

Indicators used to conduct the correlation analysis

Given the limitations of available gender data and our desire for a robust correlation analysis, we focused on those indicators with broad and consistent availability across the greatest number of countries.

ASPECTS OF WOMEN'S ECONOMIC EMPOWERMENT	INDICATORS	DATA SOURCES	YEAR
Fundamental enablers	Delayed marriage	Percentage of women married between the ages of 15–19	• UN FP2020 2014 latest data available
	Education	Composite of 1) F/M adult literacy rate, 2) F/M secondary school enrollment, and 3) F/M tertiary school enrollment	• UNESCO 2013 latest data available
	Family planning	Composite of 1) unmet need for contraception among married women and 2) prevalence of modern contraceptive use among all women	• UN FP2020 2014
	Legal rights for women to work	Composite of laws guaranteeing 1) paid parental leave, 2) equal wages for equal work, 3) non-discrimination in hiring, and 4) same job for returning mothers	• World Bank (WBL) • World Policy Analysis 2016 latest data available
	Mobility and safety	Composite of 1) women allowed to travel outside of home, 2) women allowed to travel outside of country, 3) women granted equal access to public spaces	• OECD • World Bank 2014
Opportunity and inclusion	Digital inclusion	Composite of 1) F/M internet use and 2) F/M mobile phone use	• ITU 2013 latest data available
	Financial inclusion	Composite of 1) F/M account at a financial institution, 2) F/M loan from a financial institution, and 3) F/M mobile money payment	• Findex 2011 latest data available
	Property and assets	Composite of 1) widow/widower equal inheritance, 2) daughter/son equal inheritance, 3) F/M equal rights to land, and 4) F/M equal rights to non-land assets	• World Bank (WBL) 2014 latest data available
Equality and security	Alleviation of unpaid care work	F/M time devoted to unpaid care work	• OECD 2014
WEE composite outcome	Composite of 1) F/M professional jobs, 2) F/M labor force participation, 3) F/M wages, 4) F/M leadership positions, and 5) F/M informal firm ownership ¹	• World Bank, WEF, ILO, and IFC 2014 latest data available	

1. Defined as the ratio of female-owned to male-owned enterprises in the informal, non-agricultural sector for each country. This indicator serves as a proxy metric for WEE in the informal sector.