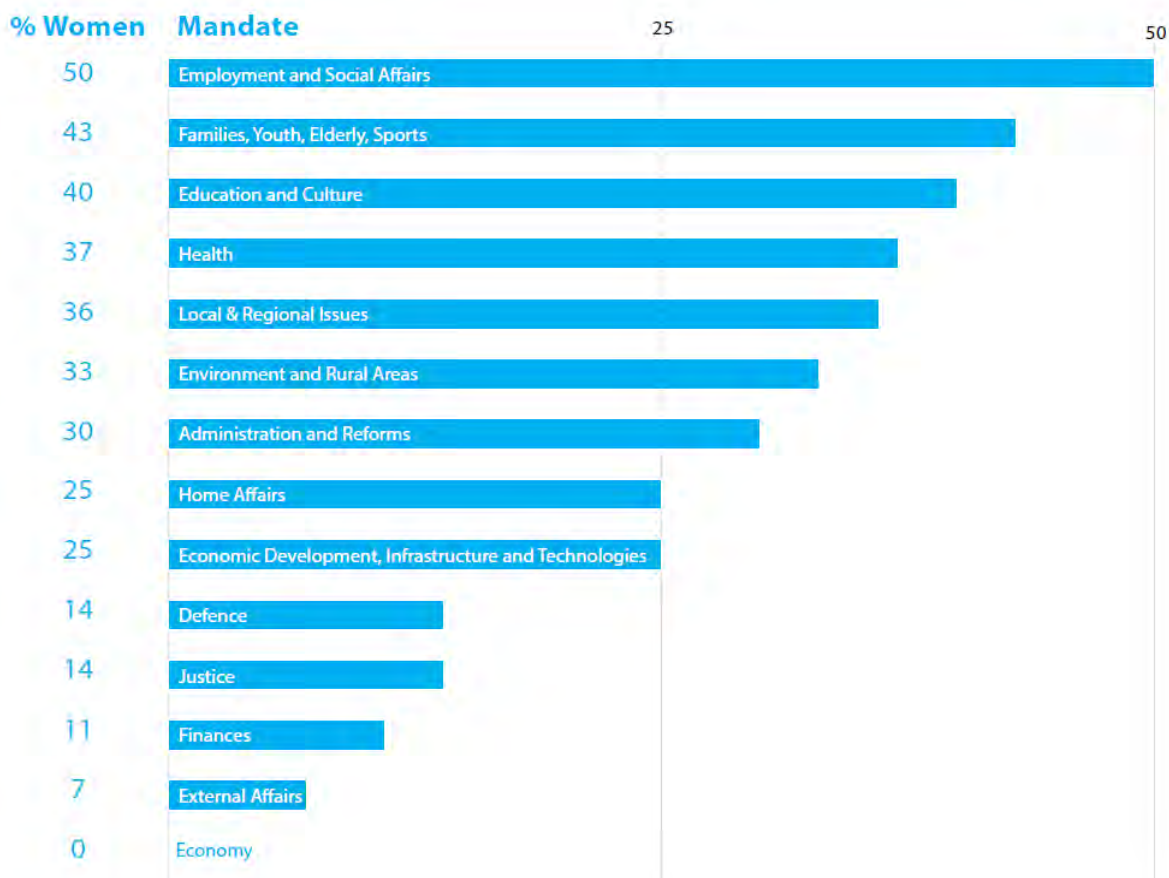
⁴ Ibid..

⁵ Ibid., p. 128, amended by GlobalStat research.

Government Portfolios led by Female Ministers

Gender distribution of main mandates in European governments

Data only refers to national governments, the European Commission is not included



Source: Translated version of openpolis (2016): Trova l'intrusa, MiniDossier openpolis, 9 March, <http://blog.openpolis.it/wp-content/uploads/2016/03/10-1.png>. Original used with the permission of openpolis.

Women predominantly dealt with aspects of social policy in national governments in 2015. Related portfolios included social affairs; environment, natural resources and energy; women's affairs and gender equality; family, children, youth, older persons and persons with disabilities; as well as education. Women were less frequently at the helm of ministries of economic and financial affairs, budgetary issues, development or defence and military affairs. Thus, women were less likely than men to be in charge of key ministries such as those of Finances, Foreign Affairs, Home Affairs or Defence. Also heads of prime ministers' cabinets were less likely to be female. Exceptions to this rule were Denmark, Finland and Norway with female ministers heading 3 of the 6 core ministries, then Switzerland where women led 3 out of 7 key portfolios and Sweden with 2 women among 5 core ministers. At the other end of the scale were Caucasian and Central Asian regions, in which 5 out of 7 states for which data was available had no female key ministers at all. However, out of 38 developed countries, 15 could not report any female minister in 2015.⁶

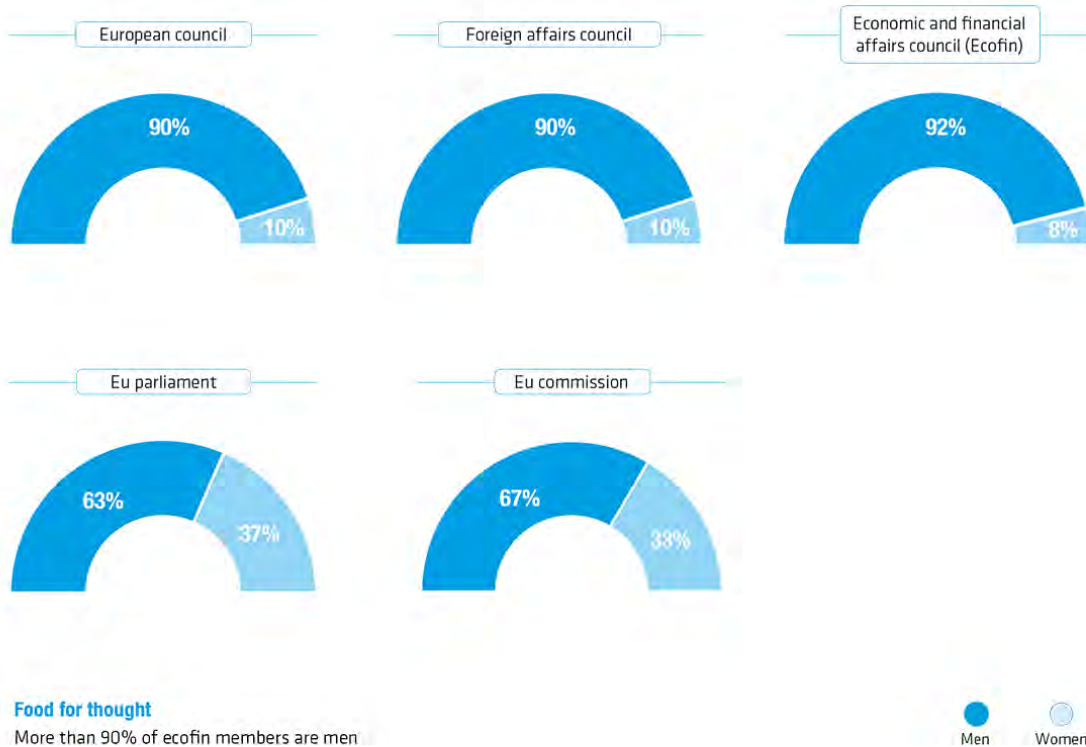
⁶ Data source: United Nations (2015): The World's Women 2015: Trends and Statistics, New York: United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 128.

Women in Key EU Institutions

Women in decision making roles in european institutions

To better understand

The European Council comprises the heads of state or government of the EU member states. The Council of the European Union on the other hand meets in 10 different configurations of 28 national ministers (one per state)

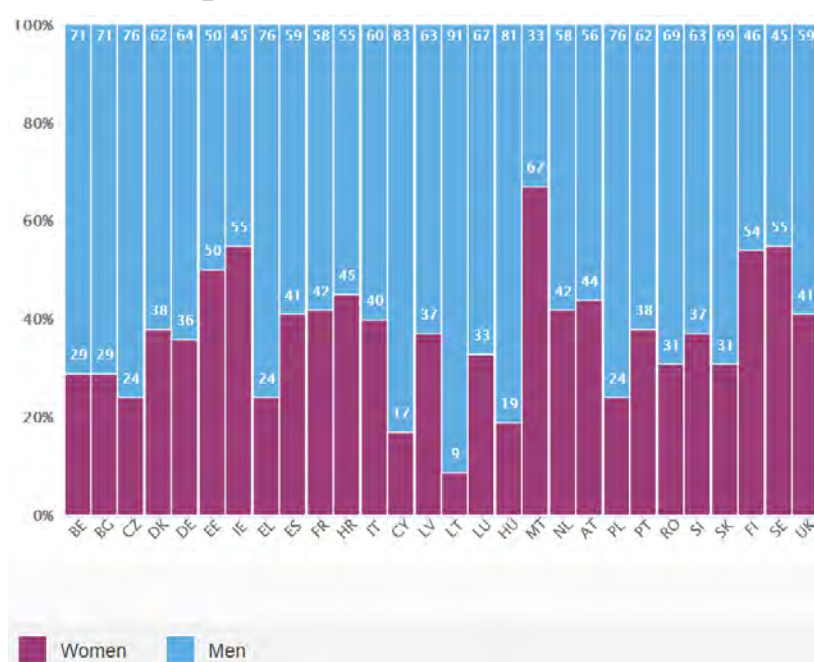


Source: openpolis (2016): Women in decision making roles in the European Union, 18 March, <http://blog.openpolis.it/wp-content/uploads/2016/03/9-1.png>. Reprinted with the permission of openpolis.

Within the core EU institutions, women represent 37% of Members of European Parliament and 33% of the College of European Commissioners in 2016. In the European Council and the Foreign Affairs Council they account for only 10% of members. Within the Ecofin Council, responsible for economic and financial affairs, the share is even lower and represents only 8%.⁷

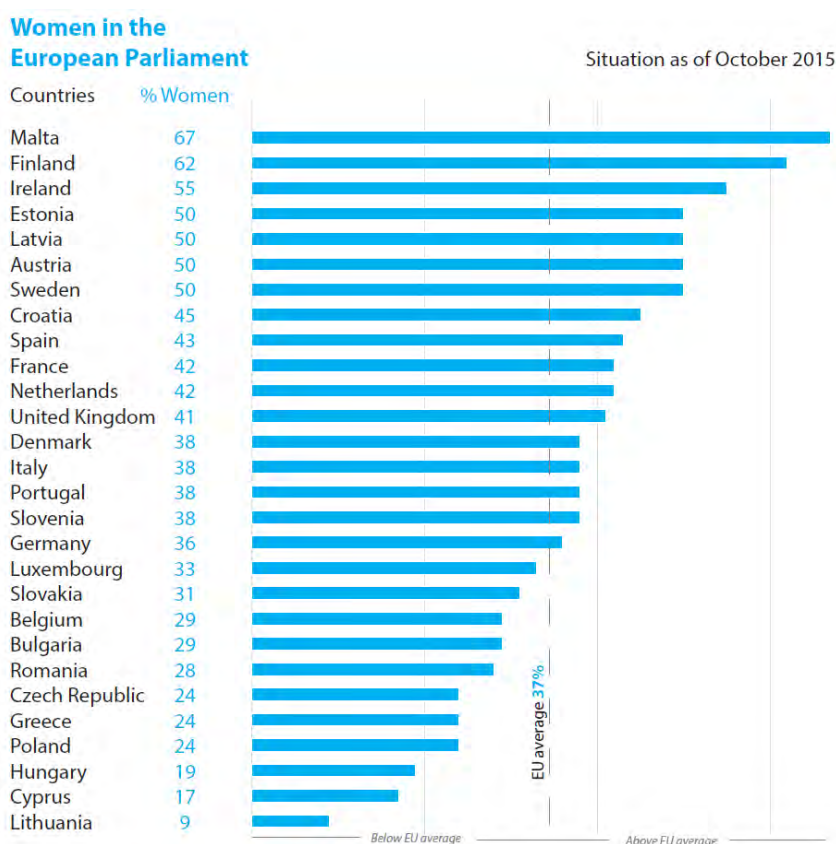
⁷ Data Source: Openpolis: Women in decision making roles in the European Union, <http://blog.openpolis.it/2016/03/18/women-decision-making-roles-european-union/6686>.

Results of the 2014 European Elections (Gender Distribution)



Source: European Parliament (2016): European Results – Elections Results 2014: Men and women distribution - Distribution by country, Brussels, <http://www.europarl.europa.eu/elections2014-results/en/gender-balance.html>.

Female Members of European Parliament (2015)



Source: Translated version of openpolis (2016): Trova l'intrusa, MiniDossier openpolis, 9 March, <http://blog.openpolis.it/wp-content/uploads/2016/03/11-1.png>. Original used with the permission of openpolis.

WOMEN AND ECONOMIC POWER

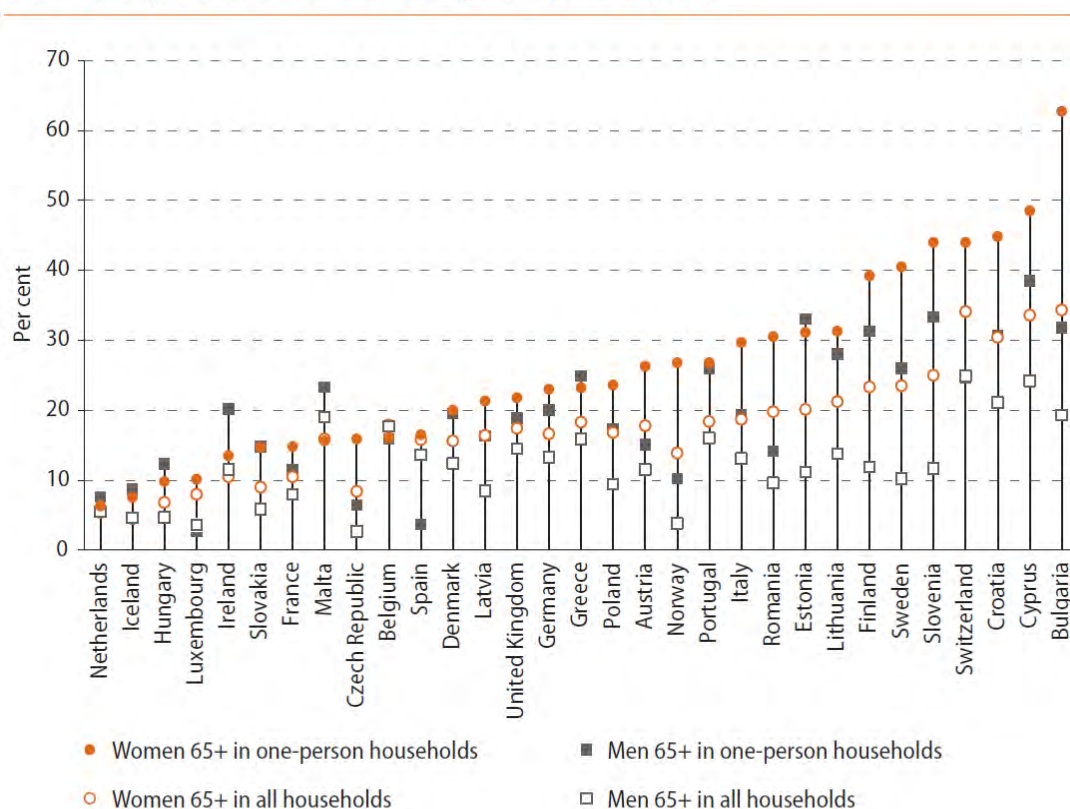
From 1990 to 2011, the world witnessed a sharp decline of the overall share of people living in extreme poverty (meaning those living on less than \$1.25 a day). While in 1990 36% of the world's population (1.9 billion) and 47% of those living in developing countries faced a life in extreme poverty, in 2011 this had decreased to only 15% globally (1 billion) and 18% of the population in developing states that suffered from these miserable living conditions.



Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, <http://unstats.un.org/unsd/gender/chapter8/chapter8.html>. © 2015 United Nations. Reprinted with the permission of the United Nations.

Adopting a combined geographical-gender-age perspective, a certain variation becomes visible, even if the general unfavourable trend remains stable.

Poverty rate for older persons (age 65 and over) by sex, in all households and in one-person households, European countries, 2012



Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter8_t.pdf, p. 187. © 2015 United Nations. Reprinted with the permission of the United Nations.

Females account for 50% of people living in extreme poverty in developing countries and more than 50% of the poor in developed countries. In Europe, 53% of the poor are female. This share increases with age due to increased life expectancy and the exposure to poverty risks. 54% of Europe's poor women are over 18 years of age and especially older women are in danger of falling into poverty. While only constituting 56% of the overall age group 65+ in 2012, 64% of all older persons in poverty in Europe are female and older women in one-person households are particularly vulnerable to the risk of becoming poor. In 2012, 16% of all older women in Europe are poor compared to 12% of older men. Compared to this, 23% of all older women living alone, but only 17% of older men living in one-person households, are poor. This negative trend is the same across developed countries.

The trend is slightly less negative in developing regions, where the difference in poverty between the sexes seems to be more of an issue in younger age groups. Within the bracket of 25 to 34 years of age, more women than men are victims of poverty in Caribbean and Latin American countries. This trend equalises somewhat in the older age groups. Where data is available, the analysis reveals regional variation also in the poorest 20% of households particularly in Sub-Saharan Africa with a higher share of women between 15 and 49 years of age in this group.⁸

Women's Economic Dependency



Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, <http://unstats.un.org/unsd/gender/chapter8/chapter8.html>. © 2015 United Nations. Reprinted with the permission of the United Nations.

As men are more often employed and more likely to be employed than women, the probability of economic dependency is higher for women than for men. Moreover, more female than male employment is vulnerable and of low or even no income quality. Thus, the average share of cash income is lower for women than for men in many regions of the world.

⁸ Data Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter8_t.pdf, p. 181-187.

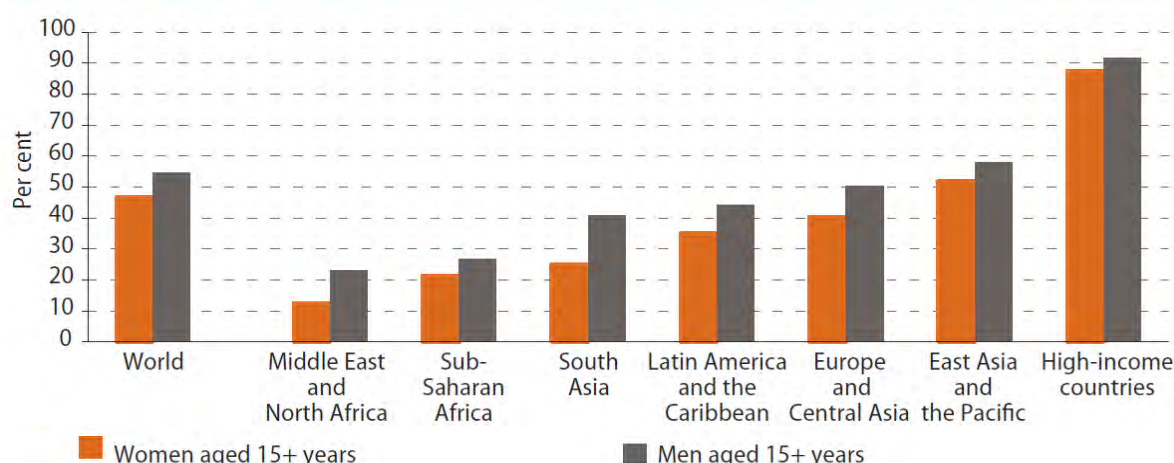
In Sub-Saharan Africa, 46% of married women and 75% of married men had cash labour income in 2015. Taking a closer look at national variation among the total of 44 developing countries, for which data is available, the proportion of married women with cash labour income span from 8% (Timor-Leste) to 79% (Ghana) over the last year. In comparison, the proportion of men with cash labour income was 33% (Timor-Leste) and 97% in the Maldives.

These structural patterns result in the exclusion of women from economic and financial decisions within their families and households in many developing regions of the world. Yet, also earning one's own money does not necessarily change this pattern given that, on average, 10% of married women in developing states still have no say in how to spend their share of the family income. Results vary from 2% (Cambodia, Colombia, Honduras) to over more than 20% (DR of the Congo, Liberia, Sierra Leone, Zambia) to 42% (Malawi).⁹

Use of Formal Financial Services

Across the world, women use formal financial services less frequently than men. Global figures from 2011 reveal that, while on average 55% of men had a formal individual or joint account at a formal financial institution, on average only 47% of women used such financial services. In developing regions it was 46% of men compared to only 37% of women.

Proportion of adults with an account at a formal financial institution, by sex, 2011



Source: World Bank, 2014. Global Financial Inclusion database (accessed March 2014).

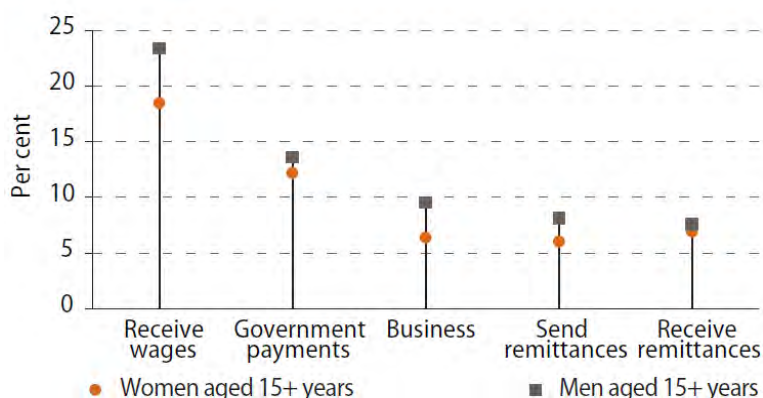
Note: Weighted averages by World Bank regions, calculated by the World Bank. Regional and world aggregates omitted countries with samples that excluded more than 20 per cent of the population or used methodologies inconsistent with those used for other countries. Averages for the geographical regions shown (that is, all categories except "World" and "High-income countries") are based on data for developing countries only.

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, <http://unstats.un.org/unsd/gender/chapter8/chapter8.html>, p. 196. © 2015 United Nations. Reprinted with the permission of the United Nations.

⁹ Ibid., p. 192-198.

Globally, 21% of women saved money at a formal financial institution. The share of men doing the same was 24%. 8% of women borrowed from a financial institution, compared with 10% of men.

Use of own bank account, by purpose and by sex, world, 2011

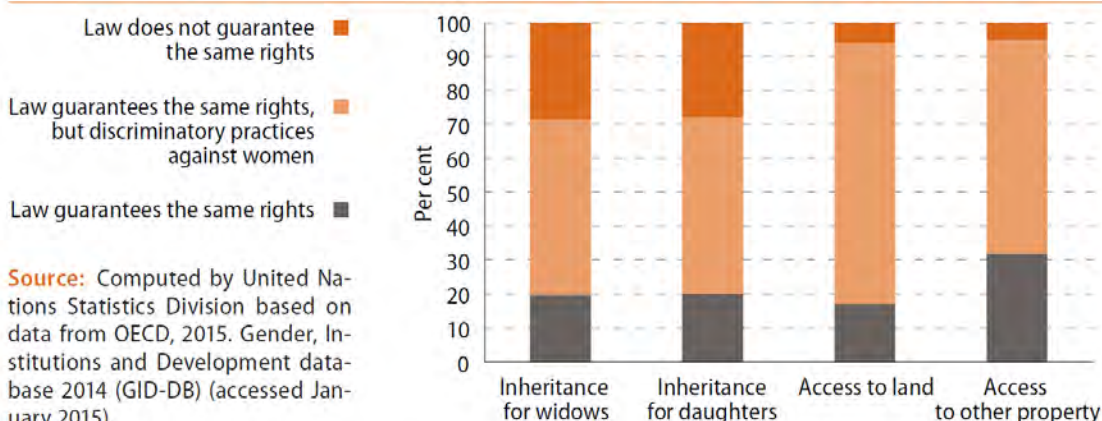


Source: World Bank, 2014. Global Financial Inclusion database (accessed March 2014).

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, <http://unstats.un.org/unsd/gender/chapter8/chapter8.html>, p.196. © 2015 United Nations. Reprinted with the permission of the United Nations.

Patterns of inequality characterise inheritance rights as well as entitlements to property ownership in many countries of the world. Yet, as a general trend, the difference is becoming less marked. In the developing world, however, about 33% of countries still do not offer equal inheritance rights to men and women. Moreover, within the de facto practice of over 50% of states women are discriminated against even if the legal basis for gender equity exists.¹⁰

Proportion of developing countries with gender inequality with regard to inheritance rights, entitlements to ownership of land and other property, 2014



Source: Computed by United Nations Statistics Division based on data from OECD, 2015. Gender, Institutions and Development database 2014 (GID-DB) (accessed January 2015).

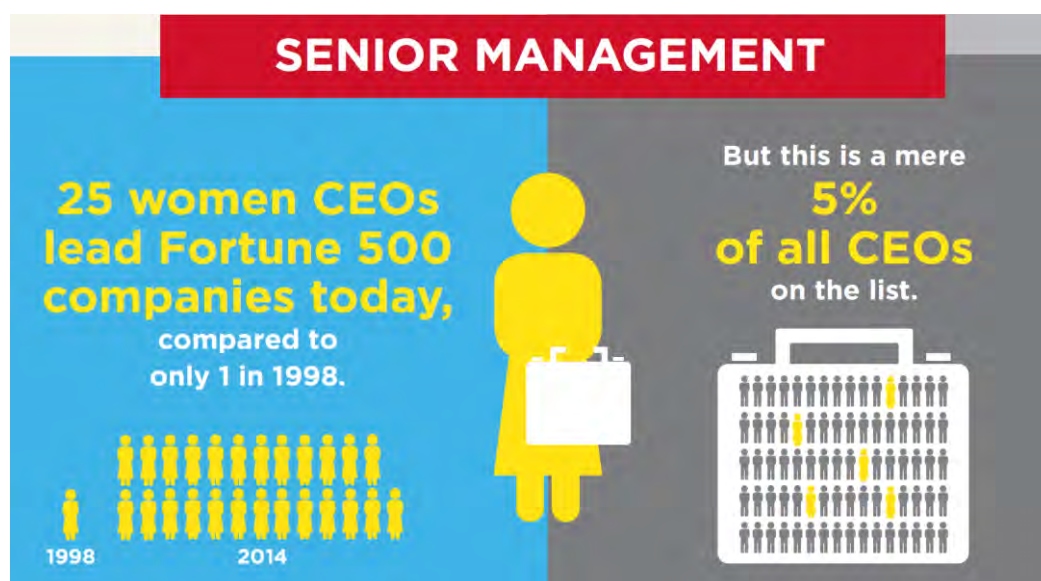
Note: Information available for 116 countries.

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, <http://unstats.un.org/unsd/gender/chapter8/chapter8.html>, p. 198. © 2015 United Nations. Reprinted with the permission of the United Nations.

¹⁰ Ibid., p. 194-198.

Women in Top Management Positions

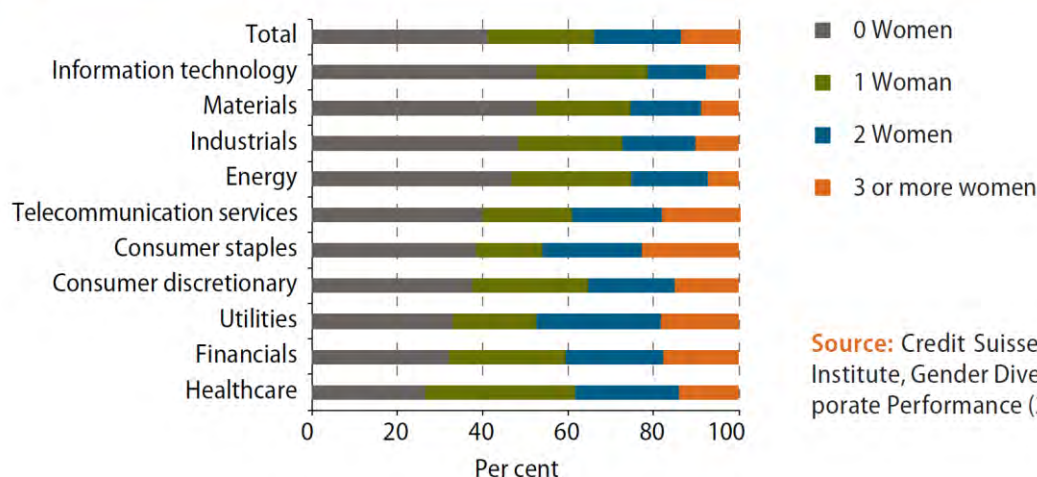
Among the 500 companies annually listed in the Fortune 500 list, only one was led by a woman in 1998. By 2015, the share of female CEOs had increased to 25, representing a historic high of 5%.



Source: UN Women (2015): Planet 50-50 by 2030: Step it up for Gender Equality, <http://www.unwomen.org/en/digital-library/multimedia/2015/9/~media/2a7ed2ab34184138b03a293ea1cf0b86.ashx>, New York. © 2015 United Nations. Reprinted with the permission of UN Women.

Over half of the companies working in the IT, material and industry sector had no women at all among their board members in 2014. Better performing sectors were healthcare, financials and utilities.¹¹

Distribution of companies by number of women on their corporate board, by economic sector (end-2011)



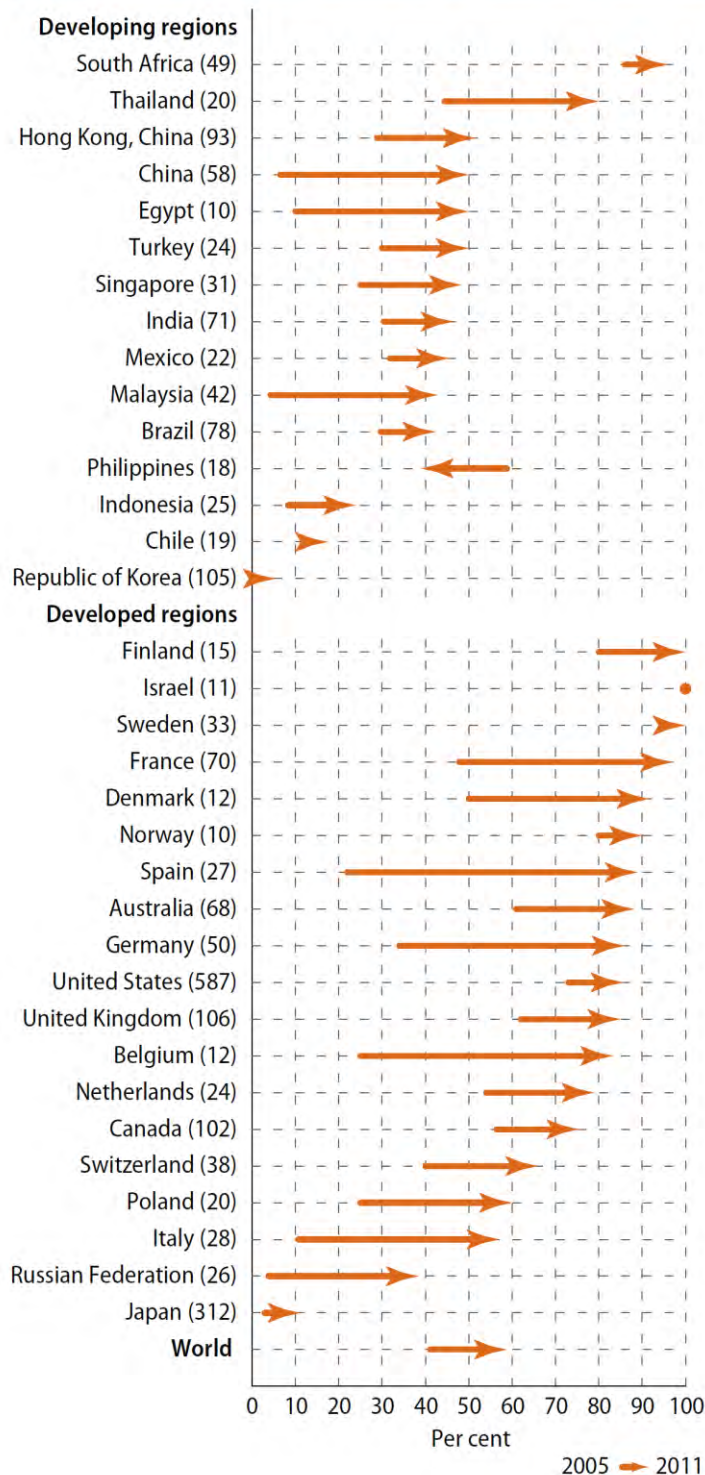
Source: Credit Suisse AG Research Institute, Gender Diversity and Corporate Performance (2012).

Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 137. © 2015 United Nations. Reprinted with the permission of the United Nations.

¹¹ Data Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 138.

Within 613 companies across the EU-28 women represented on average 21% of non-executive directors in 2014. This percentage decreased to only 13 % of executive directors and even further to a mere 3% of CEOs.

Proportion of companies with at least one woman on their executive board in 2005 and 2011, by country



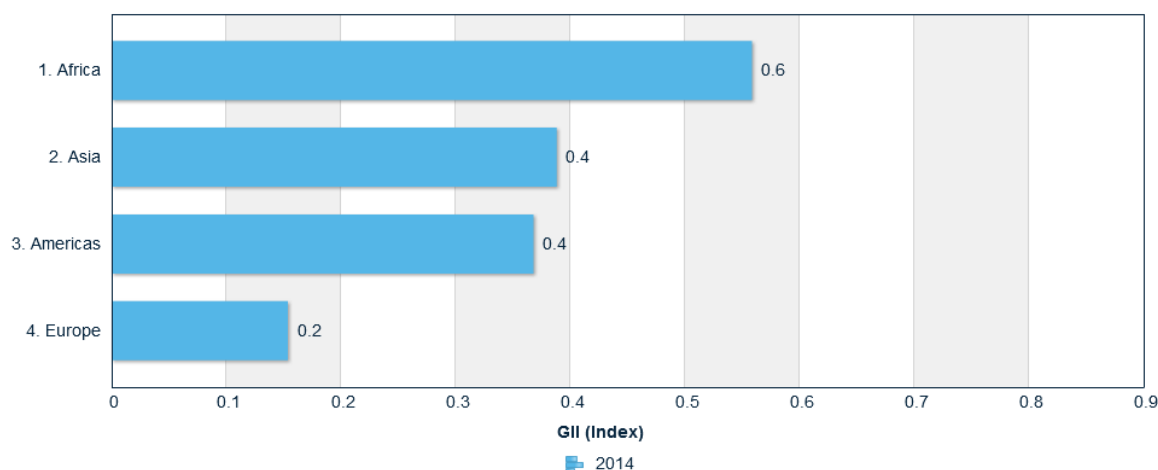
Source: From 'The World's Women 2015: Trends and Statistics', by United Nations, Department of Economic and Social Affairs, Statistics Division, http://unstats.un.org/unsd/gender/downloads/WorldsWomen2015_chapter5_t.pdf, p. 137. © 2015 United Nations. Reprinted with the permission of the United Nations.

Gender Inequality Index (UN Human Development Report)

The Gender Inequality Index is a composite measure that reflects inequality in achievement between women and men in reproductive health, empowerment and the labour market. The index ranks from 0 (0% equal) to 1 (100% equal). The higher the measure, the higher the level of inequality between women and men in a given country.¹²

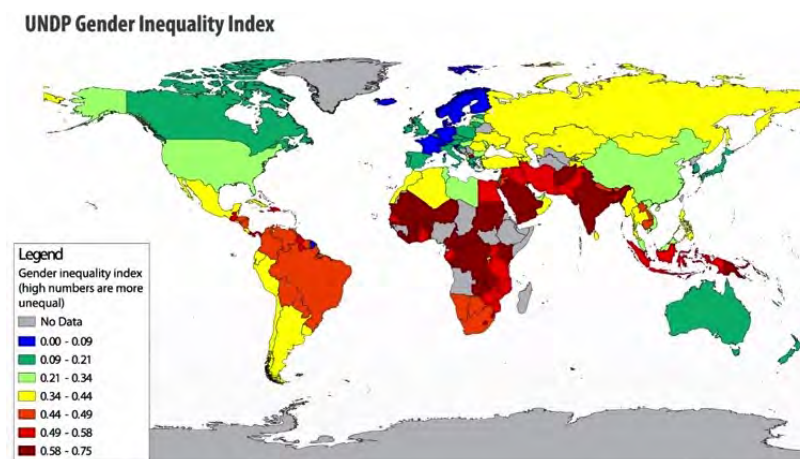
Gender Inequality Index (GII) of the Human Development Report in 2014

GlobalStat visualisation of UNDP data¹³



Sources/Entities: UNDP - Human Development Report Office, GLOBALSTAT

Source: GlobalStat, www.globalstat.eu.



Source: Global Heritage (2015): Human Rights and Gender Equality V, Arquivo de etiquetas: Desigualdade Social Lectures / Readings, 23 April 2015, <https://globalherit.hypotheses.org/tag/desigualdade-social>.

¹² Data Source for all graphs: World Economic Forum: The Global Gender Gap Report 2015, Geneva 2015, p. 12 and 14, <http://www3.weforum.org/docs/GGGR2015/cover.pdf>

¹³ Data source: United Nations Development Programme (2014): UN Human Development Report 2014: Sustaining Human Progress - Reducing Vulnerabilities and Building Resilience, New York.



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Mission

GlobalStat meets the need for publicly available information on our globalised and globalising societies. Accounting for the multi-dimensional nature of globalisation and sustainable development, it offers statistical information from a broad range of international sources. It focuses on the economic, environmental, political, social, societal and cultural performance of nations and adopts a 'beyond GDP' approach to the collection of data. As the gateway to developments in a globalised world its ultimate aim is to provide information about the way human beings live, the freedoms they enjoy and the limitations they face.

ABOUT THE PROJECT

Statistics play an increasingly vital role in many domains of our political and societal life. Their enhanced relevance however only slowly translates into a transparent visibility of data within the public domain. An improved access to data is decisive in the era of globalisation, in which sources of information multiply at a speed that is hardly traceable by the individual. In order to close the gap between data proliferation and use, new tools are needed to improve the clarity and speed with which statistical data can be accessed as important independent sources of information. GlobalStat takes up this need for publicly available information on developments in a globalised world.

CONTENT

GlobalStat is structured in 12 thematic and 3 horizontal areas. Thematic areas are divided into sub-themes that include statistical data series. Horizontal areas offer insight into data on cross-cutting aspects of sustainable livelihood, national wealth, human well-being and quality of life. At the time of its official launch in May 2015 GlobalStat contains over 500 indicators and is designed to grow over time.

DEMOGRAPHICS (Status quo & Challenges)	ECONOMIC DEVELOPMENT & TRADE (Diversity & Catch Up)	ENERGY (Finite Resources & Renewables)	ENVIRONMENT (Conditions & Threats)
FINANCIAL ACTIVITIES & STRUCTURE (Texture & Relations)	FOOD, AGRICULTURE & FISHERIES (Patterns & Challenges)	FREEDOM, CONFLICTS & RISKS (Crisis & Perils)	GOVERNANCE (Institutions & Structures)
HEALTH & LIVING CONDITIONS (Well-being & its Fundamentals)	HUMAN & SOCIETAL DEVELOPMENT (Quality & Features)	HUMAN MOBILITY (Migration & its Background)	TECHNOLOGICAL DEVELOPMENT (Participation & Progress)
GLOBAL TRENDS (Prospects in Key Areas)			
SUSTAINABLE LIVELIHOOD (Sustainable Development in the Light of Human Activities)			
PROSPERITY OF NATIONS & HUMAN WELL-BEING (Beyond GDP – Indices scores)			

Presenting data as diverse as income distribution, water resources, migration, land use, food production, nutrition, or life expectancy mirrors GlobalStat's broad perspective on globalisation and sustainable development. This broadened perspective contributes to a better understanding of potential interrelations between human development and globalisation trends.

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GlobalStat project information:

<http://globalgovernanceprogramme.eui.eu/globalisation-database/>

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STATISTICAL DATA...

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...support policy making and assessment

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