WHITESHIELD PARTNERS
STRATEGY & PUBLIC POLICY ADVISORY

GLOBAL LABOUR RESILIENCE INDEX 2021

The resilience of work amid COVID-19

IN COLLABORATION WITH

UNIVERSITY OF OXFORD

Saïd Business School

IFOW Institute for the Future of Work

Whiteshield Partners

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DISCLAIMER

The analysis and drafting of the Global Labour Resilience Index 2021 (hereafter: “Report”) was conducted by Whiteshield Partners with the support from its main partners Oxford University Saïd Business School and the Institute for the Future of Work, based on a methodology integrating statistics from international organisations and interviews with the Advisory Board members.

The Report and any opinions expressed in this publication are the sole responsibility of the authors. All efforts were made to compile data that is as accurate and recent as possible based on available international sources. Whiteshield Partners, and all entities or partners associated to this Report, do not take any responsibility for data that may be inaccurate.

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FOREWORD

By Sir Christopher A. Pissarides, Regius Professor of Economics at the London School of Economics, Co-Chair of the Institute for the Future of Work, Global Labour Resilience Index Advisor and recipient of the 2010 Nobel Prize in Economics

Just like technology, a pandemic such as COVID-19 affects labour markets in unpredictable ways. Amidst this uncertainty, when markets are left alone, the outcomes they reach are not always favourable to sections of the population, or even the economy as a whole. Governments and corporates need to be well informed about the impact of these shocks to ensure that the right mix of policies are put in place. New technology drives productivity. Policies that improve infrastructure and the business environment are effective in giving incentives to companies to take up the new technology and raise their productivity. One outcome of the COVID-19 crisis has been the accelerated adoption of technology in the workplace. But alongside these enabling policies both governments and companies need to ensure that technology is used for the common good, and the good work agenda is refreshed and advanced, not undermined.

How do we know that labour markets are able to withstand shorter term shocks, such as COVID-19, and longer-term technological disruption, for the benefit of both workers, their employers and capital owners? The Whiteshield and Partners' "Global Labour Resilience Index 2021" aims to address this very important issue: how well prepared are labour markets to take on both short and longer term shocks for the benefit of all?

The Index is an invaluable tool grounded in a large set of relevant indicators that can help guide us in evaluating labour market preparedness. The 2021 version of the index considers three stages of resilience capabilities needed for countries facing shocks to their labour markets. These capabilities are required to absorb the shock in the short term, adapt in the medium term, and transform in the longer term to prepare labour markets to boost resilience and be ready to face future shocks.

The latest Global Labour Resilience Index presented in this volume highlights key labour market vulnerabilities that must be addressed, in particular relating to youth, women and the self-employed. The labour market shock of COVID-19 has fallen disproportionately on the sectors where women make up the majority of the labour market, such as retail, hospitality and tourism sectors. Job losses have been combined with additional pressures put on families, for example, juggling multiple tasks and homeschooling through lockdown.

Another challenge is the fast rise in informal, or 'gig economy,' work that has occurred in recent years, which raises increasingly pressing questions for policymakers. Informal workers are still a large part of the global workforce and they have been largely outside of formal crisis support packages. In some instances, support has been provided but it has not been at the same level as those in full time and secure employment. The challenges these groups face must be brought to the forefront of our policy response if we are to build resilient labour markets that work for all. The Global Resilience Index allows us to see which areas need attention and which countries offer the best-case studies, as we move into the recovery and transformation phase of this crisis.

ADVISORY BOARD TO THE GLOBAL LABOUR RESILIENCE INDEX

The GLRI Advisory Board was formed to provide guidance on the methodology and research applied to the Global Labour Resilience Index, ensure consistency of the findings and support in the dissemination of results. The Advisory Board is a select group of leading international practitioners and experts with unique knowledge and skills in the areas of economic and labour policy and technological disruption. Its members, while coming from diverse geographical and institutional backgrounds (international organisations, the public sector, non-governmental organisations, business and academia), participate in their personal capacity. Whiteshield Partners is grateful for the time and support provided by the Advisory Board members.

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The report was developed by Whiteshield Partners. Several Whiteshield Partners Directors and staff were involved in the project including Anthony O’Sullivan, Partner and Director, Fadi Farra, Co-Founder, Partner and Director, Amira Bensebaa, Senior Associate; Kai Chan, Senior Manager; Kathryn Petrie, Senior Associate; Shalkar Beisembay, Associate; Elena Balter, Economist; Tom Flynn, Senior Manager; and Karan Nimrani, Associate. The Report benefited from Whiteshield Partners proprietary Global Labour Resilience Index model and Knowledge Mapping intellectual property.

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We would also like to thank the members of the GLRI Advisory Board for their invaluable inputs into the GLRI 2021, including Sir Christopher A. Pissarides, Regius Professor of Labour Economics at the London School of Economics (LSE), and recipient of the Nobel Prize in Economics; Rolf Alter, Former Director of Governance Affairs, OECD and Whiteshield Partners Expert; Professor Erik Berglöf, Director, Whiteshield Partners and Director, Institute of Global Affairs, London School of Economics (LSE); Jennifer Blanke, Former VP African Development Bank and Whiteshield Partners Advisor; Stephen Groff, Governor of the National Development Fund of Saudi Arabia; Professor Bernard Hugonnier Director, Whiteshield Partners; John Martin, Former Director of Employment, Labour and Social Affairs, OECD and Whiteshield Partners Expert; Dr. Eleanor Murray, Associate Dean for Executive Education, Saïd Business School, University of Oxford; Anna Thomas, Director, Institute for the Future of Work; Dr. Marc Ventresca, Professor of Strategy and Innovation, Saïd Business School, University of Oxford; Professor Pawel Wojciechowski, Director, Whiteshield Partners.

GLRI 2021 KEY FINDINGS

Our world is facing an unprecedented crisis with considerable long-term ramifications for which it was not prepared. In the context of a global pandemic that rapidly became the most significant job crisis since the Great Depression, the 2021 edition of the Global Labour Resilience Index (GLRI) introduces a new framework for labour market resilience. The new framework places an emphasis on the key capabilities required for countries to better prepare for both shorter-term shocks such as COVID-19 and longer-term stresses such as technological disruptions and green transitions. The key findings below summarise the new framework and its most important results.

A capability-based framework for understanding and assessing labour market resilience

Resilience can be generally defined as the capability to withstand all forms of disruptions. However, the specific capabilities that make a system resilient can vary depending on the type of disruption. For instance, the capabilities needed to ensure labour market resilience to a long-term stress such as technological disruption will be different from those needed during a short-term shock such as COVID-19 (Figure 1).

These capabilities can also differ depending on the stage of the crisis. During the first moments of a disruption the priority is to absorb the shock and minimise its impact on system components; when in the recovery stage systems must adapt to a new operating environment if they are to go back to their pre-crisis performance; and in the post-crisis stage the priority is to grow and transform to make systems better prepared for the next crisis.

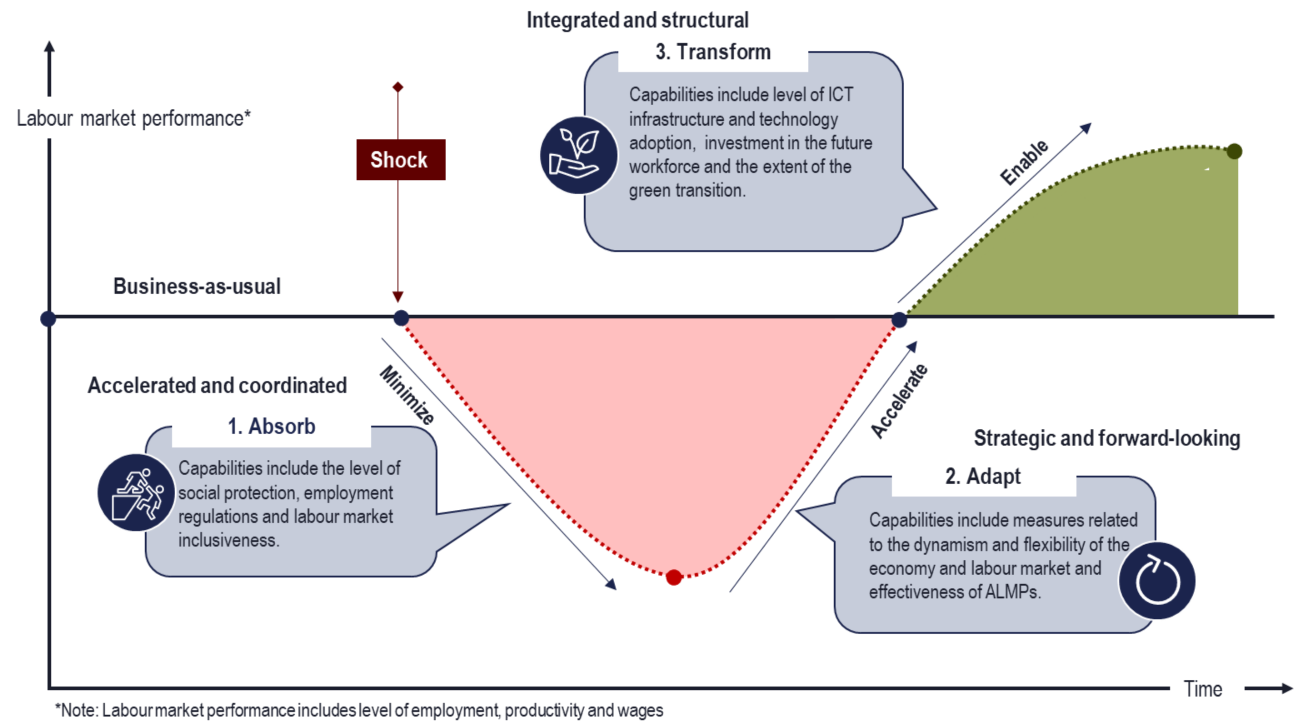
Furthermore, the same disruption can hit two countries with a different level of intensity depending on their inherent risk exposure. For instance, the COVID-19 shock proved harder for economies highly dependent on a few trading partners which is an example of a pre-existing country vulnerability.

As such, the GLRI 2021 resilience framework is built around two main pillars: structural and cyclical capabilities.

(1) The structural capabilities pillar measures the inherent risk exposure of a country by focusing on factors prone to increase (or mitigate) an external disruption. These include capabilities harder to adjust in the short-term - such as demographics, level of economic development and macroeconomic stability, country capabilities, trade vulnerability and inequality.

(2) The cyclical capabilities pillar measures the strength of a labour markets' response to disruption by accounting for key resilience drivers, which depend on the stage and the type of disruption. More specifically, four capabilities are assessed in this second pillar: (a) ***Absorptive Capability*** – defined as the ability to contain the shock and minimise the damage on jobs and workers. (b) ***Adaptive Capability*** – defined as the power to recover quickly and rapidly create new jobs to replace the destroyed ones. (c) ***Transformative Capability*** – defined as the capacity to align with major future trends and turn long-term stresses into opportunities. (d) ***Institutional Capability*** acts as a cross-cutting enabler to a resilient institutional response throughout all phases of the crisis and all types of disruptions.

Figure 1: Three stages of response to build resilience in a crisis context



Source: Whiteshield Partners

Governments must continuously work to balance resilience across the different capabilities and avoid blind-spots

The capability-based approach helps to explain why some countries that have demonstrated strong labour market resilience to longer term shocks such as technological evolution, have faced difficult challenges during COVID-19. For instance, the United States, which was ranked 3rd in GLRI 2020 has dropped to 14th place in the GLRI 2021 due to its weak performance on absorptive capabilities such as social protection. On the other hand, the country is the global leader in adaptive capabilities with a flexible labour market, high-skilled labour supply and attractive entrepreneurship environment.

Local policy makers can help fill gaps at the national level in crisis response

Across the globe there have been differing approaches to addressing the COVID-19 pandemic, ranging from increased centralisation or increased decentralisation. The case of the UK demonstrates the importance of complementing national action with targeted local intervention for a more comprehensive response to the crisis. For instance, the Greater Manchester Technology Fund, run by the Greater Manchester Combined Authority, was able to quickly identify students who were unable to learn remotely due to a lack of access to computers or laptops[1]. The scheme provided the most disadvantaged young people with free technology which was vital in trying to reduce the negative impact of COVID-19 on learning.

Countries with higher levels of decentralisation score higher on labour market resilience[2]. The top 10 countries in the Decentralisation Index all rank in the top 20 of the GLRI.

[1] https://www.greatermanchester-ca.gov.uk/what-we-do/digital/digital-inclusion-agenda-for-change/the-greater-manchester-technology-fund/

[2] Ivanyna & Shah, 2014, "How Close Is Your Government to Its People? Worldwide Indicators on Localization and Decentralization [Dataset]",

Strong institutions, formal and informal, provide countries with the foundations for proactive resilience

The level of institutional capabilities is another core component of labour market resilience. Countries with strong institutional capabilities are better equipped to manage shocks, namely through quick and coordinated whole-of-government responses. Informal institutions, such as strong social cohesion and high trust in government are important in enabling efficient responses to a crisis by lowering enforcement costs, enabling rapid action, and encouraging full coordination for a whole-of-country approach.

Resilient labour markets display a high quantity and quality of jobs

A low unemployment rate alone is not indicative of a resilient labour market. Here again, the USA is a case in point. The unemployment rate jumped from a 50-year low of 3.5% in February 2020 to 14.7% in April, the highest level since January 1948. However, by November 2020 it was down to 6.7%[3]. Persistently high levels of unemployment are explained in part by structural challenges related to high numbers of low skilled, expendable workers in roles that are highly vulnerable to economic shocks. There is a strong correlation between performance in the GLRI 2021 and a combined metric of unemployment rates and labour productivity (a proxy for labour market performance)[4].

European countries dominate the GLRI top 10

Switzerland tops the GLRI 2021 rankings based on its strong and balanced performance across all dimensions of the labour market resilience framework. Germany is ranked second overall with an outstanding performance on structural pillar (1st) cemented by the country's high economic complexity. The Netherlands has entered the top three most resilient labour markets largely because of structural improvements related to greater economic diversification shown by its leading position in Revealed Comparative Advantage (RCAs). Singapore (4th) is the only non-European country to rank in the top 10, the country ranks highest on absorptive capabilities. The Nordic countries of Denmark and Sweden rank 5th and 6th respectively. Austria ranks 7th, benefiting in part from a relatively younger population compared to its European neighbours. Finland, Luxembourg, and Norway complete the index ranking 8th, 9th, and 10th.

The most resilient labour markets continuously work to close potential resilience gaps …

The labour resilience gap measures the difference in rank between the structural capabilities pillar and the cyclical capabilities pillar. Countries and regions with the widest positive rank gap between the structural and cyclical pillar - that is they rank higher on the structural than the cyclical pillar - have the greatest potential for short term labour market resilience improvements. These countries are inherently exposed to less risk but need to improve the cyclical capabilities which shape the strength of their labour market response when a disruption occurs. Whilst countries of all income levels have the potential for short-term policy improvements in labour market resilience, it appears that the top performing countries are those who continuously review and implement policy changes, with cyclical pillar scores higher than or approaching structural pillar scores.

… and have a strong performance across all resilience capabilities

Due to the presence of trade-offs countries can be segmented into two groups in the GLRI - those that have a balanced performance across the three first cyclical resilience capabilities and those with uneven performance. This uneven performance could give countries a specialised comparative advantage in one of the resilience capability sub-pillars. These two profiles exist at all levels of GLRI performance.

The top labour resilience performers generally have balanced profiles not only between the structural and cyclical pillars but also between the first three cyclical resilience capabilities (absorptive, adaptive,

3 https://www.bls.gov/news.release/pdf/empsit.pdf

4 Combined metric of unemployment rate and productivity is calculated as an average of scores of both unemployment and productivity scaled from 0 to 100

and transformative). All countries in the GLRI top 10 have a lower-than-average differentiation in rankings across the cyclical resilience capabilities. For countries at the lower end of the GLRI, there is a positive relationship between cyclical performance and specialisation in the resilience capabilities. Meaning that countries who find themselves with an advantage in one resilience capability tend to perform better. Among higher performing countries, this is reversed with a negative link between specialisation and overall cyclical performance.

Key resilience drivers depend on where a country falls in the Index

For top GLRI performers, the two main capabilities driving resilience are absorptive and transformative capabilities. Leaders in this group are countries which have escaped key trade-offs between resilience capabilities such as absorptive and adaptive capabilities or economic capabilities and some aspects of transformative capability such as green transitions. Leaders in this group are those countries that are well equipped to adapt to external shocks, with flexible labour markets and strong entrepreneurial ecosystems, but which also have an eye to the future, investing in future technologies, preparing their workers, and working on sustainability.

In the middle of the GLRI table, resilience is driven by transformative and structural capabilities. Leaders in this segment have strong structural assets (a stable macro-economic environment, well diversified economies, and a good demographic profile) and have the potential to leapfrog due to their investment in future technologies.

At the bottom end of the GLRI table, structural and adaptive capabilities drive resilience performance. Relative leaders here combine lower levels of structural vulnerability with efforts to enhance economic flexibility and dynamism, create an entrepreneurship-friendly economy and enhance ease of doing business.

Differences in performance within the regions are often bigger than those between regions

Europe leads the way in the Index with nine of the top 10 countries being from the region. However, there are 91 rank positions between the best and worst performing country in the region. This spread of ranks is even higher in the Middle East & North Africa (MENA) (114) and East Asia & Pacific (115). Assumptions on labour market resilience based on regional averages do not reflect the reality of many countries in these heterogeneous regions.

The crisis has accelerated the transformation of the workforce and the effects of long-term stresses

COVID-19 has also accelerated digital transformation across all aspects of our lives. In this context, countries need to revaluate their transformative capabilities and adopt policies which will help facilitate the transition towards digitalisation. Technological disruption is not the only long-term stress labour market will face, governments must recognise the need to tackle climate change and consider the need for greener forms of economic growth. Indeed, the lack of preparedness for the COVID-19 crisis is even more concerning in light of the much bigger threat of climate change and environmental disasters. The silver lining lies in the opportunity to “build back better” which should be leveraged to break with business-as-usual and engage in structural transformations to better prepare for the next crisis. Digital and green transitions have the potential to enable net job creation and create higher quality jobs but require long-term policy planning across policy areas including innovation, skills strategy, entrepreneurship, and SME policy. As such, recovery actions amid COVID-19 cannot prioritise short-term growth at the expense of longer-term transformations or risk locking-in economies into traditional economic pathways bringing about a return to the status quo.

INTRODUCTION

BACKGROUND TO THE LABOUR RESILIENCE INDEX 2021

Measuring labour market resilience

The Global Labour Resilience Index (GLRI) is an annual publication launched in Davos, which ranks countries on the resilience of their labour markets and provides policy guidance on how to enhance that resilience. A resilient labour market is defined as one that generates sustainable demand for a wide range of occupations for much of the workforce and supplies quality work. Resilient labour markets are inclusive, sustainable, and able to withstand shocks because of their flexibility and adaptability. Resilient labour markets matter more than ever for the stability and livelihood of citizens in the context of a global pandemic which has rapidly turned into one of the biggest job crises since the Great Depression. The 2021 edition of the Global Labour Resilience Index is based on a revised methodology, full details of which can be found in Appendix 1.

THE GLOBAL LABOUR RESILIENCE INDEX 2021: A CAPABILITY APPROACH TO RESILIENCE

The GLRI 2021 adopts a capability-based approach assessing labour market resilience to a wide range of disruptions ranging from short and medium-term shocks, such as economic crisis, to long term stresses such as technological disruptions.

Resilience as an overarching capability can be defined as the ability to face disruptions and survive regardless of what they are. Digging deeper in the drivers of such an ability one can differentiate between two types of capabilities: structural and cyclical ones. The GLRI 2021 framework is structured around these two capability pillars (Figure 2).

The structural capabilities pillar measures the risk exposure of a country which conditions the experienced intensity of the shock.

The pillar assesses inherent country vulnerabilities or protective factors which can interact with external disruptions to further amplify or reduce their intensity. These factors are harder to change in the short-term - such as demographics, level of economic development and macroeconomic stability, country capabilities, trade vulnerability and inequality.

The cyclical capabilities pillar measures the strength of labour markets' response to the disruption and includes four key capabilities.

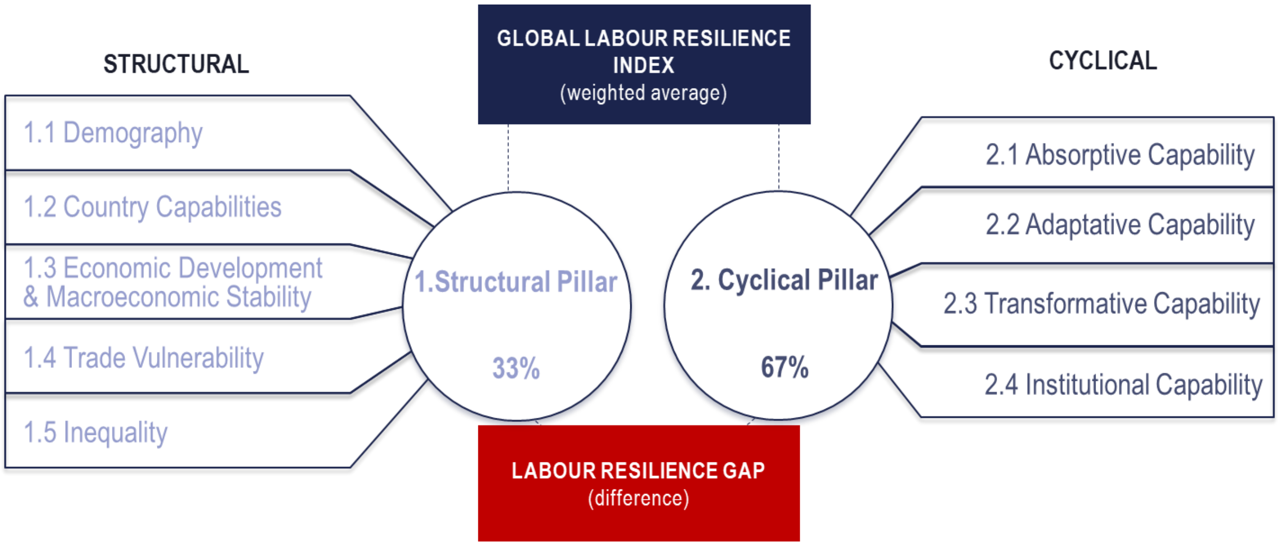
The first three are:

- *Absorptive capability* defined *as* the ability to contain the shock and minimise the damage on jobs and workers.
- *Adaptive capability* defined as the ability to recover quickly and rapidly create new jobs to replace the destroyed ones.
- *Transformative capability* defined as the ability to align with major future trends and turn long-term stresses into opportunities.

Each of these resilience capabilities will be of more importance during the different stages of the disruption cycle and depending on the type of disruption (Figure 3). Each of these three sub-pillars includes indicators from different policy fields, such as education, entrepreneurship, technology, and labour. This highlights the need to encourage a cross-cutting approach to policy making and to break out of government silos to effectively nurture resilience.

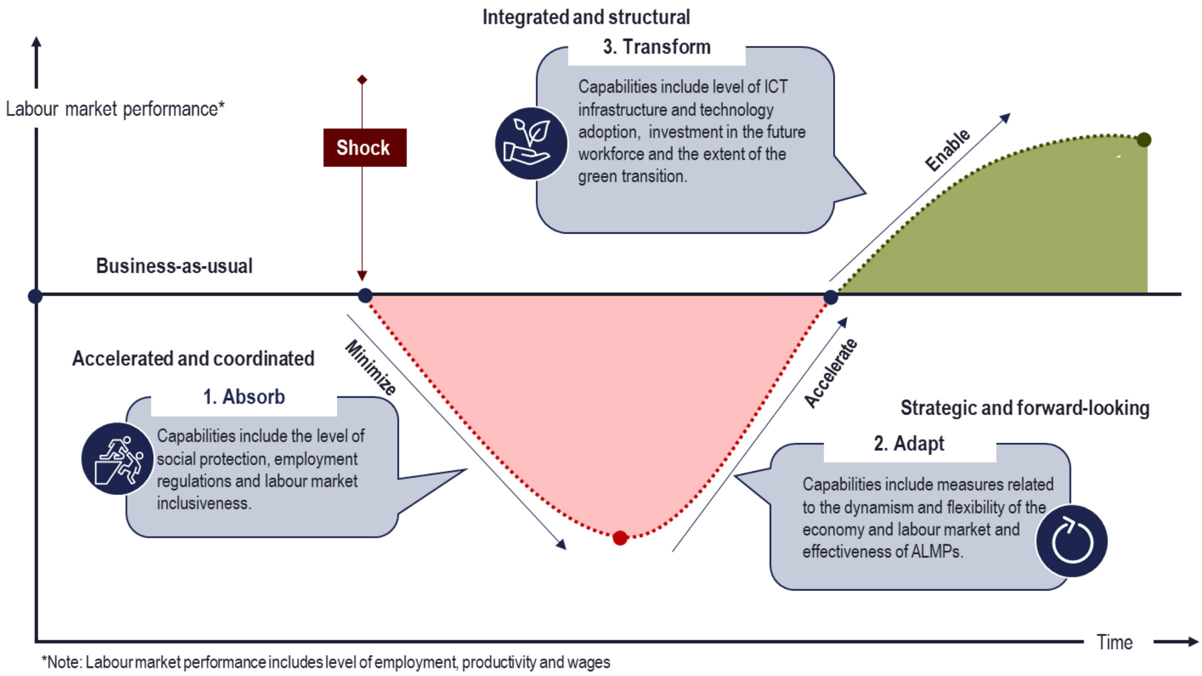
The fourth sub-pillar, *institutional capability*, acts as a cross-cutting enabler to a resilient response throughout all phases of the crisis and all types of disruptions.

Figure 2: The Global Labour Resilience Index framework 2021



Source: Whiteshield Partners

Figure 3: Three stages of response to build resilience in a crisis context



Source: Whiteshield Partners

EXPLORING RESILIENCE GAPS AND TRADE-OFFS

By measuring the gap between structural and cyclical capabilities, the Index also highlights the labour market resilience gap: this indicates the countries which have the greatest potential to improve the resilience of their labour markets in the short-term.

As highlighted above, the specific capabilities that make a system resilient can vary depending on the type and the stage of disruption. These differentiated capabilities can work together but trade-offs can also appear. Focusing on only one type of capability can lead to blind spots and uneven resilience performance. For instance, labour markets which are resilient to future trends such as digital transitions are not necessarily resilient to shorter-term disruptions as illustrated by the current labour market performance amid the COVID-19 crisis. To account for these paradoxes and further support resilience-building policies, the GLRI 2021 also includes analysis of specialized vs balanced resilience profiles.

TAKING A COMPREHENSIVE PERSPECTIVE ON LABOUR MARKET RESILIENCE

The Global Labour Resilience Index assesses over 145 countries and economies on the resilience of their labour markets based on a total of 9 dimensions and 102 indicators from a wide range of international sources.

Most of the GLRI indicators were selected and developed based on an extensive review of the economic literature establishing correlations with both employment and productivity[5]. GLRI indicator correlations with employment and productivity were further tested by the GLRI team of economists. Highlights of these tests are noted in the Appendix.

[5] See for example Nicole Maestas, Kathleen J. Mullen, and David Powell, "The Effect of Population Aging on Economic Growth, the Labor Force and Productivity", RAND Labor & Population, USA, 2016; Grimaccia, Lima, "Public expenditure on education, education attainment and employment: a comparison among European countries", XXVIII Conference of the Italian Association of Labour Economists (AIEL) Rome, September 2013 ; Partridge, M.D. J, The relationship between inequality and labor market performance: Evidence from U.S. states, Labor Res (2006) 27: https://doi.org/10.1007/s12122-006-1007-y

OVERVIEW OF RESULTS

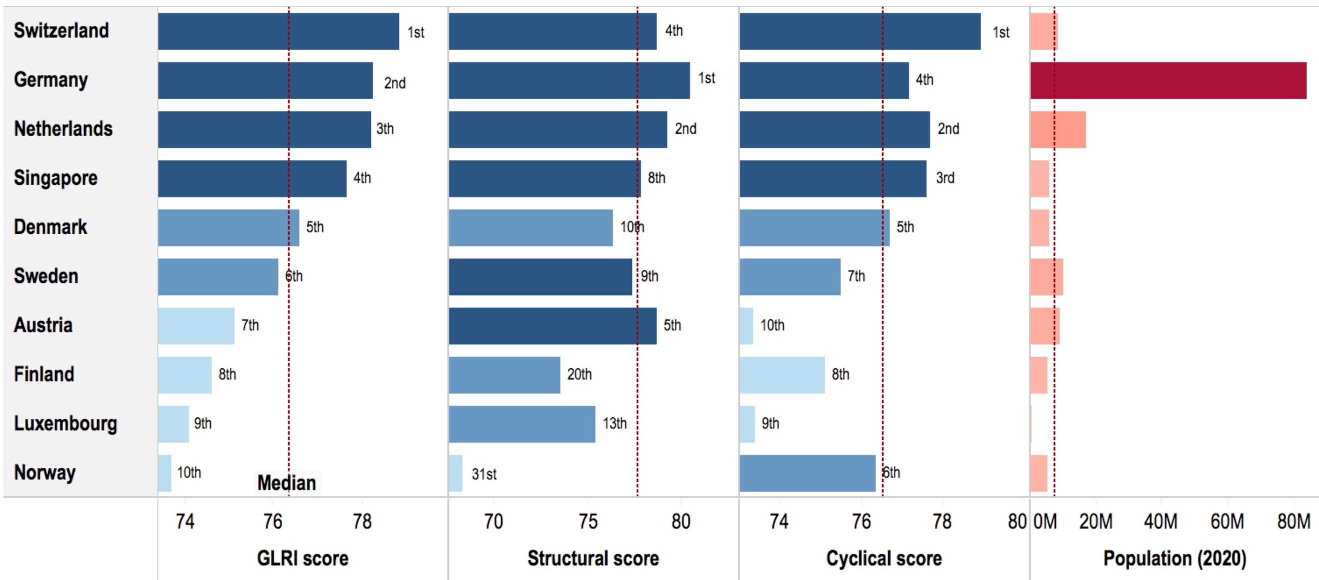
GLRI PERFORMANCE AND KEY COUNTRY CHARACTERISTICS

The small country advantage

The top 10 ranking of the GLRI is dominated by smaller countries, with the exception of Germany. Evaluating the link between population size and resilience requires deeper analysis. On the one hand, smaller countries seem to enjoy a number of cyclical resilience advantages (Figure 4). This can be explained by several factors ranging from lower spatial disparities, greater government closeness to the population, and the relative speed and ease of regulation and policy implementation. Smaller countries in the top 10 perform particularly well on their transformation capabilities demonstrating a strong orientation towards innovation, digital and green transitions[6].

On the other hand, the small size of a country can be a threat to labour market resilience by increasing risk exposure and dependency on other countries which can translate into structural vulnerabilities. For instance, a simple comparison between Singapore and the Netherlands, two top 5 GLRI performers, indicates how small countries might be exposed to higher structural risks. While Singapore ranks higher than the Netherlands on absorptive, adaptive, and transformative capabilities, it ranks lower in structural capabilities (8th against 2nd) due to higher trade vulnerability with relatively low export diversification (62nd). Singapore also demonstrates how small countries can face higher vulnerabilities through global linkages in areas beyond trade such as continued access to a skilled labour force. An over-reliance on an expatriate workforce can represent a potential source of risk due to geopolitical uncertainty and other factors which can decrease the ability to attract talent. To counter this risk Singapore needs to boost its investment in local talent. Small EU countries are able to benefit from a large mobile workforce and a number of trading opportunities.

Figure 4: Performance of the top 10 countries across the dimensions of the GLRI and population size



Source: Whiteshield Partners
Note: Darker colour represents higher score or size of population

6 This is in line with research findings on the competitiveness of innovation ecosystems of advanced small countries.

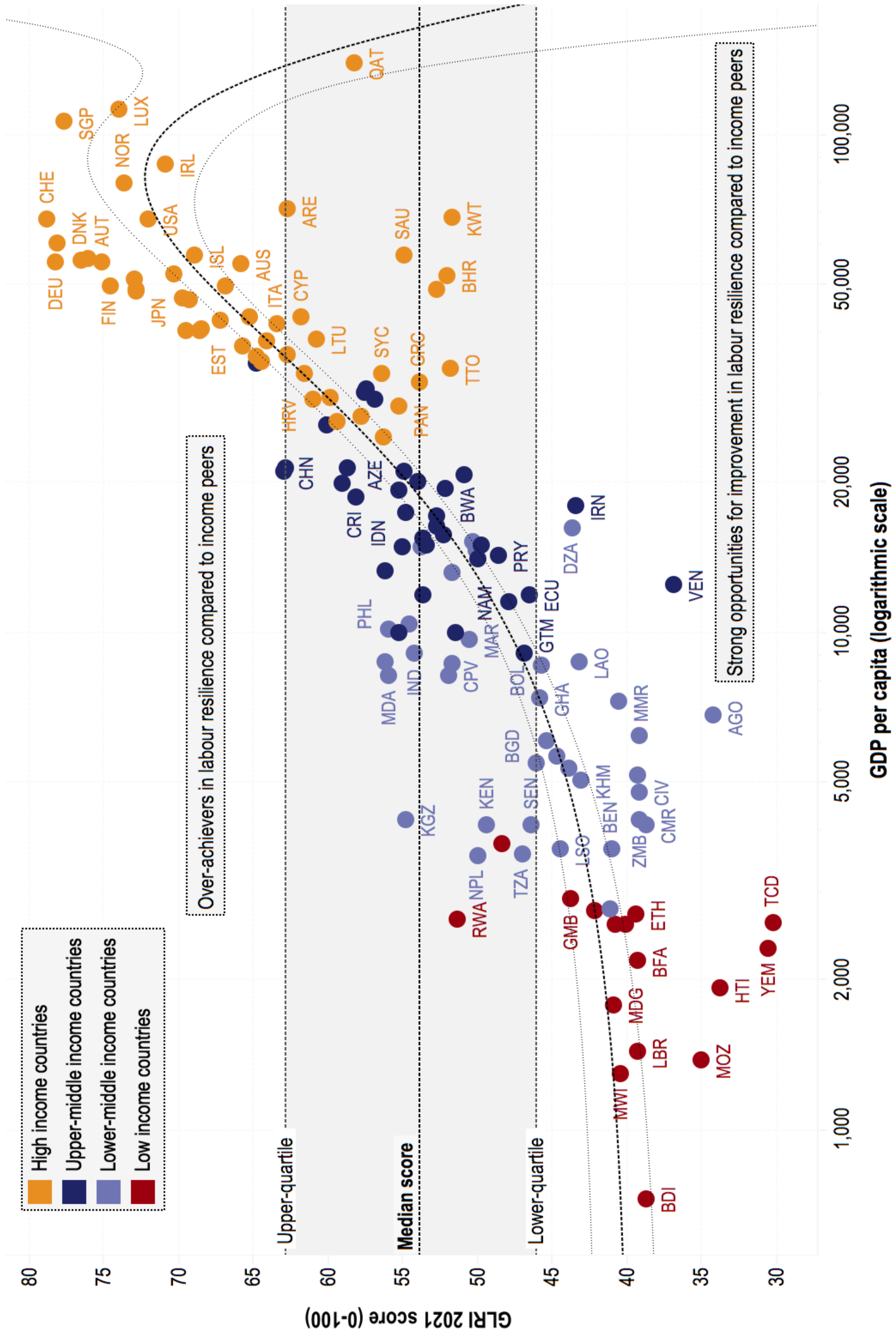
Inequalities in labour market resilience between income groups remain high especially between high-income countries and other countries

Income groups remain a good overall predictor of labour market resilience with a strong correlation between GLRI scores and GDP per capita (Figure 5). Countries performing above the upper quartile in the GLRI 2021 are all high-income countries except for three upper-middle income countries: Malaysia, China and Thailand. Upper-middle countries have experienced a 4% increase in their GLRI scores over the last five years. Labour market resilience inequalities between income levels are particularly high between high-income countries and the rest, while convergence is happening between middle and low-income countries. The resilience of high-income economies is more visible in cyclical elements compared to structural ones. High income countries have an average cyclical score more than 15 points higher than upper-middle income countries. Despite the strong performance of high-income countries in cyclical resilience they do not have the same edge when it comes to absorptive capabilities. Working on absorptive capabilities would enable them to further boost their cyclical resilience and create a more balanced profile.

Inequalities in labour market resilience are also high within income groups, especially in the high-income segment

There are significant disparities within income groups and especially within the high-income group where there is a wider distribution of scores. Additionally, despite the strong relationship between income levels and labour market resilience performance there are exceptions; a group of over-achievers performing higher than predicted by their income level and a group of under-achievers with high opportunities for resilience improvements can be identified. South East Asian countries are particularly well represented within over-achievers driven by high performance in transformative capability. Indeed, their strategic positioning in digital transitions, ICT economy and STEM education provides a clear competitive edge with countries such as Indonesia, Vietnam, the Philippines, and Thailand ranking in leadership positions in terms of ICT exports share of STEM graduates or adoption of 4IR technology. On the other hand, the group of countries with room for improvement is dominated by MENA region and Latin American countries. Economic diversification, greater gender and youth inclusion and more ambitious green transition policy should be priorities for these under-achieving countries to leapfrog.

Figure 5: GLRI performance vs GDP per capita



Note: The trend lines represent a polynomial of degree 3 and its 95% confidence interval. Countries placed above the line are the those over-performing in the GLRI given their income level. Countries below the line are under-performing in the GLRI. Income groups follow the World Bank classification.

Source: Whiteshield Partners

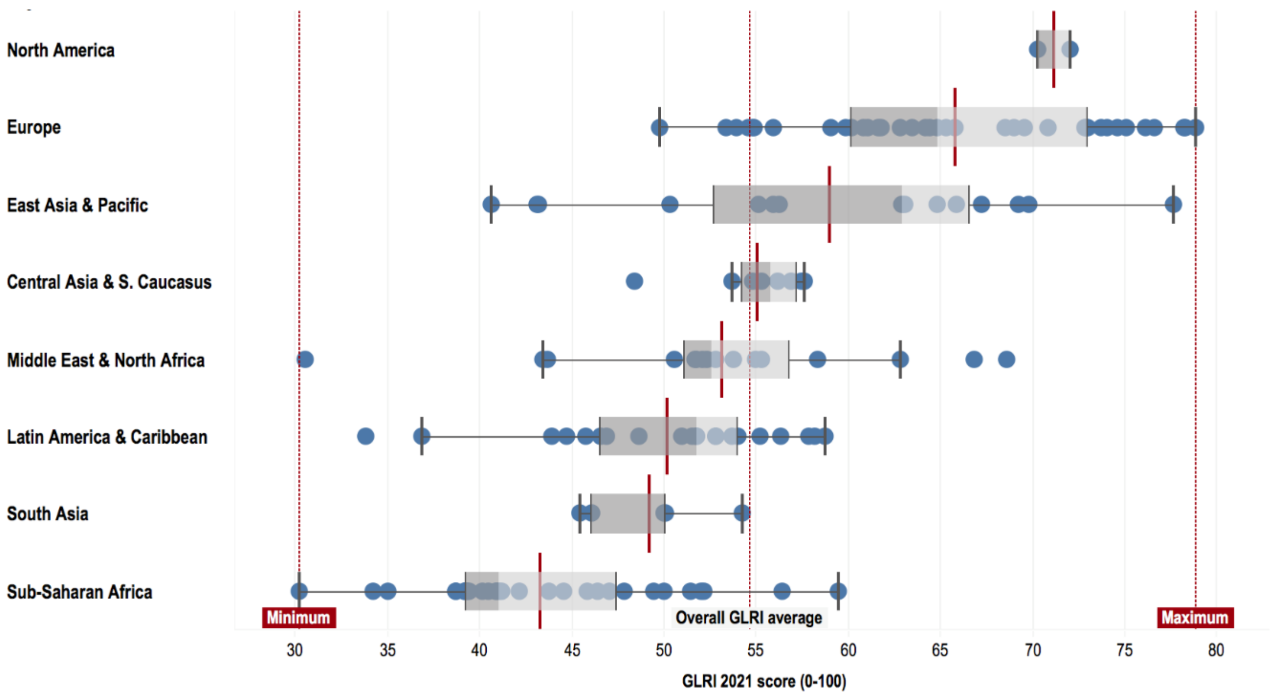
North America continues to lead the way on labour market resilience, but other regions are hindered by high levels of inequality

The relationship between economic performance and GLRI scores means there are clear differences in labour market resilience between the regions of the globe. North America continues to dominate the Index with the highest regional average score. Over the last five years there has been little change in the gap between the best performing region and the rest. The only region to make significant improvements in closing the gap to North America was Central Asia & S. Caucasus, who reduced the rank gap between the two regions by 14 positions – although the gap still stands at 47 ranks. This region is improving fast through greater economic diversification and improving the general business environment, enhancing adaptive capability.

North America, represented by the USA and Canada, is the best performing region. Other regions rank lower on the Index mainly due to the marked differences between the countries within the region (Figure 6). Whilst nine of the top 10 GLRI countries are in Europe, the region has an overall rank of 31st due to the 91-position difference between the best and worst performing countries in the region. The highest level of inequality in labour market resilience is in East Asia & Pacific where there is a rank gap of 115 positions between Singapore (4th) and Myanmar (119th).

Differences are also apparent in the performance of the different regions across the pillars. Many regions, Europe, Sub-Saharan Africa, East Asia & Pacific, and Central Asia & S. Caucasus, have a relatively balanced performance across the structural and cyclical pillar of the Index. North America and MENA are less balanced but still considerably more balanced than South Asia and Latin America and the Caribbean. South Asia performs 39 positions higher on the structural pillar compared to the cyclical pillar – suggesting it is a region which can benefit from short-term policies to improve labour market resilience. At the opposite end of the spectrum is Latin America and the Caribbean who rank 17 positions higher on the cyclical pillar than structural, suggesting the need for long-term reform. There is potential for cyclical resilience capabilities, such as investment in the future workforce and technology, to help the region improve its structural performance in years to come – especially if it can improve its level of economic development and reduce inequality.

Figure 6: Distributions of GLRI scores by region



Source: Whiteshield Partners

Countries which operate more decentralised models of government have higher levels of labour market resilience

The COVID-19 crisis has raised the question once again around the ideal level of government decentralisation. Countries have taken alternative approaches during the crisis with some choosing to centralise decision making in times of crisis and others further reducing centralised powers.

The case for decentralisation is typically focused on bringing power and decision making closer to the people that are directly affected. A greater emphasis on local governance to support crisis management can help ensure that solutions are tailored to the needs and conditions of the affected regions or cities.

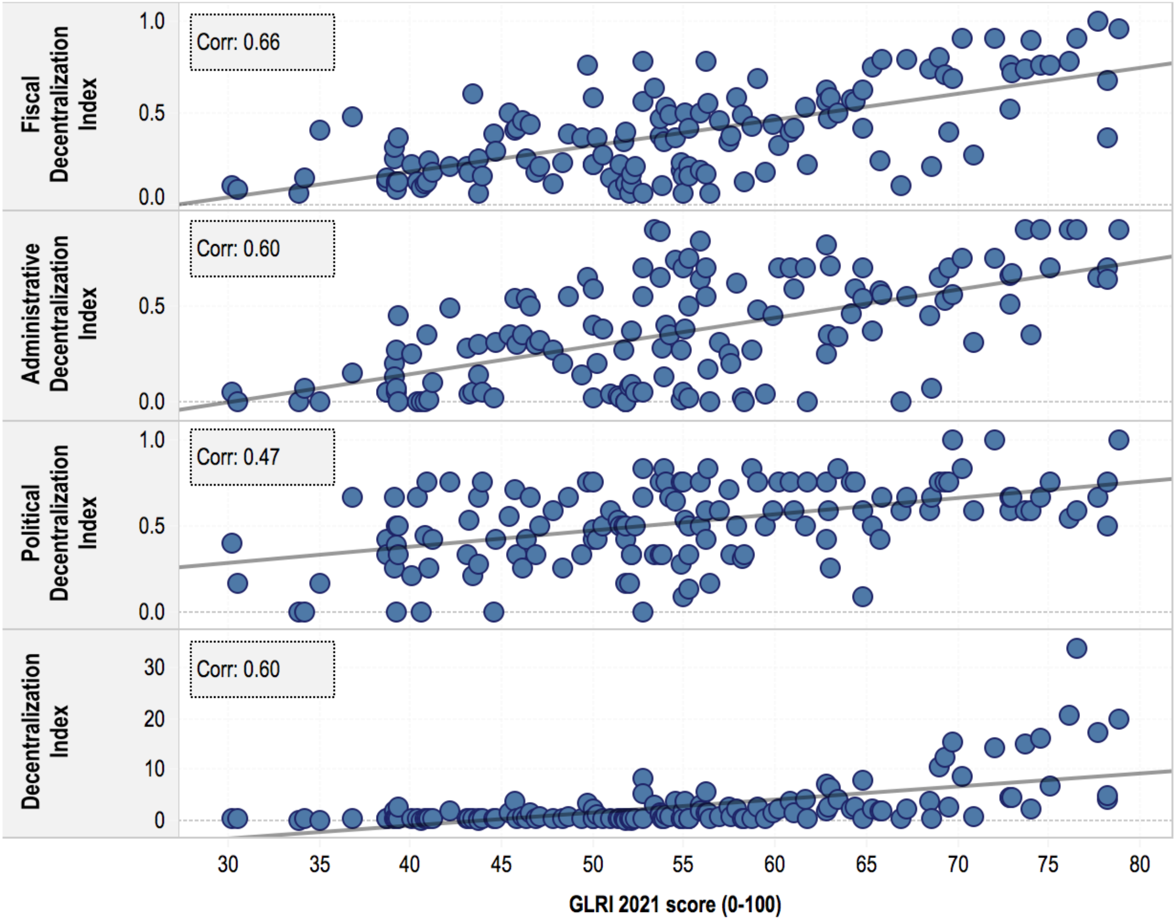
There is a strong link between decentralisation and GLRI performance. Decentralisation can occur in various forms including political power, fiscal components, and administration. Using data from the "How Close Is Your Government to Its People? Worldwide Indicators on Localisation and Decentralisation" dataset[7] it is clear the countries with higher levels of decentralisation score higher on labour resilience (Figure 7).

Strong institutions are associated with higher levels of labour market resilience

In addition to further decentralisation, institutional capabilities are an important factor in stronger labour market resilience. There is a strong relationship between institutional capability scores and the other three cyclical resilience capabilities (absorptive, adaptive, and transformative). Countries with strong institutional capabilities may be more likely to have a balanced resilience profile and limit blind spots in the short term, namely by adopting whole-of-government approaches and rapid actions task forces able to make independent decision. These governments also have greater capacity in the longer term to address cross-cutting challenges such as technological disruption and the green transition.

[7] Ivanyna, Maksym; Shah, Anwar, 2014, "How Close Is Your Government to Its People? Worldwide Indicators on Localization and Decentralization [Dataset]", https://doi.org/10.7910/DVN/24566, Harvard Dataverse, V2

Figure 7: Correlation between GLRI and metrics of devolution



Source: Whiteshield Partners

RESILIENCE AND LABOUR MARKET PERFORMANCE

Resilience links to both the quality and quantity of jobs, a low unemployment rate does not predict resilience

A low unemployment rate alone is not indicative of a resilient labour market (Figure 8). The COVID-19 shock clearly demonstrates that not all jobs are equal when it comes to their ability to withstand a disruption or a shock. The most illustrative example is the case of the USA where the unemployment rate jumped from its 50-year low of 3.5% in February to 14.7% in April 2020, the highest level since January 1948[8].[9]

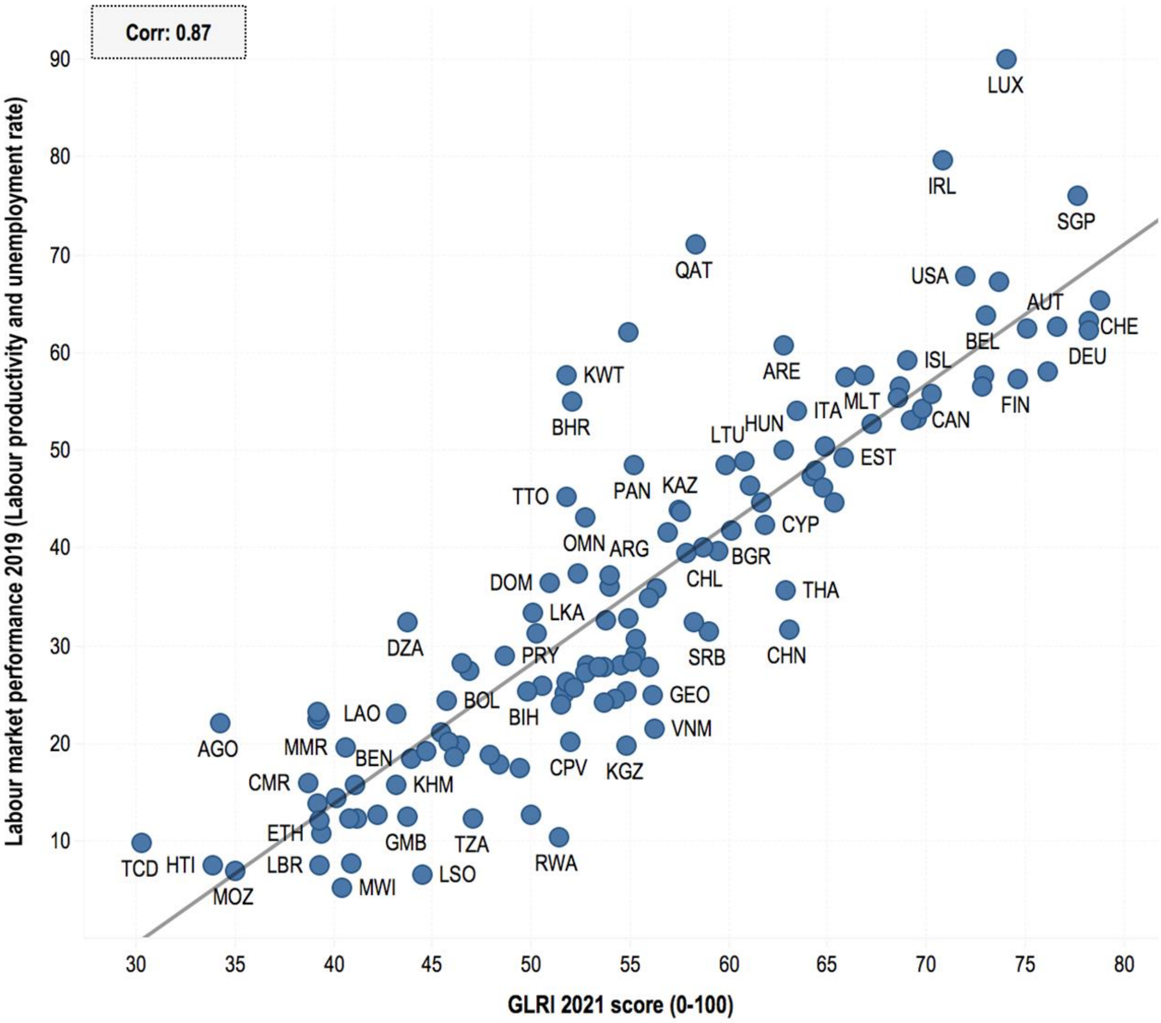
Across the globe, current unemployment figures underestimate the real impact of COVID-19 on labour markets due to numerous factors including the decrease in the number of jobseekers, the interruption of labour force surveys in some countries and the use of job retention schemes. It is unclear whether the job retention schemes will have a lasting effect and jobs losses might increase further as these schemes end.

Resilience initiatives must include dimensions which maximise both the number and the quality of jobs. The GLRI 2021 confirms this result. Indeed, plotting GLRI scores against a combined metric of unemployment rates and labour productivity shows a strong relationship between labour market resilience and labour market performance.

[8] OECD unemployment outlook, 2020

[9] Following the large contraction, the US has been able to mitigate further damage and is showing signs of recovery

Figure 8: Correlation between GLRI and Labour market performance



Source: Whiteshield Partners

Resilience to disruptions requires different capabilities depending on the type of disruption and the stage of the crisis

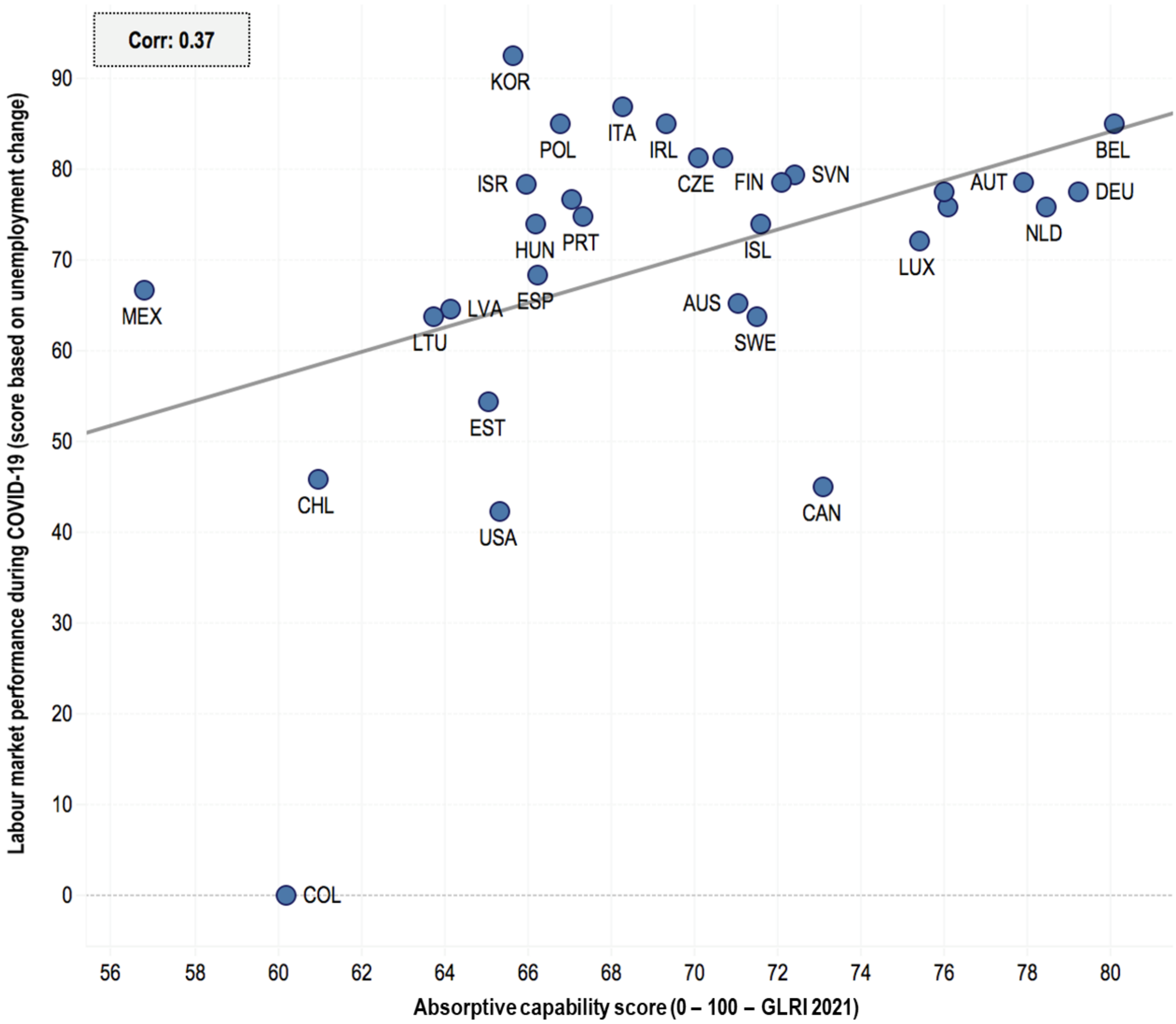
Resilience as a general capability can be defined as the ability to face disruptions regardless of what they are. However, the specific capabilities that make a system resilient can vary depending on the type of disruption. Systems also go through various stages when facing a disruption and the capabilities required within each stage to enable a resilient overall response can also differ. For instance, while there might be common drivers of labour market resilience to a long-term stress such as technological disruption and a short-term shock such as COVID-19, the priority resilience capability will differ. Similarly, while navigating the COVID-19 crisis, labour markets will transition across different phases from absorbing the shock to recovering, to growing after the shock.

During the first phase of a crisis, absorption capabilities are key in shaping the resilience of labour markets around the world. The impact of COVID-19 in terms of overall job losses is likely to be significantly underestimated at present due to data availability and retention schemes which represented a widely adopted measure to support workers in the short term but could lead to massive job dismissals when they end. Despite the difficulties in assessing the impact of COVID-19 on labour markets there appears to be a strong relationship between the absorption score and changes in labour market performance. Countries with the highest absorptive capabilities have witnessed the lowest increase in unemployment rates (Figure 9).

The capability-based approach also allows us to explain paradoxical situations where some countries expected to perform highly in resilience are actually currently facing enhanced challenges. This is the case of the USA, one of the hardest hit labour markets among OECD countries. The USA ranks 14th overall in GLRI 2021 with an uneven performance across resilience capabilities in the cyclical pillar. The country is the global leader in adaptive capabilities and ranks in the top 15 on transformative capabilities but is clearly underachieving in absorptive capabilities with a ranking of 43rd.

As countries transition through the following stages of the crisis, adaptive and transformative capabilities will be essential. As priorities shift from minimizing the damage of the crisis to recovering as quickly as possible, different type of drivers will matter such as flexible regulations, strong entrepreneurial ecosystems, and active labour market policies. It is important to leverage the opportunity for change to enhance alignment with future trends, enable growth after the recovery and better prepare for the next disruption.

Figure 9: Correlation between labour market performance during COVID-19 and absorptive capabilities score



Source: Whiteshield Partners & OECD

THE ROAD TO RESILIENCE

Potential for improvements in labour market resilience across all levels of the GLRI

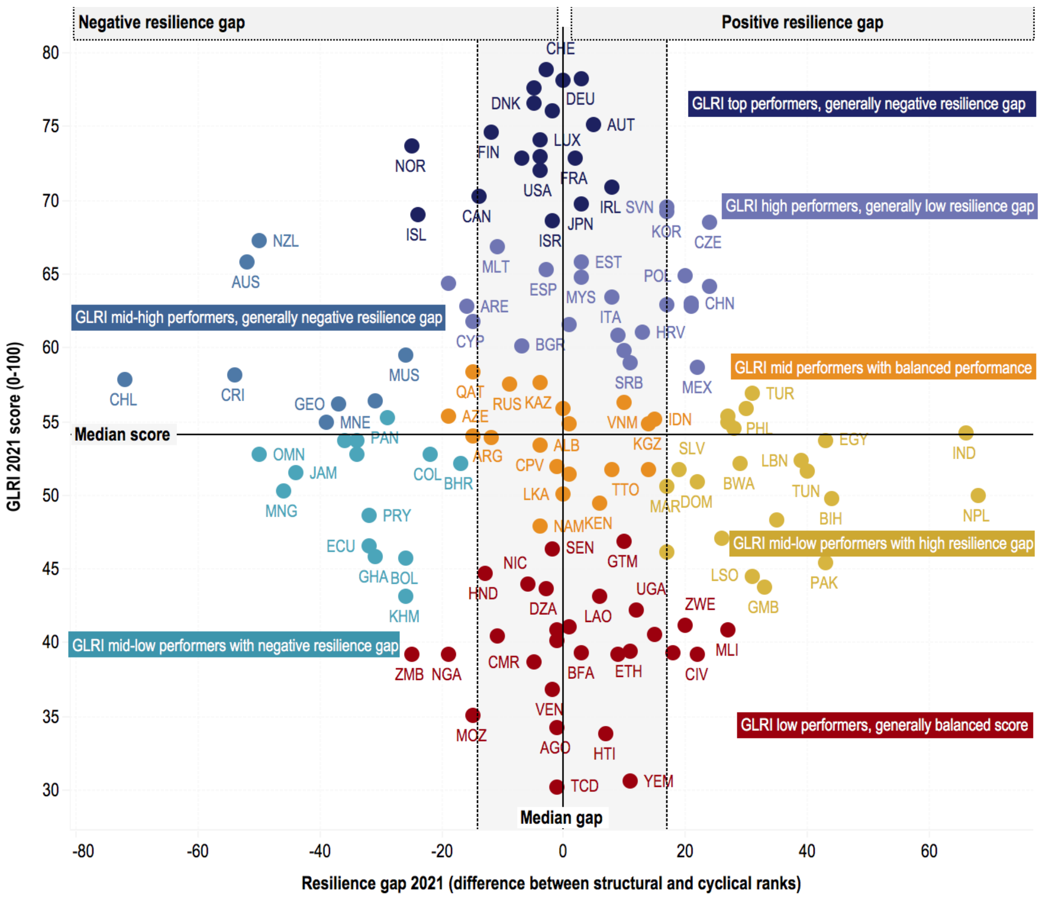
The labour market resilience gap measures the difference in ranking between the structural and the cyclical pillars. Countries with the widest positive gap between the structural and cyclical pillar ranks (structural rank is higher than cyclical) have the greatest potential for short term labour market resilience improvement through better policies.

There is potential for improvement in labour market resilience at all levels of the Index. However, it appears that the top performing countries are those which have demonstrated an ability to close gaps between the cyclical and structural pillars. Among the GLRI top 10 only two countries (Germany and Austria) have a higher structural than cyclical rank. Resilience leaders must make constant policy improvements to leverage and sustain structural assets.

Countries which perform well on the GLRI but also with strongest potential for shorter-term cyclical policy improvement are Ireland, Korea, Czech Republic, and Poland. Overall, India, Nepal, Egypt, and Bosnia are the countries with the highest potential for cyclical improvements across the Index (with the widest positive gap between their structural and cyclical pillar scores).

At the other end of the spectrum are countries with negative resilience gaps (with the widest negative gap between structural pillar and cyclical pillar scores). These countries need to focus on reducing inherent vulnerabilities by enacting long-term structural reforms around economic diversification, trade strategies to reduce strategic dependence on key partners or key products and redistributive policies to decrease inequality. These countries include Norway, New Zealand and Australia among strong GLRI performers, as well as Chile, Costa Rica and Oman within lower performing segments (Figure 10).

Figure 10: Segmentation of resilience gaps



Source: Whiteshield Partners

Achieving a balance between different resilience capabilities requires careful consideration of potential trade-offs

Tensions can arise between the various resilience capabilities required to face different disruptions. Acknowledging and accepting these paradoxes is central to avoiding an over-focus on one aspect of resilience which can lead to blind spots that weaken the response.

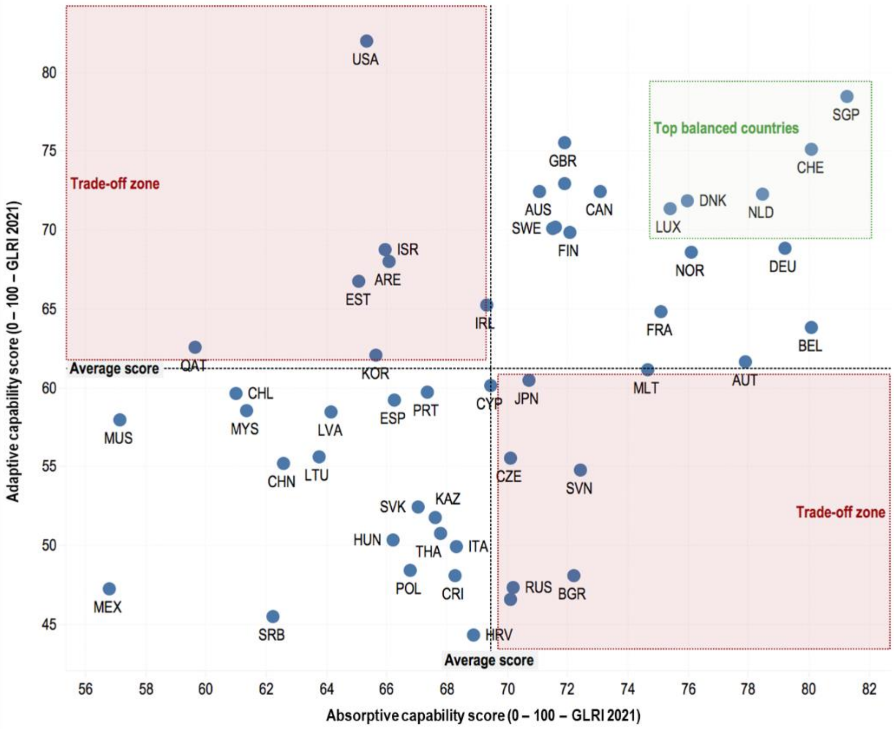
Comparing absorptive and adaptive resilience scores shows that several countries have fallen into the trade-off trap performing relatively high in one capability compared to the other. For high GLRI performers, the most striking case is that of the USA which exhibits the highest gap between the two capabilities with a strong advantage on the adaptive front. While the latter enables greater flexibility to operate in a changing environment and can thus support quick recovery after shocks, the former implies greater vulnerability of jobs to disruptions and higher potential damage to workers in the advent to a shock. Other examples include Korea and the UAE. Among lower GLRI performers, Kenya, Rwanda and Indonesia are also under-achievers in absorptive resilience compared to their adaptive performance while Brazil, Bolivia and Argentina present the opposite profile with relative advantage in absorptive capabilities. In contrast, Switzerland, Singapore and the Netherlands have the most balanced profiles and have escaped the trade-off trap with high performance in both capabilities (Figure 11 & Figure 12). This balance is achieved through a combination of flexible labour regulations, entrepreneurship-friendly ecosystems and a high focus on inclusiveness via strong skills strategies, active labour market policies and extended social protection floors.

Lower-level trade-offs arise between specific dimensions of the resilience capabilities. A typical example is striking the right balance between employees' protection to enhance the robustness and resilience of workers, while also ensuring flexibility in labour market regulation to incentivise hiring. Another example is embracing technological disruptions and leveraging their opportunities while also avoiding highly polarised labour markets and rising labour income inequalities. Germany, for instance, is a frontrunner in terms of digital transitions and 4IR adoption but also benefits from one of the highest shares of medium-skilled, medium-paying jobs among OECD countries. This is partly due to its manufacturing SMEs providing high demand for middle-skilled occupations and its historical focus on high quality Technical and Vocational Education and Training (TVET) which not only ensures a quality supply of workers but also a strong alignment with skills needs. The relatively high-share of medium income jobs makes the labour market less vulnerable to disruptions given that lower-skilled jobs tend to be the hardest hit during the initial moment of a crisis and when long-term employability decrease.

Tensions can also arise between structural and cyclical dimensions. A key example is the trade-off between economic capabilities and complexity vs environmental outcomes as part of the transformative capability. Comparing country performance in country capabilities and green transitions showcases four main segments (Figure 13).

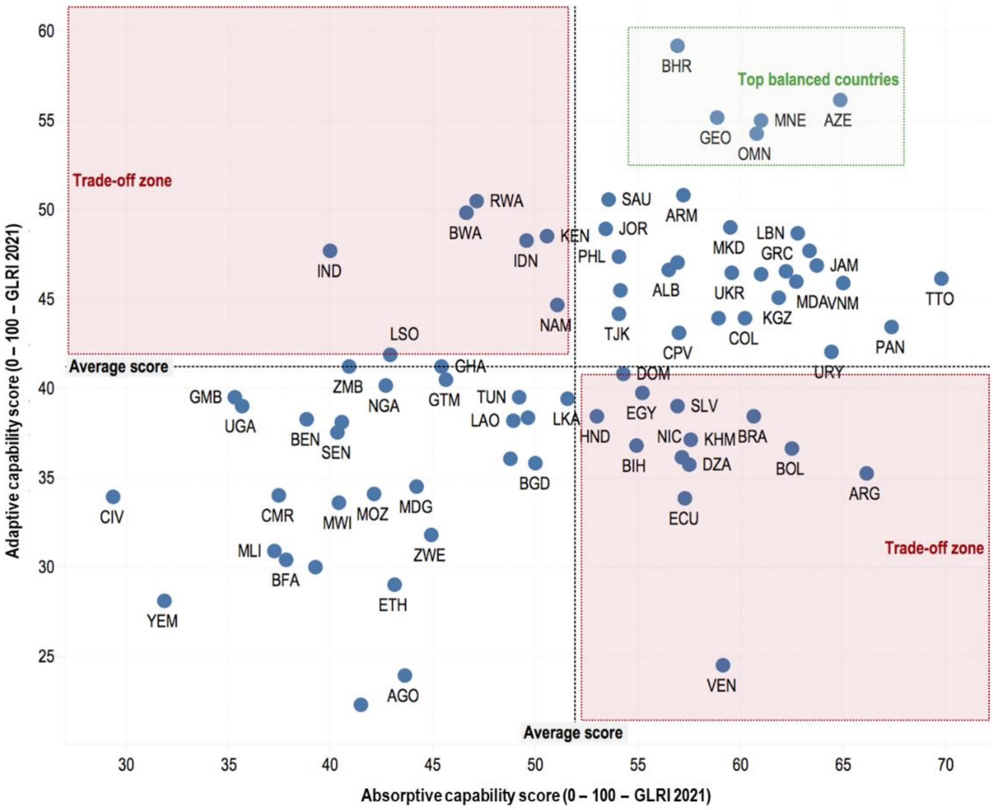
First, countries with low performance in both country capabilities and green transitions also perform low / medium low in the GLRI and should focus on diversification towards more environmentally friendly and technology-intensive sectors. The second segment comprises of countries with a high score in green transitions and low performance in country capabilities such as Kenya, Peru and Chile. They have strong leapfrogging potential given that they are not locked into unsustainable paths. The third segment includes countries with a low score in green transition and high capabilities. This segment of countries typically faces the challenge of adapting complex economic structures to more sustainable and inclusive models. The segment includes mostly medium-high performing countries but also some high GLRI performers such as Canada and the Czech Republic. Finally, the fourth segment includes countries which already initiated structural adjustments and invested in renewable energy infrastructure, eco-innovation, and green entrepreneurship to escape the trade-off and perform highly in both country capabilities and green transition. Among them, Germany, Sweden and Switzerland lead the way.

Figure 11: Adaptive and absorptive trade-off amongst high performers



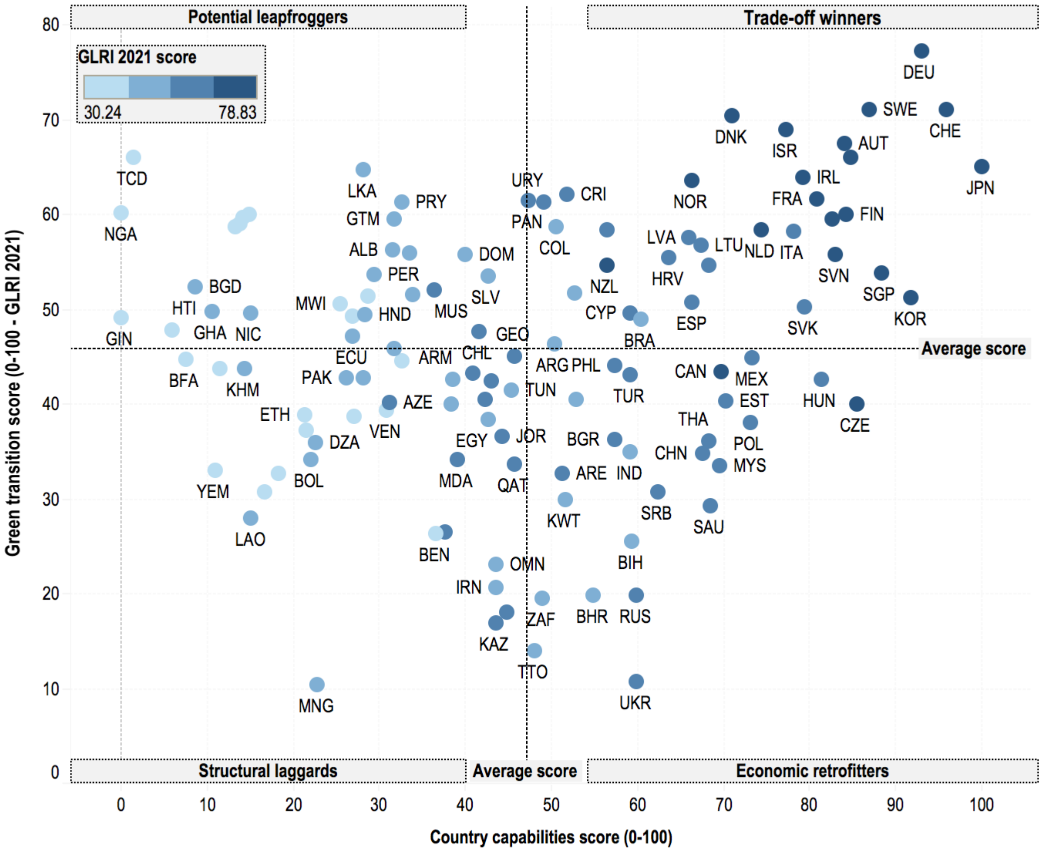
Source: Whiteshield Partners

Figure 12: Adaptive and absorptive trade-off for low performers



Source: Whiteshield Partners

Figure 13: Country capabilities and green transitions



Source: Whiteshield Partners

Balanced vs specialised resilience profiles exist at all levels of GLRI performance

The analysis of the previous section highlights two types of labour market resilience profiles: those with a balanced performance across the three resilience capabilities of the cyclical pillar and those with uneven performance. The latter have a specialised comparative advantage in one of the capabilities (Figure 14).

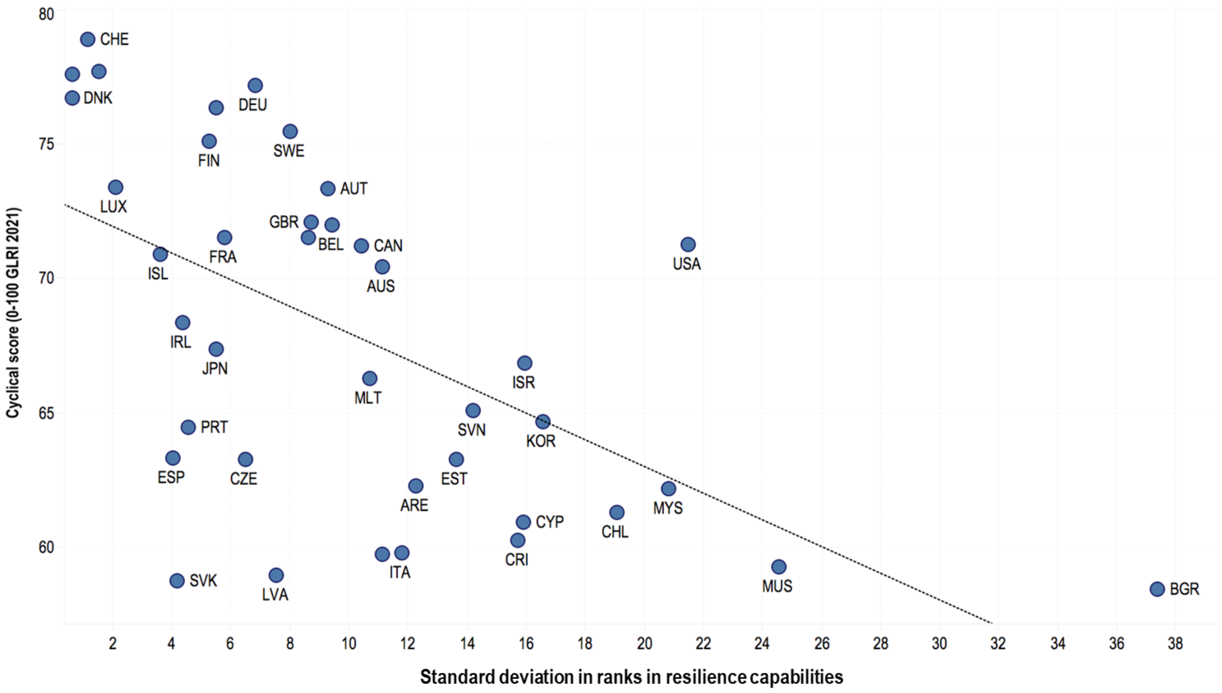
Among highly resilient countries the most balanced profiles are the small countries of the top 10 GLRI including Switzerland, Denmark, Singapore, the Netherlands and Luxembourg. On the other hand, the USA and Korea are examples of specialised high performers (Figure 15). Within lower performing countries, Albania, Ukraine and Greece are balanced resilience potentials while Jordan, Brazil and Argentina are specialised resilience potentials with a significantly higher differentiation in their performance across resilience capabilities (Figure 16).

Top resilience performers are dominated by relatively balanced profiles. All countries in the top 10 of the GLRI present a lower-than-average differentiation in their rankings across the resilience capabilities. This observation is also confirmed by the relationship between overall cyclical performance and balance in resilience capabilities. Indeed, for lower performing countries there is a positive relationship between overall cyclical performance and specialisation in resilience capabilities. Investigating the same relationship for higher performing countries reveals the opposite pattern of a negative link between specialisation and overall cyclical performance. This suggests that countries which are at an early stage of building resilience tend to improve and develop a comparative advantage along one specific resilience capability. However, entering the segment of top performers requires a catching up process in the rest of resilience capabilities and a balanced performance profile.

Figure 14: Resilience specialisation profiles

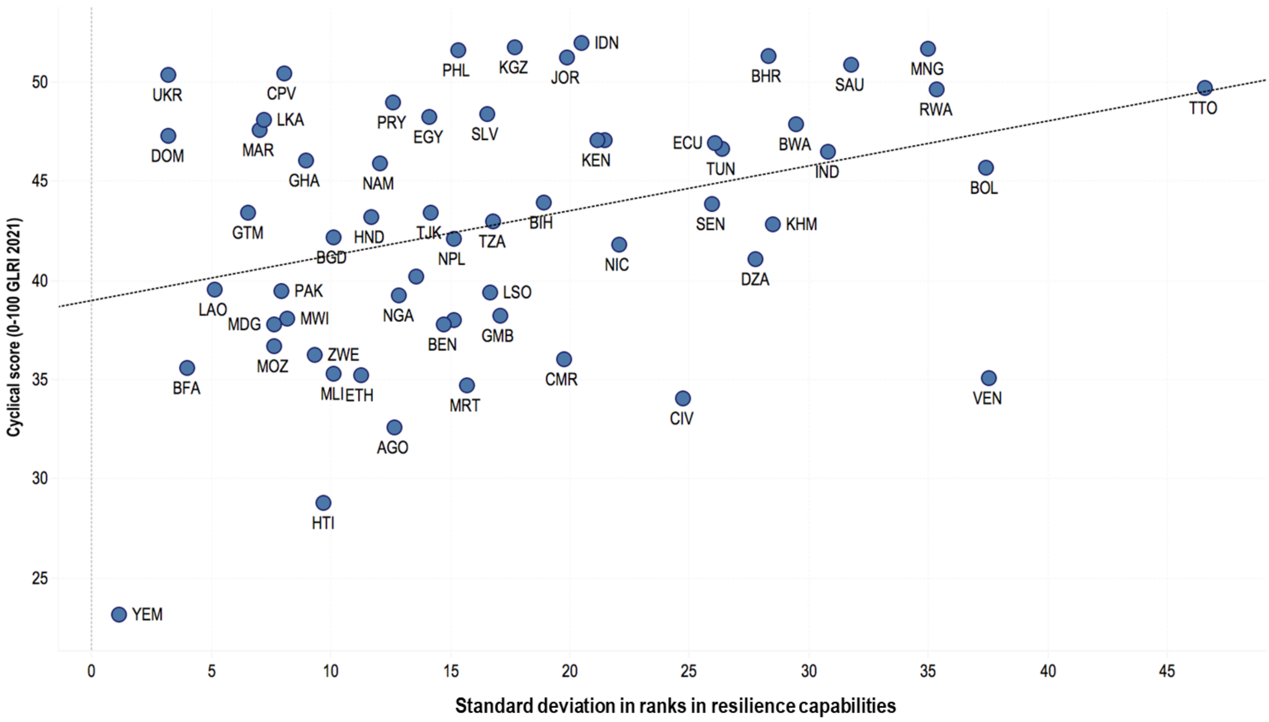
Source: Whiteshield Partners

Figure 15: Cyclical score and standard deviation in resilience ranks; high performers



Source: Whiteshield Partners

Figure 16: Cyclical score and standard deviation in resilience ranks; low performers



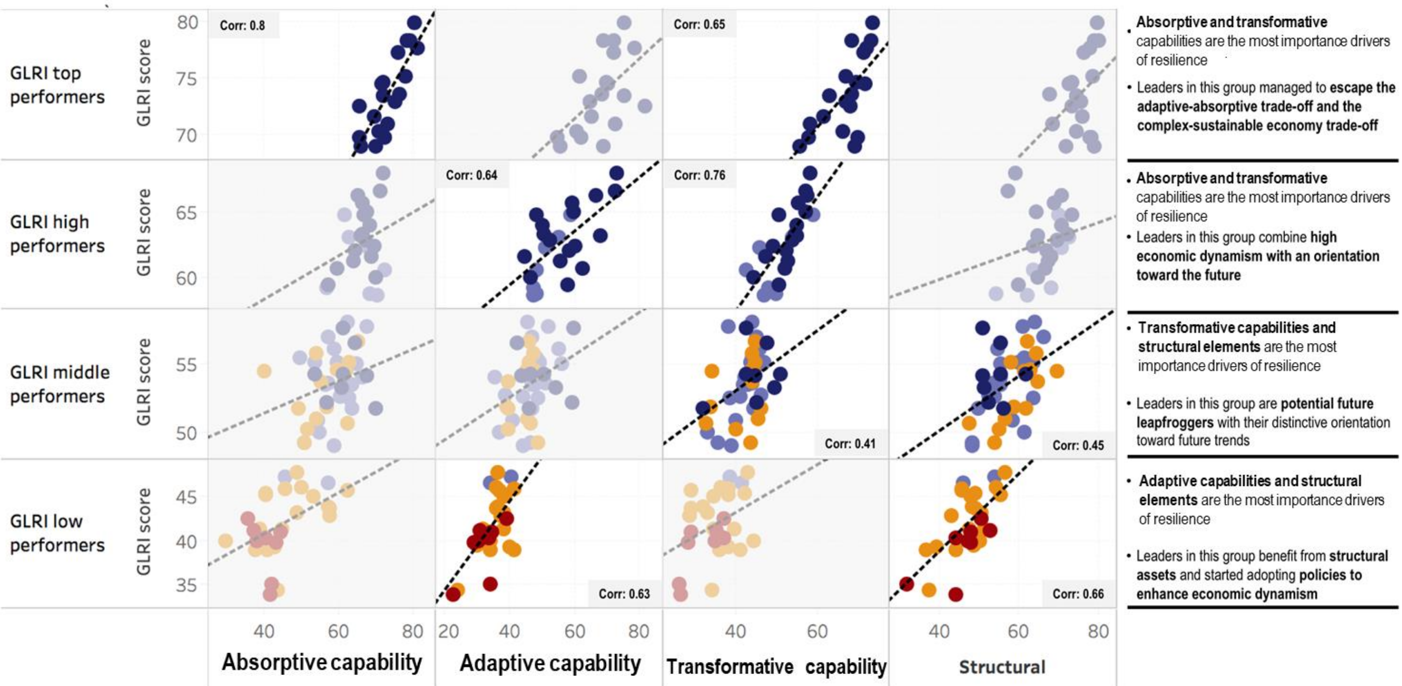
Source: Whiteshield Partners

Key enablers of labour market resilience depend on the resilience level of countries

The most distinctive enablers of labour market resilience differ depending on the overall level of advancement of countries in their resilience journey, as seen in Figure 17.

For top GLRI performers, the correlation of their GLRI score is highest with absorptive and transformative capabilities. Among high GLRI performers, adaptive and transformative resilience drive top performance. Leaders in this group are those striving to enhance flexibility and economic dynamism as part of adaptive resilience while also embracing future trends, particularly technological trends. Among middle GLRI performers, transformative and structural dimensions are the distinctive capabilities. This indicates that top performers within this segment are those which benefit from strong structural assets and a potential to leapfrog via a focus on future trends. Finally, among low GLRI performers, structural and adaptive resilience drive performance. Relative leaders in this group combine lower structural vulnerabilities with policy efforts to enhance economic flexibility and dynamism, create an entrepreneurship-friendly economy and enhance ease of doing business.

Figure 17: GLRI performance and capability strengths



Source: Whiteshield Partners

GLRI PATHS TO RESILIENCE

The majority of countries remain stuck in their resilience group, but change is possible

Countries can be segmented into five categories based on their performance across the pillars of GLRI. The five segments are: Resilience Leaders (top quartile on both pillars), Potential Resilience Leaders (above median on both but not in top quartile), Cyclical Potentials (above median on structural but below on cyclical), Cyclical Leaders (below median on structural but above median on cyclical) and Resilience Potentials (below median on both).

Countries can also be segmented along these dimensions based on their current and past performance in the GLRI (Table 1). Over the last decade four countries have been able to move from Potential Resilience Leaders to Resilience Leaders – that means they now find themselves with scores in the top quartile in both the structural and cyclical pillars. These countries are Estonia, Japan, Malaysia and Malta. Estonia improved its position on both pillars especially in absorptive and institutional capabilities. Malaysia has improved its performance on economic development and macroeconomic stability through greater economic tertiarization and sustainable debt dynamism moving from a rank of 43rd to 29th. On cyclical resilience the country has shown a commitment to transformative capabilities, moving from a rank of 33rd to 18th. Malaysia is the only non-high-income country in the Resilience Leader segment, soon to be joined by China if the country manages to make enough improvements on the cyclical front. In 2019, the country put forward a set of reforms, known as the "shared prosperity" plan, to enhance the productivity and skills of the people with a view to reduce inequality[10]. The country increased its investments in education and innovation and is witnessing significant improvement in education outcomes such as PISA scores and STEM education.14 of the 22 Potential Resilience Leaders remained in position while others experienced a decline in one of the pillars.

A decade ago, 23 countries were Resilience Leaders - of these only two, Cyprus and Hungary, found themselves losing their positions and becoming Potential Resilience Leaders. This suggests that once a country gains the status of a Resilience Leader it is hard to reverse this path. Hungary experienced a reduction in its overall GLRI score and on both pillars of the Index. The only sub-pillar of the Index where the country was able to improve its rank was in regard to country capabilities – through an increase in economic complexity. In contrast, the country experienced a fall of 30 ranks on institutional capabilities due to falls in social capital and statistical capacity. Hungary along with other Eastern European countries are witnessing a decline in their relative performance in areas related to digital transitions and technology due to enhanced competition and quicker progress in other regions of the world especially Eastern Asia and Pacific. Compared to its peers, Hungary is also lagging in key educational outcomes such quality of educational system, STEM education or digital skills. This is also impacting its innovation capabilities and ecosystems and in particular academic research and university-business collaboration.

At the other end of the spectrum are Resilience Potential countries – that is they were below median on both pillars. Of the 41 countries labelled Resilience Potential in 2011, 33 remained in that group in 2021 demonstrating the challenge many countries face when improving labour market resilience. Three of the Resilience Potentials became Cyclical Potentials (Botswana, Saudi Arabia and Tajikistan) suggesting structural improvements, another three became Cyclical Leaders (Armenia, Azerbaijan and Georgia) demonstrating cyclical improvements and two became Potential Resilience Leaders (North Macedonia and Russia) by improving on both structural and cyclical areas.

Countries categorised as having cyclical potential were the most likely to move out of their group (with less than half remaining stuck) highlighting the ability to make short-term changes to cyclical components of labour market resilience.

[10] https://www.straitstimes.com/asia/se-asia/malaysias-economic-policies-to-focus-on-income-inequality-mahathir

Table 1: Pathways of resilience 2011 to 2021

		2021					
	Group	Resilience Potentials	Cyclical Leaders	Cyclical Potentials	Potential Resilience Leaders	Resilience leaders	Grand Total
2011	Resilience Potentials	80%	7%	7%	5%	0%	100%
	Cyclical Leaders	20%	67%	7%	7%	0%	100%
	Cyclical Potentials	19%	5%	48%	29%	0%	100%
	Potential Resilience Leaders	0%	9%	9%	64%	18%	100%
	Resilience Leaders	0%	0%	0%	8%	92%	100%

Source: Whiteshield Partners

Three different paths of change can be highlighted

Based on this segmentation three different paths to labour market resilience can be highlighted.

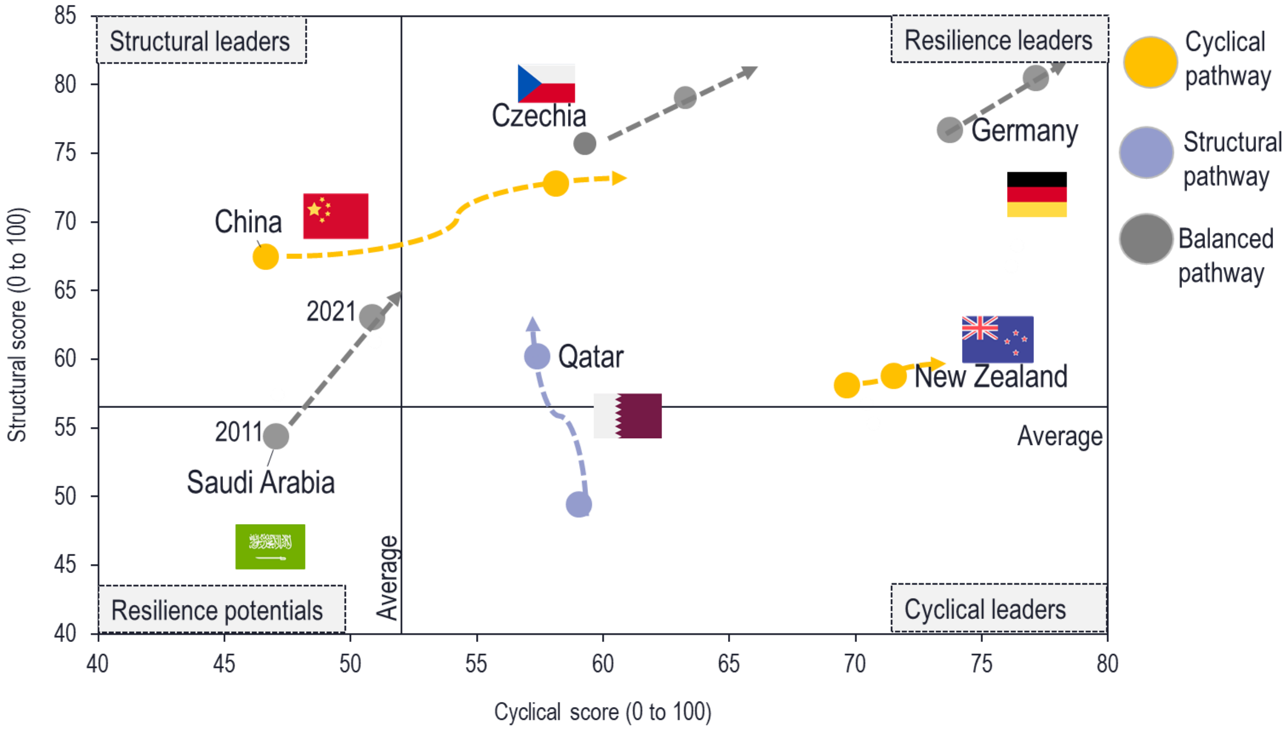
The structural path: countries following the structural path focus on reducing their inherent vulnerabilities by building an economic foundation based on greater economic diversity and complexity. This is then complimented by investment in specific resilience capabilities related to robustness, flexibility, and alignment with future trends. Examples include Qatar (Figure 18).

The cyclical path: these countries place an emphasis on shorter-term capabilities to boost labour market resilience before building longer-term assets, such as improving economic diversification and addressing rising inequality. China and New Zealand are examples of countries taking the cyclical path.

The equilibrium or balanced path: in this case, countries strike a balance between structural and cyclical improvements to shift progressively towards greater resilience of labour markets. Saudi Arabia, Germany and the Czech Republic have followed the equilibrium path.

Countries looking to improve their labour market resilience in the future can learn from the above examples in order to chart their own path to labour market resilience. However, each country must define its own direction, one that is most adapted to its structural characteristics and strategic priorities.

Figure 18: Historical Paths to achieve labour market resilience for selected countries (GLRI 2011- GLRI 2021)



Source: Whiteshield Partners

Only a handful of countries can demonstrate a balanced resilience profile and high GLRI scores

In addition to the balance between structural and cyclical capabilities it is also important to understand the extent to which countries have a balanced profile across the sub-pillars within cyclical resilience. In order to do so we can score countries based on the standard deviation of their sub-pillar performance.

Countries can be grouped into five categories based on their performance across the sub-pillars of cyclical resilience and GLRI, these are: Balanced Leaders (top quartile on both balance and GLRI), Potential Balanced Leaders (above median on both but not in top quartile), Balanced Profiles (above median on balance of sub-pillars but below median on GLRI), Specialised Profiles (below median on balance but above median on GLRI) and Resilience Potentials (below median on both balance and GLRI) (Figure 19).

Most GLRI top performers have balanced profiles. For example, Denmark, who ranks 5th on the GLRI, ranks 2nd on balance. Denmark, Singapore, Switzerland, the Netherlands, Spain, Ireland, Portugal, Norway, France and Czechia have remained balanced leaders for the last decade, Iceland, Slovakia and Japan are the only countries who were able to progress from Specialised Profiles to Balanced Leaders over past 10 years.

Although UK and Belgium have improved their GLRI scores over last 10 years, this improvement is uneven across the various resilience capabilities and hence moved from Balanced Leaders to Potential Balanced Leaders, while Slovenia dropped even further to Specialised Profiles group.

More than one third of Potential Balanced Leaders were able to maintain their position in the group a decade later. Greece, Lebanon and Kuwait experienced a significant decline in their performance across the GLRI and balancing their capabilities: moving from Potential Balanced Leaders to Resilience Potentials.

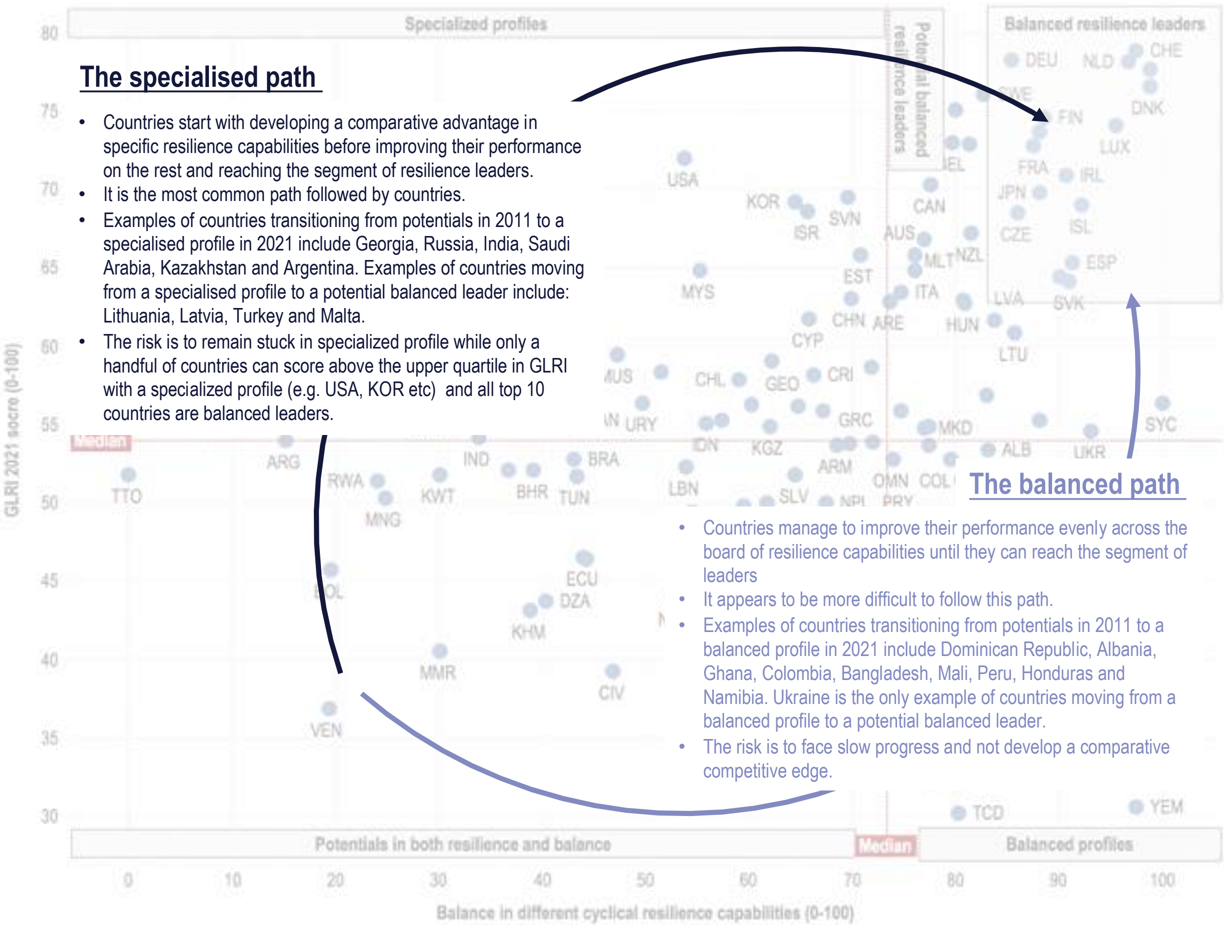
The most common path to leadership includes an initial “specialisation” in one of the resilience capabilities followed by a catching-up process across the remaining ones later.

Table 2: Balance and resilience paths, 2011 to 2021

2011 → 2021						
Group	Resilience Potentials	Balanced Profiles	Specialised Profiles	Potential Balanced Leaders	Balanced Leaders	Grand Total
Resilience Potentials	54%	23%	15%	8%	0%	100%
Balanced Profiles	38%	50%	8%	4%	0%	100%
Specialised Profiles	13%	4%	50%	21%	13%	100%
Potential Balanced Leaders	13%	4%	33%	38%	13%	100%
Balanced Leaders	0%	0%	8%	15%	77%	100%

Source: Whiteshield Partners

Figure 19. Segmentation of countries on GLRI vs Balance in Cyclical Resilience Capabilities



Source: Whiteshield Partners

GLOBAL LABOUR RESILIENCE INDEX 2021 RANKING

Table 3: GLRI 2021 Rankings

Country	GLRI 2021 Rank	GLRI 2021 Score (0-100)	1. Structural Pillar Rank	Structural pillar score (0-100)	2. Cyclical Pillar Rank	Cyclical pillar score (0-100)
Switzerland	1	78.8	4	79	1	79
Germany	2	78.3	1	80	4	77
Netherlands	3	78.2	2	79	2	78
Singapore	4	77.7	8	78	3	78
Denmark	5	76.6	10	76	5	77
Sweden	6	76.1	9	77	7	75
Austria	7	75.1	5	79	10	73
Finland	8	74.6	20	74	8	75
Luxembourg	9	74.1	13	75	9	73
Norway	10	73.7	31	68	6	76
Belgium	11	73.0	16	75	12	72
UK	12	72.9	18	74	11	72
France	13	72.8	12	75	14	72
USA	14	72.0	19	74	15	71
Ireland	15	70.9	11	76	19	68
Canada	16	70.3	30	68	16	71
Japan	17	69.8	17	75	20	67
Slovenia	18	69.5	6	78	23	65
Korea	19	69.3	7	78	24	65
Iceland	20	69.0	41	65	17	71
Israel	21	68.6	23	72	21	67

Czechia	22	68.5	3	79	27	63
New Zealand	23	67.3	63	59	13	72
Malta	24	66.8	33	68	22	66
Australia	25	65.9	70	57	18	70
Estonia	26	65.8	25	71	28	63
Spain	27	65.3	29	69	26	63
Poland	28	64.8	15	75	35	60
Malaysia	29	64.8	27	70	30	62
Portugal	30	64.4	44	64	25	64
Slovakia	31	64.2	14	75	38	59
Italy	32	63.4	26	71	34	60
China	33	63.0	21	73	42	58
Thailand	34	62.9	24	72	41	58
UAE	35	62.8	45	64	29	62
Hungary	36	62.8	22	72	43	58
Cyprus	37	61.8	47	64	32	61
Latvia	38	61.6	36	67	37	59
Croatia	39	61.1	32	68	45	57
Lithuania	40	60.8	35	67	44	57
Bulgaria	41	60.2	46	64	39	58
Romania	42	59.8	39	66	49	57
Mauritius	43	59.5	62	60	36	59
Serbia	44	59.0	40	65	51	56
Mexico	45	58.7	34	68	56	54
Qatar	46	58.3	61	60	46	57
Costa Rica	47	58.2	87	54	33	60
Chile	48	57.8	103	51	31	61

Kazakhstan	49	57.6	56	61	52	56
Russia	50	57.5	59	60	50	56
Turkey	51	56.9	37	66	68	52
Seychelles	52	56.4	95	53	40	58
Uruguay	53	56.3	79	55	48	57
Vietnam	54	56.2	52	62	62	53
Georgia	55	56.2	84	54	47	57
Moldova	56	55.9	60	60	60	54
Philippines	57	55.9	43	65	73	52
Azerbaijan	58	55.3	74	56	55	55
Jordan	59	55.3	48	63	75	51
Panama	60	55.2	83	54	54	56
Indonesia	61	55.1	55	61	70	52
Saudi Arabia	62	54.9	49	63	76	51
Montenegro	63	54.9	92	53	53	56
Kyrgyzstan	64	54.8	57	61	71	52
North Macedonia	65	54.8	64	59	65	53
Ukraine	66	54.6	50	63	78	50
India	67	54.2	28	70	94	46
Argentina	68	54.0	76	55	61	53
Greece	69	53.9	75	56	63	53
Egypt	70	53.8	42	65	85	48
Armenia	71	53.7	93	53	59	54
Peru	72	53.7	94	53	58	54
Albania	73	53.4	73	56	69	52
Colombia	74	52.8	89	54	67	52
Oman	75	52.8	107	50	57	54

Brazil	76	52.8	98	52	64	53
Lebanon	77	52.3	51	63	90	47
Botswana	78	52.1	58	61	87	48
Bahrain	79	52.1	91	54	74	51
Cape Verde	80	52.0	78	55	77	50
Trinidad & Tobago	81	51.8	72	56	80	50
El Salvador	82	51.8	65	59	84	48
Kuwait	83	51.8	69	57	83	49
Tunisia	84	51.7	53	62	93	47
Jamaica	85	51.5	110	49	66	53
Rwanda	86	51.4	80	55	81	50
Dominican Republic	87	50.9	67	58	89	47
Morocco	88	50.6	71	57	88	48
Mongolia	89	50.3	118	47	72	52
Sri Lanka	90	50.1	86	54	86	48
Nepal	91	50.0	38	66	106	42
South Africa	92	50.0	106	50	79	50
B&H	93	49.8	54	62	98	44
Kenya	94	49.4	85	54	91	47
Paraguay	95	48.6	114	48	82	49
Tajikistan	96	48.4	66	58	101	43
Namibia	97	47.9	100	52	96	46
Tanzania	98	47.1	77	55	103	43
Guatemala	99	46.9	90	54	100	43
Ecuador	100	46.5	124	46	92	47
Senegal	101	46.4	101	52	99	44

Bangladesh	102	46.1	88	54	105	42
Ghana	103	45.8	126	45	95	46
Bolivia	104	45.7	123	46	97	46
Pakistan	105	45.4	68	57	111	39
Honduras	106	44.7	115	48	102	43
Lesotho	107	44.5	81	55	112	39
Nicaragua	108	43.9	113	48	107	42
Gambia	109	43.8	82	55	115	38
Algeria	110	43.7	111	49	108	41
Iran	111	43.4	96	52	114	39
Laos	112	43.2	104	51	110	40
Cambodia	113	43.1	130	44	104	43
Uganda	114	42.2	105	50	117	38
Zimbabwe	115	41.2	102	51	122	36
Benin	116	41.1	117	48	118	38
Madagascar	117	40.9	120	47	119	38
Mali	118	40.8	99	52	126	35
Myanmar	119	40.6	108	50	123	36
Malawi	120	40.4	127	45	116	38
Guinea	121	40.1	121	47	120	37
Ethiopia	122	39.4	116	48	127	35
Mauritania	123	39.3	112	48	130	35
Burkina Faso	124	39.3	122	47	125	36
Liberia	125	39.3	119	47	128	35
Côte d'Ivoire	126	39.2	109	50	131	34
Zambia	127	39.2	134	37	109	40
Nigeria	128	39.2	132	39	113	39

Burundi	129	38.7	97	52	133	32
Cameroon	130	38.7	129	44	124	36
Venezuela	131	36.8	131	40	129	35
Mozambique	132	35.0	136	32	121	37
Angola	133	34.2	133	38	132	33
Haiti	134	33.8	128	44	135	29
Yemen	135	30.6	125	45	136	23
Chad	136	30.2	135	33	134	29

Source: Whiteshield Partners

TOP 10 COUNTRIES

The following section provides an overview of the 10 countries with the most resilient labour markets. Throughout the section some of the best and most innovative practices being used to enhance labour market resilience are shown. A summary of the GLRI 2021 results for the top 10 countries and breakdown of top 10 GLRI results by sub-pillar is provided in Table 4.

Table 4: Overview of GLRI 2021 results for top 10 countries

Country	GLRI 2021 Rank	GLRI 2021 Score (0-100)	1. Structural Pillar Rank	Structural pillar score (0-100)	2. Cyclical Pillar Rank	Cyclical pillar score (0-100)	Rank Trend 2016-2021
Switzerland	1	78.8	4	79	1	79	0
Germany	2	78.3	1	80	4	77	+3
Netherlands	3	78.2	2	79	2	78	+1
Singapore	4	77.7	8	78	3	78	-1
Denmark	5	76.6	10	76	5	77	-3
Sweden	6	76.1	9	77	7	75	0
Austria	7	75.1	5	79	10	73	+1
Finland	8	74.6	20	74	8	75	-1
Luxembourg	9	74.1	13	75	9	73	1
Norway	10	78.8	31	68	6	76	-1

Source: Whiteshield Partners

STRENGTHS AND WEAKNESSES OF THE TOP 10

The most resilient labour markets are better at balancing resilience capabilities compared to other developed countries

The top 10 countries are better at balancing resilience capabilities compared to other developed countries. Labour market resilience perform better on absorptive capabilities than the remaining countries in the Index. The top 10 in absorptive capabilities includes eight countries from the GLRI top 10, excluding only Finland and Sweden. Countries with high absorptive capabilities spend more on active labour market policies, have higher unemployment coverage and quality of earnings than the rest of the countries in the Index. Top 10 countries have strengths in supporting workers with efficient mechanisms for protecting the self-employed and regulating the gig-economy, which is a clear strength in the context of the COVID-19 crisis.

The top 10 have a diverse set of characteristics, however, on average they have highly polarised labour markets compared to other developed countries with a decreasing trend of middle skilled jobs growth and relatively high labour income inequality. Although there are some exceptions to these statements. In general, these countries need to focus more on gender and youth inclusiveness by tackling rigid labour policies. GLRI top performers also tend to score higher on transformative capabilities, they have favourable innovation environments and enforce IP legislation and regulation.

The top 10 are characterised by high institutional capabilities. They all rank high on the World Governance Index and in social capital, indicating their high potential to drive policy reforms in the short and long term. Their ability to address issues across different time horizons is evidenced by their top performance in absorptive and transformative capabilities.

The most resilient labour markets continuously seize the opportunity to close potential resilience gaps

There is potential for improvement in labour market resilience at all levels of the GLRI. However, it appears that the top performing countries are those which continuously seize the opportunity to close resilience gaps. Among the GLRI top 10 only Germany and Austria rank higher in the structural pillar compared to the cyclical one and the gap remains relatively small, thus demonstrating that even for resilience leaders constant policy improvements are needed to sustain structural assets.

The top 10 ranking is dominated by countries from North Western Europe who are able to attract younger workers due to their robust economies

Countries from North West Europe hold nine out of the top 10 slots. These countries tend to be characterised by higher economic development and macroeconomic stability, economic complexity with multiple trading partners, strong educational systems, and high levels of innovation (Figure 20).

The top 10 countries in North Western Europe are ageing less rapidly compared to other developed countries. Switzerland, Denmark, Germany, Sweden, and Belgium have improved the evolution of their population pyramid over the last 5 years in part to relatively open immigration policies, especially amongst members of the EU, which contribute to the development of a younger, more flexible workforce. In Luxembourg, the percentage of the population aged over 65 has increased by only 0.3 percentage points over the past five years (from 14% in 2016 to 14.3% in 2021) and in Austria it has increased by 0.2 percentage points (from 18.8% to 19.1%) compared to an average of 1.4 percentage points across Europe (from 17.2% to 18.4%).

Finland by contrast has witnessed a significant rise in the percentage of the population over 65 – it has increased by 1.9 percentage points due to improvements in longevity, a population opting to have children later in life and a declining birth rate among working age women. In addition to the rapid ageing, Finland's population pyramid is older that than the rest of the top 10, with the population ages over 65 at 22.1%.

Figure 20: GLRI 2021 top 10 countries: breakdown of results by sub-pillar score

Source: Whiteshield Partners

ANALYSIS OF THE TOP 10 COUNTRIES

The composition of the top 10 countries in the GLRI has remained remarkably stable over the last five years driven primarily by continuous improvements in cyclical resilience capabilities. The boxes below demonstrate some of the most innovation resilience-building policy initiatives for each country.

1. Switzerland

Switzerland tops the GLRI 2021 based on its strong and balanced performance across all dimensions of the labour market resilience framework. Building on its leading labour market resilience position, Switzerland has further diversified its exports and improved ICT access and infrastructure over the last five years. Switzerland has also raised tertiary education spending per student and softened the negative impact of taxes on workers. Switzerland is the top performer on the cyclical pillar with top positions across all sub-pillars (2nd on absorptive, 4th on adaptive, 4th on transformative and 6th on institutional capabilities).

Switzerland is highly effective in translating policy inputs into policy outputs, as it has higher ranks on policy outputs on three resilience capabilities. Although, Switzerland ranks high in institutional capabilities, it should be noted that it belongs to the category of countries with high but decreasing levels of trust in national government[11]. High levels of decentralisation, stronger engagement of citizens through a direct democracy system and a cohesive society helps to accelerate the speed of policy making and improve its effectiveness - which is an asset for labour market resilience (Box 1). The country belongs to the frontrunners group in the adoption of 4IR technologies. A range of factors including the innovation environment, public R&D expenditure and green patents, gives the country the tools needed to build transformative capabilities. In 2019, 75% of Switzerland's energy came from renewable sources and the government has committed to greener energy through the banning of energy from "grey sources"[12]. Switzerland's strategy fosters resilience to future technological and environmental shocks and brings opportunities by creating new jobs with demand for high-level skills, increasing productivity and improving standards of living.

Box 1: E-Government in Switzerland

SWITZERLAND

AN E-GOVERNMENT STRATEGY

The Swiss government have committed to an E-government strategy that follows a digital first principle – they have begun to put this into practice.

Objectives:

- The Federal Council of Switzerland wants to explore the prospects of digitalisation to the fullest, this includes a digital government.
- The country has been embarking on a digital government programme for a number of years. On 5 September 2018 it adopted its Digital Switzerland strategy which would run for two years. This has now been replaced a digital government strategy for 2020 to 2023.

Key insights:

- The general idea is to follow a "Digital First" principle, the administration will offer its information and services by digital by default.
- The government are not afraid of using innovative methods of government. They are considering an E-Voting platform – although the decision on whether to use this as the official voting channel has been postponed.

Outcomes:

- In 2010 the government allowed individuals and corporations to pay their taxes online and in 2013 launched a digital policy station where smaller crimes can be reported.
- Digital government can help people feel more connected to their government and improve levels of social capital – Switzerland ranks 8th on social capital in the GLRI 2021.
- Switzerland ranks 2nd on the World Governance Index.

Source: Whiteshield Partners

[11] World Gallup Poll, OECD

[12] https://www.intelligentliving.co/75-switzerland-renewable-sources/

2. Germany

Germany is ranked second overall with an outstanding performance on the structural pillar (1st place) cemented by a high level of economic complexity. Germany has also improved its position in economic diversity with an increase in revealed comparative advantage (RCAs) from 507 to 518 over 5 years. The country's main RCA strength has been in relation to medium technology[13]. However, demographics still remain one the main pressures for the labour market (ranks 131st).

Germany also benefits from high absorptive capabilities, this includes the support and protection of workers, effective mechanisms to support the self-employed population, high youth inclusiveness and high quality of employment. High absorptive capabilities allowed Germany to protect jobs during the first months of COVID-19 crisis - the unemployment rate has increased by only 0.4 percentage points from February to May 2020, which is relatively low compared to OECD average of 2.5 percentage points[14]. The country's short-term work schemes were utilised during the Global Financial Crisis and demonstrated their effectiveness by keeping employment stable[15].

Germany has lower levels of labour market polarisation and inequality compared to its peers but should put a greater emphasis on policies to address the declining trend of middle-skilled jobs. This could be due a youth cohort which is still able to transition into middle skilled employment, the strength of their vocational education system and the representation of workers of boards. On the transformative capabilities front, it is among the leaders in two major future trends: technology and green economy. This is reflected by high performance in technology, digital economy and green transition, mainly due to huge support and investment in technology and R&D. Germany, Denmark and Sweden perform exceptionally well on green patents. It is also worth mentioning that Germany's strong labour market resilience stems from high institutional capabilities, which is an asset in developing effective and timely policy measures. Germany benefits from a high level of decentralisation, both politically and fiscally, due to the long-standing federal system which divides power across the 16 "Länder" and the state. Germany has a positive resilience gap, which means it has some room for improvement on the cyclical pillar front including fostering a more attractive entrepreneurship environment (31st place on starting a business regulation), reducing gender imbalances (45th place on women in labour force participation and 32nd on gender pay gap) and cutting the tax wedge.

3. The Netherlands

The Netherlands has moved up by two places over last five years and entered the top three largely because of an improved performance in its transformative capability both in terms of digital and green transitions. The Netherlands has low levels of income inequality, ranking second after Finland among the top 10. It performs in the top five on absorptive and institutional capabilities. On the absorptive front is has high labour market policy spending, strong welfare coverage and quality workers' rights, this mean that workers are shielded as much as possible from negative fallouts such as COVID-19. In fact, due to effective policy measures during COVID-19 and high-quality employment, the Netherlands was able to better sustain employment compared to other OECD countries from February to May 2020. Unemployment in the country increased by only 0.7 percentage points reaching 3.6%, which is one of the lowest among OECD countries[16].

On the structural front, the Netherlands needs to further continue the diversification of its economy by reducing dependence on natural resources. The country's population pyramid is relatively old compared to the rest of the top 10, with the proportion of the population over 65 at 19.61% compared to an average of 18.3% across the top 10. This indicates that the Netherland's government should be thinking about demographic and immigration policies to counteract the impact of an ageing population. On the cyclical pillar front, labour

[13] Foders, F et. al. Why is Germany's Manufacturing Industry so Competitive?, Institut für Weltwirtschaft Kiel 2014
[14] OECD statistics
[15] International Monetary Fund, https://www.imf.org/en/News/Articles/2020/06/11/na061120-kurzarbeit-germanys-short-time-work-benefit
[16] OECD statistics

market polarisation and gender inclusiveness remain one of the main challenges for further improvements.

4. Singapore

Singapore's ranking had dropped over the last five years (from 3rd to 4th place), due to an increased concentration of exports, a slowdown of entrepreneurship activity and the ageing of its population. Singapore illustrates the benefits and drawbacks of very small countries: on one hand it has a strong performance on the cyclical pillar but on the other, there are enhanced structural vulnerabilities. These vulnerabilities are in part due to high dependence on other countries for trade, workforce, and human capital, which is a disadvantage in the times of global crisis. However, the country's strong performance on health and social capital is an asset.

The country has a balanced performance across three resilience capabilities (1st on absorptive, 2nd on adaptive and 2nd on transformative). It ranks the highest on absorptive capabilities although there is no state unemployment insurance system in place. Singapore can leverage its high scores in business regulation to promote entrepreneurial ecosystems and enhance business dynamism. This should work in their favour during the COVID-19 recovery. On transformative capabilities, the enhanced innovation environment, which contributes to top performance in trademark applications, international co-inventions and continuous leadership in technology, makes the country's labour market more immune to future shocks related to digital disruptions and robotisation. Singapore offers an example of an innovative regulation process which could be instrumental to adapt to new emerging technologies. Although Singapore reduced the reliance of its economy on traditional forms of energy, it needs to further accelerate its green transition by investing more in renewable energy.

5. Denmark

Denmark ranks 5th in this year's GLRI. It has made significant progress in reducing dependence on natural resources and improving the business environment. The changes Denmark has made in recent years include simplifying access to loans and reducing the time to start a business this has enhanced business activity compared to other top 10 countries. It has a balanced performance across the three cyclical resilience capabilities, which is supported by outstanding institutional capabilities. Denmark belongs to the set of countries which were able to perform better during the initial stage of the COVID-19 crisis due to their high performance in absorptive capabilities. Whilst it is performing at the very top on talent attractiveness scoring 5th place in the Global Talent Competitiveness Index (GTCI), in the future it needs to ease regulations for hiring foreign workers[17] (Box 2). On transformative capabilities, it shows a strong immunity to environmental and technological challenges, with a high score in green innovation. It has leading positions in green patent applications and high robot adoption rate, which can be leveraged to close the gap to the frontier in terms of exports of high technology and environmental goods.

[17] Global Talent Competitiveness Index 2020

Box 2: Policies for attracting talent – case of Denmark

DENMARK

TALENT ATTRACTION POLICIES

Denmark leads the way for the vast number of talent attractiveness programmes. The Consortium for Global Talent, International House Copenhagen, Copenhagen Talent Bridge, Youth Goodwill Ambassadors of Denmark are few of Denmark's best policy examples on talent attraction and retention.

Objectives:

- International House Copenhagen – established in 2013 as a public-private partnership, it is a one stop shop for welcoming and helping international talents to settle in Denmark.
- Youth Goodwill Ambassadors of Denmark: is a global network of talented international students, to increase the job opportunities for international talents in Denmark.
- Consortium for Global Talent – an initiative supported by some of the best-known employers in Denmark that aims to influence the policy agenda and make Denmark more welcoming to foreign talent.
- Talent Bridge – a triple helix initiative aiming to attract and retain international talents.

Key insights:

- Industry Associations in attracting and networking for a better integration of foreign talent (Confederation of Danish Industries, for example, has played an active role in advocating co-creation of practices).
- Open and attractive research systems.
- Involve all stakeholders in designing of service communities (services for different stakeholder groups on-line, such as employers' training services, networking for immigrants, public awareness raising provided by Capacity of Copenhagen).
- One-stop-shop for foreigners (New to Denmark) .

Outcomes:

- 2nd - Country according to IMD World Talent Ranking (2018).
- 5th - Country according to Global Human Capital report (WEF 2017) .
- 7th - Country according to Global Talent Competitiveness Index (INSEAD 2018).
- 8th country according to the Global Innovation Index 2018.
- In 2016, 2.9% of Denmark's GDP was spent on R&D in comparison to the OECD average of 2.3%.

Source: Whiteshield Partners

6. Sweden

Sweden has maintained a stable rank over five years standing at 6th place in the overall GLRI 2021 ranking. It has declined in most of the dimensions of the structural pillar, except for demographics.

On the cyclical pillar, it has experienced a sharp decrease in the ease of starting a business, with the time to start a business increasing and a fall in the ease of getting credit. Although, Sweden shows the worst performance in absorptive capabilities among the labour market resilience leaders, it has strong social safety nets. It has strong labour market policies, pension coverage and high coverage of basic health services and has very low share of low-skilled workers. Despite relatively low rank on the adaptive capabilities, Sweden is a top performer on high-skilled labour, formal and informal education and training and the extent of staff training. However, Swedish government should simplify labour policies related to hiring and firing practices to ensure smooth recovery from the crisis and enhance its adaptive capabilities. Sweden has a high score on transformative capabilities ranking in 3rd place, indicating a commitment to future trends. Progress has been made on the innovation environment and ICT business penetration. Both education and R&D public expenditures are very high compared to its peers. Although, Sweden tops the ranking in green transitions, which suggests a strong resilience to potential environmental changes.

7. Austria

Austria has improved its ranking in the GLRI by one position since 2016 – now ranking 7th. Austria has a large share of older people in its population (19%) however it is experiencing a slower demographic change compared to the European average. It has dropped in the ranking for tertiarization of the economy and dependence on natural resources.

Austria is one of the two top 10 countries which ranks higher on the structural pillar than on the cyclical one. Austria has strong social safety nets in terms of high unemployment coverage, workers' rights and pension coverage which allowed the country to minimise the impact of COVID-19 on the labour market, one percentage point increase in unemployment rate in July 2020 since 2019. Austria is also performing relatively well compared to other top countries on labour market polarisation. However, high labour income inequality, female participation in the labour force and a high gender pay gap remain fundamental weaknesses. These are holding back Austria from becoming a leader in absorptive capabilities. Moreover, the country should further improve its performance in adaptive capabilities through better conditions for business dynamism by reducing the cost and time to start a business and enhancing access to finance and adopting flexible labour policies. The measures are instrumental to ensure a fast and sustainable recovery from the crisis.

Austria performs relatively poorly in transformative capabilities compared to other top 10 countries, mainly due to the lower quality of education and lower digital skills, however it is taking steps to improve this (Box 3). On the other hand, it has high R&D spending and many R&D staff which should be leveraged to boost innovation and entrepreneurship. It is also doing well on the green transition with high rank on green patent applications. In the future, Austria should invest more in the future workforce, strengthen innovation incentives, and enhance ICT business penetration to ensure labour market resilience to technological challenges.

Box 3: Digital Jobs Platform in Austria

AUSTRIA

A DIGITAL JOBS PLATFORM

Despite Austria's small size the country has a large economy in aggregate and per capita terms. In 2017 it set forward its "Digital Roadmap" and has since undergone a number of reforms to boost the digital capacity, capabilities and strengths of the country.

Objectives:

- Austria has launched a digital jobs platform (digitaleberufe.at).
- Reduce the 10,000 unfilled ICT vacancies which come with an estimated loss of value added of €1.5bn.

Key insights:

- It is a joint initiative with government and private ICT companies.
- Not only does it include job matching facilities but it informs pupils, parents and teachers about digital jobs' profiles and requirements.
- It provides teachers with insights they can use during classroom learning to inform their students about the opportunities available in digital.
- Austria has struggled with the retention rate of students in ICT (with many dropping out of their course) and it is hoped that this platform will ensure they are prepared for the journey ahead and reduce the likelihood of dropping out.

Outcomes:

- The platform launched in 2019.
- Austria ranks above the EU average on the Digital Economy and Society Index – including on the aspect of human capital.

Source: Whiteshield Partners & OECD

8. Finland

Finland has dropped by one place in the last five years and is now ranks 8th. It has suffered a decline in the structural pillar by falling in ranks for tertiarization of the economy. On the other hand, it has made significant progress in moving up the ranks in the concentration of exports (reduction in concentration). It has registered a decline in absorptive capabilities with high youth unemployment and a negative trend in middle-skilled occupation growth (increased polarisation), which is common for most of the developing countries. Finland is among the top countries in transformative capabilities thanks to a favourable innovation environment and high ICT business penetration. It has a strong performance in the education and skills of the future workforce due to its large investment in education. However, Finland's high youth unemployment despite good education outcomes can be partly explained by the specific segments of the population which are particularly vulnerable. For instance, early school leaving rates are particularly high for non-native born pupils and pupils with disabilities[18]. Additionally, the relatively small differentiation in wages reduces incentives to hire low-productivity workers, affecting people with low education or low skills which represent a high share of the unemployed youth. Finland's population pyramid is older that than the rest of the top 10, with the population over 65 at 22.1% compared to an average of 18.3% amongst the top 10. The reason for its older population pyramid is mainly due to historical reasons related to significantly shorter baby boom compared to peers. These signs of demographic decline suggest that Finland's policymakers should be thinking about demographic and immigration policies.

9. Luxembourg

Luxembourg has improved its rank over the past five years and now finds itself amongst the top 10 most resilient labour markets. Luxembourg has the highest GDP per capita in the world and strong tertiarization of the economy. However, it needs to address high income inequality (ranked 45th). Luxembourg is among the top performers in absorptive capabilities, it has strong mechanisms to protect workers, large social safety nets and a high quality of employment. These are complemented by flexible labour policies which give it an advantage in the sustain phase of a COVID-19 crisis. Moreover, Luxembourg's strong public governance (ranked 4th on the World Governance Index) is an important asset when designing timely policies during a crisis. Despite the active engagement of youth in education and training, particular attention should be given to youth employment (ranked 81st) especially during COVID-19, as youth are among the most vulnerable segments of the population to this crisis. Particular attention should be given to labour market polarisation, where Luxembourg shows the worst performance among top 10 countries. Although Luxembourg has the most flexible legal framework in adapting to digital business models and favourable internet and telephony competition laws (ranked 1st on both), ICT business penetration is still very low compared to the other top 10 performers. It also shows relatively poor performance compared to other top 10 countries on the quality of the educational system and research institutions, which is to be expected given the low levels of public spending on education and R&D. Performance in technology and the digital economy remains very low, in particular for ICT and high-technology exports. Although Luxembourg does rank highly on the future orientation of the government and on the green transition - Luxembourg is a leading country in green patents applications, it fosters innovation by focusing on clean and sustainable technologies (Box 4).

[18] European Commission, "The Youth Guarantee in Finland", October 2020.

Box 4. Encouraging eco-innovation through clusters – case of Luxembourg

LUXEMBOURG

ENCOURAGING ECO-INNOVATION THROUGH CLUSTERS

- The Luxembourg CleanTech Cluster managed by LuxInnovation, fosters innovation and cross-sector cooperation by focusing on sustainable living and clean technologies.

Approach:

- The cluster fosters organizations from 15 different sectors: circular economy, engineering, consulting, energy, manufacturing, water, products, smart cities, waste management, bio-economy, construction, R&D, architecture.
- The areas of focus for the cluster's activities are diversification of the activities of the Luxembourg companies to build new capabilities in clean technologies, encouraging new environmental solutions in eco-tech and sustainable construction, raising the public awareness for the uptake of "green technologies".
- LuxInnovation aims to build public-private partnerships to align common goals and share knowledge and capabilities with the different participants in the cluster.

Key insights:

- By placing this cluster amidst similar clusters for mobility, creative industries, and ICT, the government can maximize synergies and collective capability building while strengthening networks.
- Initiatives such as collaborative clusters can be highly effective by enabling access to practical and technical information related to developments(for this example, in clean tech) and advising on investment and funding opportunities to foster growth at the grassroots level.

Outcomes:

- Luxembourg scored the highest in the EU eco-innovation index as an "Eco-Leader"
- Luxembourg Green Exchange lists over 36,000 securities from over 2,500 issuers in over 100 countries that are denominated in 57 currencies – encouraging sufficient flow of capital in CleanTech innovation and business.

Source: EUROPA; Lux Innovation

10. Norway

Norway rounds out the top 10 most resilient labour markets. On the structural front, Norway has made considerable progress in the ranking of economic development and macroeconomic stability compared to other top 10 countries, however there is still a significant gap to the frontier. It is still highly reliant on natural resources (78% of GDP comes from natural resources rent), which makes its labour market more vulnerable to shocks such as a collapse in oil prices and the economic lockdown during the COVID-19 pandemic. Norway has a structural rank of 31st which is considerably lower than other nations in the top 10.

Compared to other oil dependent nations Norway finds itself in a less risky position due to its two large sovereign wealth funds (Government Pension Fund of Norway). In 2020 it was estimated that the 'oil fund' is worth more than $1trillion. The fund holds stakes in more than 9,000 global companies, owning 1.5% of all listed stocks – this diversified portfolio is expected to enable Norway to continue to thrive in a world without oil[19].

Nevertheless, Norway is one of the countries with the highest performance in the cyclical pillar, particularly in absorptive and transformative capabilities. As a social-driven economy, Norway is performing well on supporting and protecting workers with a high coverage of unemployment and basic health services for the population. It has a strong standing on labour income equality and gender inclusiveness. A low share of low-skilled workers is an important asset both for sustaining COVID-19 and further transformation, given this group of workers greater predisposition to automation. On adaptive capabilities, Norway is behind the rest of the top 10 countries mainly due to less flexible regulation of labour relations (ranked 73rd on flexibility of labour policy) and poor private market competition (ranked 56th on intensity of local competition). Although, Norway has favourable

[19] https://www.nbim.no/

regulations and high access to ICT, it is still performing low on high-tech and ICT goods exports.

In the longer run, the country will need to address its main structural weaknesses through greater economic diversification, moving up the value chain to higher value-added sectors. To future proof the economy it needs to channel further investment into technology, infrastructure and the green economy.

TOP RESILIENCE POTENTIALS

Countries which have a high labour market resilience gap – they score more highly on the structural than cyclical pillar – have the greatest potential to strengthen the resilience of their labour markets in the shorter-term through targeted policy reforms. Table 5 shows the top 30 countries based on the size of their labour market resilience gap.

Table 5: Top 30 countries with the highest Labour Resilience Gap in the Global Labour Resilience Index 2021

Country	Labour Resilience Gap (Structural score – Cyclical score)	Labour Resilience Gap Rank
Nepal	68	1
India	66	2
B&H	44	3
Egypt	43	4
Pakistan	43	4
Tunisia	40	6
Lebanon	39	7
Burundi	36	8
Tajikistan	35	9
Gambia	33	10
Turkey	31	11
Lesotho	31	11
Philippines	30	13
Botswana	29	14
Ukraine	28	15
Jordan	27	16
Saudi Arabia	27	16
Mali	27	16
Tanzania	26	19

Czechia	24	20
Slovakia	24	20
Mexico	22	22
Dominican Republic	22	22
Côte d'Ivoire	22	22
China	21	25
Hungary	21	25
Poland	20	27
Zimbabwe	20	27
El Salvador	19	29
Iran	18	30
Mauritania	18	30

Source: Whiteshield Partners

The top performing countries are those which continuously seize the opportunity to close gaps

There is potential for improvements in labour market resilience at all levels of overall resilience performance. However, it appears that the top performing countries are those which continuously seize the opportunity to close gaps. Top GLRI performers with high cyclical improvement potential are Ireland, Korea, Czech Republic and Poland. India, Nepal, Egypt and Bosnia are the countries with the highest cyclical improvement potential. At the other end of the spectrum are countries with highly negative resilience gaps, these countries need to focus on reducing structural vulnerabilities which expose them to more risk. This includes Norway, New Zealand and Australia among strong GLRI performers, as well as Chile, Costa Rica and Oman within lower performing segments (Figure 21)

Korea, Turkey, Philippines, Nepal, India, Egypt and Burundi are among the top countries with the highest potential to strengthen the resilience of their labour markets in the shorter-term within their respective overall performance segment

Overall countries have progressed on the cyclical pillar front, thus reducing the labour market resilience gap over the last five years from -1 to 0 on average, indicating a moderate cyclical resilience evolution over that period.

Korea is one of the countries with a positive resilience gap among the GLRI top performers. The high performance of Korea in the structural pillar is mainly driven by its level of economic complexity and macroeconomic stability, which tends to provide a broader and more diversified structure of employment and greater resilience in times of economic downturn. Korea lags far behind the top 10 countries in absorptive and adaptive capabilities. Korea needs to put a greater emphasis on employment policy by improving hiring and firing practices, the ease of hiring foreign labour, enhancing workers' rights and strengthening youth and gender inclusiveness. In addition, the government should simplify the regulations for starting a business including reducing the time and cost of this process. Building on its sophisticated and diversified economy, Korea is one of the world's top performers in the digital economy. Although the country is a world leader in green patent applications, it significantly lags on the green transition compared to other GLRI top performers, mainly due to the reliance of the economy on traditional energy forms. Korea needs to further diversify its energy system by investing more in renewables.

Turkey has significantly dropped it the ranking both on structural and cyclical pillars and stands at 51st in the overall GLRI 2021 ranking. The score of the country has increased across all pillars of the Index however the speed of improvement means the country is sliding down the ranks. Although there are some areas where the country has seen a reduction such as economic complexity and participation in formal and informal education and training. The country benefits from a clear structural advantage, ranking 37th in the structural pillar mainly due to a highly diversified export structure (5th), relatively low dependence on natural resources (46th) and progressive tertiarization of the economy (increasing by 14 ranks over the past five years). However, it should move up the value chain of complexity and expose the labour force to a wider range of knowledge intensive industries and competencies. High, and increasing, income inequality puts pressure on labour market resilience and affects its rank in the GLRI.

However, Turkey has a labour market resilience gap of over 31 points, well above the global average, indicating that it can significantly improve its resilience by focusing on addressing cyclical capability weaknesses. More specifically, its performance is hampered by regulatory challenges in both labour market and entrepreneurship policy. Turkey ranks 78th on the flexibility of its labour policy, 106th in workers' rights, 120th in women in labour force and 115th in labour-employer cooperation. It is also underperforming in the cost to start a business (84th).

In addition to this regulatory aspect, Turkey needs to increase its focus on transformative capabilities, it ranks low on the quality of the education system and research institutions despite relatively high government expenditures on R&D (38th) and education (65th). The lower quality of the educational system contributes to the country's low performance in key skills for the future of work such as digital skills (112th) and critical thinking (127th).

The Philippines has the highest potential in enhancing labour market resilience in the short term among the GLRI mid to high performers. The Philippines' young age pyramid (only 5.3% of population is aged 65 +) compares favourably against the average country in Asia (7.5%) and especially against top GLRI performers who tend to have older populations. The Philippines has achieved a relatively high level of tertiarization of the economy, with 61% of GDP derived from service activities, low dependence on natural resources and high levels of economic complexity. In addition, the country is the top performer in the share of high technology net exports and high-tech manufacturing exports.

Going forward, it is important for the Philippines to further translate this economic success into better policy making. In particular, investing in education and skills to enable its workforce to further develop its country capabilities, reforming labour markets to make them more flexible and less bureaucratic including a focus on hiring and firing, workers' rights, women in labour force and accelerating the transition toward sustainable energy.

Nepal's relatively youthful population, diversified exports, low dependence on natural resources and low levels of income inequality means it is one of the most resilient labour markets in South Asia. However, its low scores in three of the four resilience capabilities pulls down its cyclical score leading to a high resilience gap. Nepal has increased its spending on education as a proportion of GDP over the past five years, moving from 3.7% in 2015 to 4.4% in 2020. This is in addition to improvements in access to finance, which is shown by an improved performance in indicators such as ease of getting credit, microfinance loan portfolio and access to loans. However, increased spending has yet to translate into output improvements. The score on education and skills of the future workforce remains extremely low (ranked 117th). Increasing access to ICT infrastructure in schools should be a priority to enhance efficiency of education spending. Nepal also needs to enhance ICT access and encourage

ICT usage by firms by easing competition laws on internet and telephony.

India is ahead of the rest of South Asia in terms of labour market resilience with its overall score pulling up the average for the region. The sheer size of the country gives it an edge in developing country capabilities through greater economic complexity, economic diversity, and low concentration of exports, which have all improved over the past five years. Although public spending on education and R&D have remained stable over the last five years, India was able to progress in the quality of the education system and research institutions. In recent years India has undergone a series of reforms its universities from heavily teaching based institutions to one which promote research and are published in scientific journals[20]. Leaders put a heavy weight on global rankings and academic careers are increasingly dependent upon being published. The country is also doing well on innovation trade (ranked 10th) with outstanding performance on share of creative goods exports and ICT services export. At the same time, India faces significant challenges on the innovation and technology front, especially in innovation products, ICT business penetrations and ICT infrastructure penetration. Even though India tops the ranking on internet and telephony competition laws, ICT access (ranked 105th) and ICT usage by firms remain incredibly low (ranked 107th).

As India's prosperity continues to grow, it will need to invest increasingly in innovation and technology to ensure it is able to create and sustain the jobs of the future. It will also need to continue to pursue its path towards regulatory reform, doing much more to free up labour markets and encourage entrepreneurship. Furthermore, the country will need to reduce youth unemployment and encourage female labour force participation which is still very low (the lowest in the G20 except for Saudi Arabia). Research has estimated that achieving gender parity in the workforce could make India 25% richer than it currently is[21].

Egypt's labour market benefits from young demographics, only 5.3% of the population is aged 65+ and it ranks 24th in economic diversification. The country has relatively low levels of income inequality (26th on Gini coefficient) which can contribute to higher levels of social capital and reduce political unrest.

On the cyclical pillar, Egypt has engaged in a series of policy reforms, which have improved the intensity of local competition, the ease of getting credit and access to loans. These reforms have enabled the country to jump by seven places in the Global Entrepreneurship Index over the past five years. Egypt has also managed to increase its high-tech manufacturing exports, which has contributed to its improved performance in economic diversification. In terms of employment policy, Egypt has also experienced significant improvements in the fields of hiring and firing, the tax burden on workers and labour-employer cooperation. However, this progress has been hampered by challenges which remain in several areas, including skills and employment. Egypt suffers from high levels of youth unemployment (ranked 124th) and low levels of skilled labour supply (83rd) notably due to a persistent challenge of low-quality vocational training, low levels of investment in staff training and low public expenditure on education. The poor effectiveness of active labour market policies (99th) helps to explain the elevated levels of long-standing unemployment especially among the youth. However, the country is bound by its fiscal limits and economic circumstances. The country needs to further enhance business regulation by improving key regulatory issues such as the enforcement of contracts, the protection of property rights and the reduction of red tape in business administration.

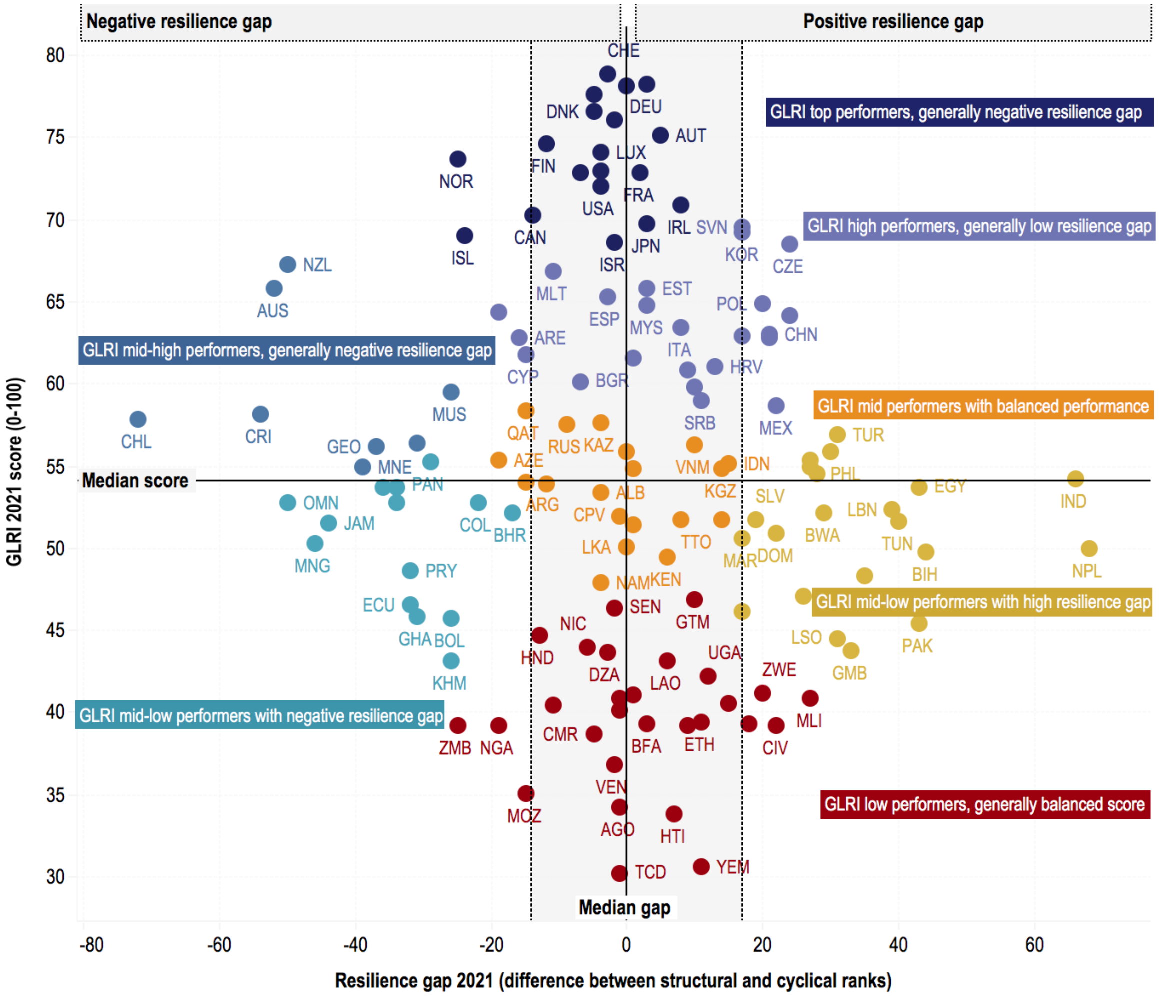
Burundi has the highest potential to strengthen the resilience of their labour market in the shorter-term among GLRI low performers. The young demographics of the country is the main structural resilience asset (only 2.3% of population is aged 65 years or more). However, Burundi has excessive concentration of economic activity around commodities and high dependence on natural

[20] https://www.universityworldnews.com/post.php?story=20180926104715137

[21] https://www.weforum.org/agenda/2018/07/india-could-boost-its-gdp-by-770-billion-by-just-treating-women-better

resources. Burundi's high concentration of exports, with a HHI (product concentration index) of 0.5 weakens labour market resilience as the country is dependent on a limited number of sectors with low economic complexity. The country is a low performer on all dimensions of resilience capabilities. In addition, addressing policies to improve business regulation, in particular enforcing contracts, protecting property rights and improving access to finance should be key policy priorities.

Figure 21: Segmentation of resilience gaps



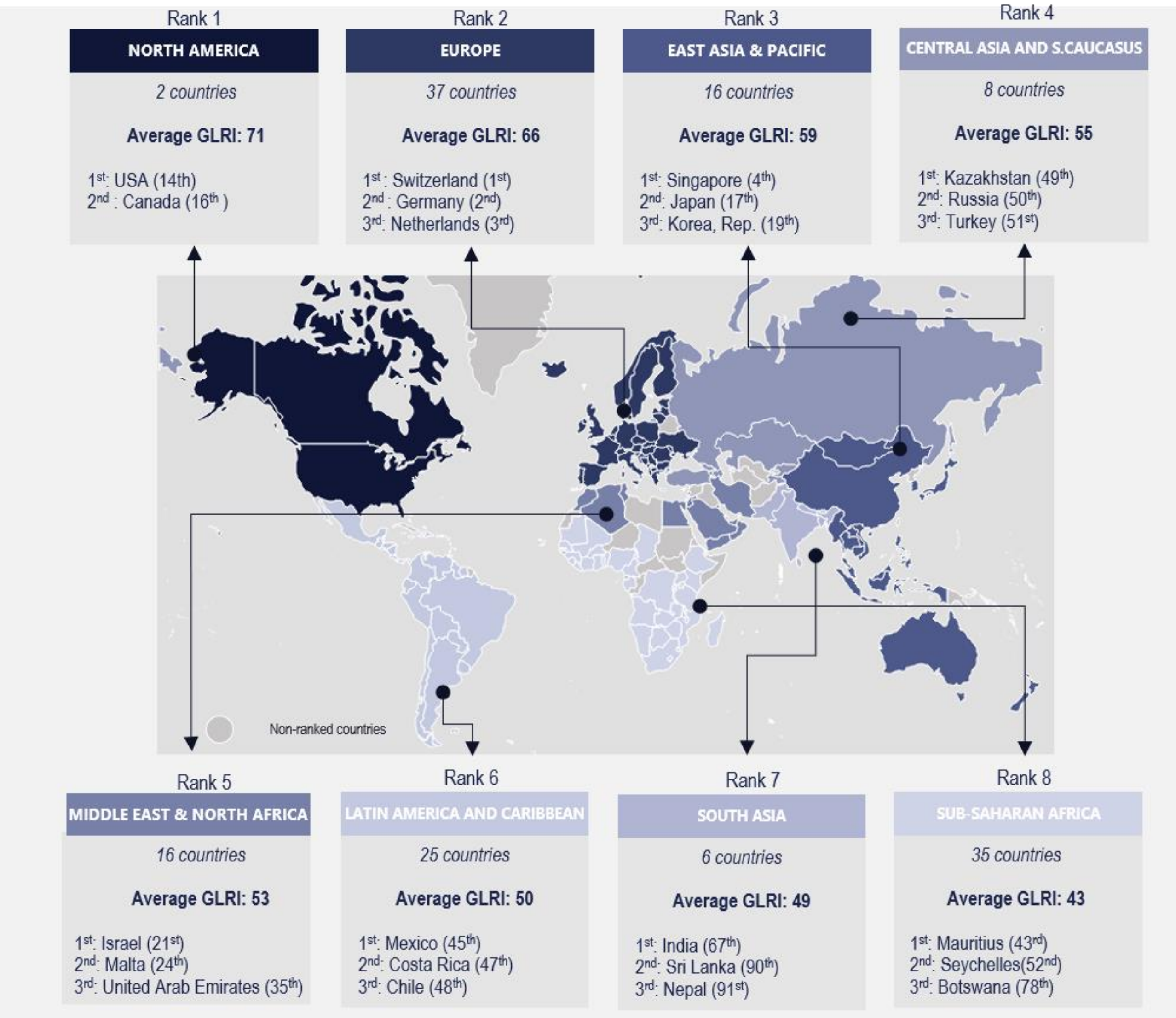
Source: Whiteshield Partners

REGIONAL ANALYSIS

This section of the report assesses the results of the GLRI 2021 by region. The Global Labour Resilience Heat Map highlights the disparities in labour market resilience across the world and shows the top three performing countries in each region in Figure 22.

Table 6 provides a comparative summary of regional results by sub-pillar. Case studies demonstrating the strengths and weaknesses of a country from each region are provided throughout the section.

Figure 22: Global Labour Resilience Index performance across the globe



Source: Whiteshield Partners

Table 6: Average GLRI 2021 performance by region

Region	GLRI Regional Average Country Rank	Number of Countries	Average GLRI Score (0-100)	Average Structural Rank	Average Cyclical Rank	Average Labour Resilience Rank Gap
North America	15	2	71	25	16	-9
Europe	31	37	66	30	32	2
East Asia & Pacific	53	18	59	56	54	-3
Central Asia & S. Caucasus	62	8	55	66	63	-3
Middle East & North Africa	72	16	53	67	75	8
Latin America & Caribbean	84	22	50	95	78	-17
South Asia	91	6	49	62	100	39
Sub-Saharan Africa	109	32	43	106	108	2

Source: Whiteshield Partners, GLRI 2021

Europe is leading the way in the Global Labour Resilience Index

Nine of the top 10 countries in the GLRI are in Europe – Singapore is the only country outside of Europe to feature. Despite this, North America remains the best performing region overall, although this is helped by the small number of countries in the region.

Over the last five years only the regions of Central Asia & S. Caucasus and the Middle East & North Africa have improved their ranks and closed the gap to Europe and North America. Central Asia & S. Caucasus saw the greatest improvement in its average country rank, improving by 14 positions.

Regional averages are impacted by levels of inequality

North America is made up of only two countries and therefore its regional score and rank is not impacted by outliers or countries who are lagging on labour market resilience. Our analysis shows that often the gaps within regions can be as big, if not bigger, than those between regions.

Amongst European nations there is a gap of 92 ranks between the best and worst country for labour market resilience (Switzerland and Bosnia & Herzegovina) – this rank gap equates to almost 30 points. Switzerland is the best performing country in Europe, and across the globe, and its labour market could not be further from that of Bosnia and Herzegovina who performs poorly across many of the metrics of cyclical resilience especially institutional capabilities.

Europe is not the only region to experience such substantial gaps in performance. If we judge regional equality on the metric of the gap in labour market resilience ranks, then North America and South Asia are the most homogenous, however they are aided by their small number of countries.

At the opposite end of the spectrum would be the Middle East & North Africa (MENA) and East Asia and the Pacific, who have rank gaps of 114 and 115 positions, respectively. However, the countries at the bottom of these regions, Yemen and Myanmar, are dealing with a whole host of other political and economic issues. Therefore, labour market resilience is unlikely to be their top priority in the short-term.

Most regions are getting richer with improvements in female participation and youth engagement

In the last five years, only one of the eight regions has experienced a reduction in GDP per capita. Many of the countries experiencing economic growth have also seen an increase in the participation rate of women in the labour market. The largest increase in female participation was in East Asia & Pacific. Labour markets which are built upon high levels of economic participation and inclusiveness are fundamentally more resilient due to their ability to improve skills matching and fully harness the economic potential of their citizens.

The Central Asia and the South Caucasus region has seen significant improvements in its average cyclical score

Central Asia & S. Caucasus has experienced a rapid increase in its cyclical rank over the last five years – improving by 15 positions with an average rank 63rd.

A range of countries in the region have experienced improvements across all the sub-pillars of cyclical labour market resilience. Russia has seen improvements in absorptive capabilities, Tajikistan on adaptive, Azerbaijan on transformative, and Kyrgyzstan on institutional capabilities.

Average economic complexity is stagnant but declining in Latin America & the Caribbean and Sub-Saharan Africa

Over the last five years economic complexity has remained stagnant with very little change in the global average. This is true across most regions. However, Latin America & the Caribbean and Sub-Saharan Africa have experienced reductions in their average performance.

The largest negative raw changes in economic complexity have been in a varied set of countries including Côte d'Ivoire, Cameroon, Argentina and Panama. The three countries with the largest raw increase were Trinidad & Tobago, Tanzania and Chad. Whilst their increase may be large they remain at or below regional averages.

NORTH AMERICA

North America is a homogenous region with just two ranks between the two countries. The USA ranks 14th whereas Canada is 16th. The region has not improved its average labour market resilience rank in the last five years.

Both countries rank higher on cyclical resilience than structural hence they are less able to utilise short-term measures to make improvements in labour market resilience.

The USA faces underlying weaknesses that must be addressed

The USA is a large and geographically diverse country with a labour market characterised by high levels of inequality, low workers' rights and low performance on mental health. The US's strengths and weaknesses have played out in different ways during the COVID-19 crisis (Box 5).

The USA ranks 19th on the structural pillar. Whilst the country ranks in the top 10 on both economic development and macroeconomic stability (6th), and country capabilities (8th) it is let down by its poor performance on inequality and demographics.

Based on a range of indicators it is clear that the USA has been prioritising the performance of firms and corporations in recent years. Firms in the USA benefit from an ease of access to loans (2nd), a strong venture capital environment (1st) and ease of hiring and firing (4th). However, whilst these measures support businesses to continue to grow, weaknesses are apparent with respect to business creation indicators including the time to start a business (19th) and cost to start a business (26th) which are clear areas for improvement. This performance is partly driven by large differences in business regulation between states.

In more recent years the USA has become less open to foreign labour as recognised by its reduced performance on the ease of hiring foreign labour (31st). Despite this it remains an attractive option for many of the brightest minds across the globe and reflected by the quality of its research institutions and number of researchers in the country.

The country has a cyclical rank of 15th – it ranks 43rd on absorptive capabilities, 1st on adaptive, 14th on transformative capabilities and 19th on institutional capabilities. In the last five years the country has experienced a decline of 7 ranks in transformative capabilities – it has seen a reduction in high tech exports (as % of manufacturing exports) and a decline in green patents.

The USA performs poorly across absorptive inputs (32nd) and outputs (49th), the country exhibits high levels of polarisation (113th), poor mental health (126th) and low worker's rights (79th). This could explain the scale of the immediate shock from COVID-19 on the USA labour market. However, the adaptive and transformative ranks suggest the economy should be in a strong position to recover as countries progress through the stages of crisis.

Canada is poised to become a GLRI leader

Canada ranks 16th in this year's GLRI – this represents no change compared to five years ago. Whilst its overall position remains stable, Canada has made significant improvements on the structural component of the Index; it has moved from 36th to 30th in the last five years. Structural changes often require considerable political reform and therefore are harder to influence than cyclical scores.

Over the five-year period from 2016-2021 GDP per capita (PPP) rose by almost 14% and Canada has improved its current account balance. The country has seen an increase in consumption and benefitted from an increase in the oil price over this period. The country ranks 24th on country capabilities and has experience an increase in its economic complexity. The country ranks 66th for its reliance on natural resources which is an area where further structural improvements could be made.

Compared to its regional counterpart, Canada is more active in its approach to labour market policies, has larger welfare support programmes and better coverage of healthcare. Canada's labour market should be more resilient to labour market disruptions than the USA in the short-term due to its absorptive capabilities, ranking 12th. Evidence shows the country's labour market has followed a similar path to that of the USA however the initial rise in unemployment was not as sharp – although the recovery appears to be slightly slower[22]. The labour market is showing a degree of equality that is not as apparent in similarly developed nations. Strengths of the Canadian labour market include a high proportion of women in the labour force, a lower-than-average gender pay gap and to some extent a lesser degree of labour market polarisation.

However, this country is not able to compete with America or other European nations which find themselves in the top 10. Canada should focus on improving its structural resilience, however shorter-term policy actions can be taken to improve its transformative capabilities (rank 27th) and creating a better and more open trading environment. This could contribute to improvements in the exporting of goods and services. Canada does not perform as well as similar countries on government procurement of technology, investment in renewables or on the usage of advanced technology in the manufacturing process. A focus on renewables and trade would help to improve labour market resilience and increase alignment with future trends such as digitalisation.

[22] https://data.oecd.org/unemp/unemployment-rate.htm

Box 5: USA labour market strengths and weaknesses

UNITED STATES OF AMERICA

RISING INEQUALITY AND POLARISATION

The USA continues to be a global leader in labour resilience. However it is finds itself out of the global top 10 – ranking 14th. To address the low absorptive capacity the US needs to address increasing levels of labour market polarisation and focus on worker protection in areas such as healthcare, pensions and unemployment. Areas whose importance has been painfully demonstrated by the impact of the COVID-19 pandemic in the USA.

ACHIEVEMENTS OF THE USA AND REMAINING CHALLENGES

1. Tertiary education attainment and skillset of graduates
The USA ranks first on adaptive capacity which should help them recovery from economic downturns and labour market disruptions. This is supported by the performance of students in the tertiary education system. The US ranks 2nd on tertiary education attainment and 3rd on the skillset of graduates – which contributes to the skilled labour supply (1st).

2. Ease of getting credit
The country continues to be an international leader in ease of getting credit and insolvency framework, ranking 3rd and 2nd respectively. To further improve its adaptive capacity the USA should focus on lowering the time and costs required to start a business and work on making it easier to pay taxes.

3. ALMP effectiveness
The US ranks 2nd in Active Labour Market Policies making it a global leader in this field this is an important part of economic recovery – especially when the labour market does not have strong absorptive capacity.

1. Inequality & polarisation
With a Gini coefficient of 57.18 the United States ranks 89th on income inequality. There are subnational inequalities – regional HDI scores show Mississippi having the lowest score and Massachusetts having the highest. The country ranks 113th on the change in share of middle-skilled occupations suggesting an increasingly polarised labour market.

2. Mental health
The USA is one of the worst performers in mental health, ranking 126th globally. The importance of mental health for workers' productivity is paramount. The state of mental health of the American labour force is likely to further deteriorate as a result of the economic shutdown and social distancing. This suggest that mental health will likely be one of the most pressing challenges facing the labour market of the USA in the years to come.

3. Workers rights
Ranking 79th in workers' rights makes the USA an underperformer among its peers. This is an area where fast improvements could be made, conditional on there being the political will to enshrine greater worker protection in the law. As mentioned in the summary the USA also performs poorly in workers' access to pensions and unemployment protection, where it ranks 45th and 35th respectively.

COVID-19 IMPACT AND RESPONSE

IMPACT

- **Large labour market shock,** in March 2020 US initial jobless claims showed an unprecedented spike to 3.3 million in a single week. Self-employed, temporary or part-time workers were the most exposed to job losses.
- **Inequality is high which has consequences.** Those in higher income neighbourhoods were able to stay at home earlier than those in poorer neighbourhoods.
- **Signs of economic recovery are apparent,** but this could be squandered by further waves of the virus.

RESPONSE

- **Business relief fund:** despite lower absorptive capabilities the USA has focused on supporting businesses rather than people. There has been criticism of the lack of targeting which has led to support going to large firms rather than SMEs. The scheme allowed for potential moral hazard.
- **Crisis highlighted labour market and welfare weaknesses:** high labour market polarisation and insecure work.
- **Helicopter money used to help individuals** rather than job retention schemes. Lack of adequate welfare support means existing schemes could not be utilised.

Source: Whiteshield Partners

EUROPE

Europe continues to dominate the top spots of the Index

Europe continues to demonstrate its position as a leader of labour market resilience. Whilst the average country rank in the region falls below that of North America – nine of the top 10 countries are in Europe. As a region Europe performs well across both the structural and cyclical pillar. The average country rank in the region has improved its ranking by one position in the last five years.

Performance suggests a divided Europe

Europe is a diverse region, the gap in the Index rankings between the best and worst performing country in the region is 92 positions: Switzerland is 1st whereas Bosnia and Herzegovina is 93rd.

There are major differences between the countries of Europe in their performance across the sub-pillars of economic development and macroeconomic stability, and trade vulnerabilities. The average rank across the two pillars is 35th and 37th in that order, however, this hides the level of regional inequality on these metrics. Switzerland ranks 1st on economic development and macroeconomic stability and the Netherlands ranks 1st on trade vulnerability – yet two other European nations, Ukraine, and Montenegro, rank 109th and 121st respectively. The region is clearly divided along lines of economic development.

Only three European countries have experienced a reduction in their labour market resilience score over the last five years: Estonia, Hungary, and Slovakia. In Hungary this is due to an increasing older population and a reduction in a range of technology related export indicators. Estonia has experienced a reduction in the cyclical pillar including a reduction in social capital and lower levels of high-technology and ICT exports. However, whilst the scores may not be reducing in the other nations, the speed of progress across the globe means 13 European countries have seen a reduction in their ranking within the Index, the majority of which are in Eastern Europe. Many Eastern European Countries are falling down the rankings due to improvements in East Asia and the Pacific.

Growing green focus in Western and Northern Europe

The entire region could improve its performance across the four cyclical capabilities. Countries in Europe have an average rank of 31st on absorptive capabilities, 37th on adaptive capabilities, 36th on transformative capabilities and 34th on institutional capabilities.

A handful of countries are leading the way on strengthening their transformative capabilities. Eight of the top 10 countries by transformative capabilities are in Europe. The case of France is an interesting one, it does not feature in the overall top 10, yet it has very strong transformative capabilities. This is supported by improvements in increased ICT usage by firms, the quality of research institutions and an increase in trademarks per capita. All of which suggest the economy is pivoting towards new and more innovative practices. This is essential if the country is to find itself in a more resilient place in the future and move up the ranks of the GLRI. The fundamental strengths and weakness of the French labour market are discussed in Box 6.

Box 6: Labour market resilience in France

FRANCE

STRONG PERFORMANCE BUT FALLING BEHIND OTHER PROMINENT EUROPEAN COUNTRIES

Ranking 13th globally France's position in remains stable. This is despite President Macron's reforms aimed at reducing long-term and youth unemployment through increasing the flexibility of the labour market, reforming the welfare system to incentivise employment and investing in training and apprenticeships. It is still too early to see the effects of these reforms fully reflected in the GLRI. However, over the long run they will significantly contribute to France's labor market resilience.

CURRENT STRENGTH AND WEAKNESSES OF FRANCE

1. **Economic diversity**
France is the top-ranking country in Economic Diversity as measured by the number of exports in which a country has a Revealed Comparative Advantage. France's economy is also highly complex and capable of producing advanced products and services as evident by its high ranking in the Economic Complexity Index (14th).

2. **Transformative capacity**
France is a strong performer in transformative capacity (10th). The country has a solid performance on internet and telephony competition laws and cybersecurity ranking 1st and 3rd respectively. The country benefits from a strong R&D sector including a high number of technicians and researchers which help facilitate its rank of 7th in high quality research institutions.

3. **Pension and unemployment coverage**
Famous for its strong welfare state, it is perhaps unsurprising that France scores highly on pension and unemployment coverage. Ranking 1st and 4th in the world, respectively. Perhaps somewhat surprisingly it ranks 30th in coverage of basic health care services, which points to healthcare as an area in which it can further improve its absorptive capacity. France ranks 10th on absorptive capacity with better performance on input rather than output measure (4th vs. 23rd).

1. **Paying taxes**
Ranking 50th globally in paying taxes makes France an underperformer in this field among its peers. It is an area which needs to be improved for France to enhance the adaptive capacity of the labour market, an area whose importance will likely increase as a result of the structural changes in the economy resulting from the impact of the COVID-19 pandemic.

2. **Ease of getting credit**
Ease of getting credit is another key weakness in France's adaptive capacity. Ranking 90th globally makes France a dismal performer among other highly developed economies. Given the importance of access to credit for entrepreneurship, business formation and SMEs this area should be a high priority for French policymakers.

3. **Youth unemployment**
With a youth unemployment rate of 19.15% France still has a lot of work to do in getting young people to find employment. Since 2015, this figure has been slowly but steadily falling from a high of almost 25%. However, the impact of the COVID-19 is likely to quickly reverse these gains.

COVID-19 IMPACT AND RESPONSE

IMPACT

- **France ranks 89th on ease of hiring and firing,** the increase in new unemployment claims in March and April 2020 was entirely driven by temporary agency workers and workers with temporary jobs.
- **Youth unemployment** is likely to be affected. France already ranked 100th on this metric and the value is likely to rise.

RESPONSE

- **Job retention subsidized used in France,** like much of Europe, to help reduced the extent of job losses. Estimates suggest more than half of employees were supported by the scheme in France.
- France has announced a **green stimulus package** including conditional help for the airline industry, incentives for drivers to switch to cleaner cars and the greening of food supply chains.

Source: Whiteshield Partners

EAST ASIA & PACIFIC

The average country rank in the region has not improved in the last five years. Whilst the region has an average rank of 53rd there are countries doing substantially better and worse, suggesting some degree of inequality. Singapore is the only country outside of Europe to feature within the top 10, ranking 4th. There are two other East Asian countries in the top 20 – Japan and Korea. At the opposite end of the spectrum is Cambodia who ranks 113th.

Increasing levels of economic growth but with reduced comparative advantage

Across the region GDP per capita has increased by over $2,500 (PPP) per capita in the last five years – this represents as increase of 10%. Vietnam had the highest growth rate of GDP per capita at 43% over the five-year period, however the raw value of GDP per capita in Vietnam is still below average for the region.

On average across the GLRI there has been a reduction economic diversity bought about by a decrease in Revealed Comparative Advantage (RCA) and the same is true in East Asia and the Pacific. However, as always, the average figures hide the true picture. Four countries in the region, Brunei, Myanmar, East Timor and Mongolia, have been able to increase their Revealed Comparative Advantage - although they are starting from a very low base. Thailand and the Philippines have experienced the largest reduction in comparative advantage in the region, in both raw and percentage terms. Amongst those who experienced a fall in RCA China and Vietnam had the smallest negative change.

Cyclical improvements are apparent amongst East Asian nations

As a region East Asia and the Pacific ranks higher on cyclical components of the GLRI than structural suggesting there is a potential for short term gains in resilience. The region shows strong adaptive capabilities suggesting it should be in a strong position to recover and build labour market resilience in the future. On average, the region has a high share of low-skilled workers (49%) however the share of medium-skilled jobs is growing suggesting labour market polarisation is not one of pressing challenges for this region like it is in Europe and North America. However, it does raise the question of how long the region will be able to keep this trend at bay.

There are four discernible groups within the region - the 'Asian Tigers' (including Singapore, Korea, Malaysia, China and Thailand), the 'Ageing Tigers' (New Zealand, Australia and Japan), the 'Emerging Tigers' (Indonesia, Vietnam and the Philippines) and the 'Future Tigers' (Brunei, Lao, Cambodia, Mongolia and Myanmar).

The lines between the groups are beginning to blur: three of the 'Asian Tigers' (China, Malaysia and Thailand) and one 'Emerging Tiger' (Vietnam) have managed to increase their rank in the Index compared to 2016. This has been achieved due to the improvements made in their cyclical ranks.

Whilst Thailand experienced an overall increase in its rank, it has seen a fall in its structural rank by 8 positions. The country needs to address the imbalances between policy inputs and outputs (Box 7) if it is to see improvements in labour market resilience.

Malaysia has seen an impressive increase in its cyclical rank over the last five years: they have improved by 10 positions. This has been achieved through improvements in the physical and mental health of the nation and an increase in the availability of high skilled labour – recently the country has embarked on a journey to improve the use of digital health tools and health data sharing[23]. They have improved their performance on education metrics including the percentage of graduates in STEM subjects and its PISA score - which contributed to its rank of 18th in transformative capabilities. A similar picture is true in Vietnam which has improved its rank by 16 positions through improvement in health

[23] https://www.healthcareitnews.com/news/asia-pacific/overview-malaysia-s-digital-health-landscape

and an increase in the ease of getting credit for businesses.

The welfare system in China has undergone numerous reforms in modern history. Between 2016 and 2021 the coverage of unemployment protection schemes has increase from 9% to 23% which suggest fundamental changes to the welfare landscape. China improved its structural rank by 1 position in the last five years. On the other pillar of the Index the performance China is much more impressive. It has increased its cyclical rank by an extraordinary 32 positions in the last five years. The country has been of a path towards creating a more stable environment for businesses including through more open competition, improved trading performance and the enforcement of contracts. These are essentials components of a well-functioning private business sector and show a commitment to labour market resilience. The country continues to invest heavily in education and has increased its performance in the PISA scores across the five years.

Box 7: Thailand demonstrates a range of resilience capability strengths

THAILAND

COUNTRY WITH THE POTENTIAL TO BE A LEADER IN STEM EDUCATION AND LEAD THE WAY IN THE REGION

Thailand´s ranking 34th makes it a regional leader in GLRI. With relatively stable performance across the GLRI sub-pillars, there are still key areas of focus that emerge from the data. Thailand has a dynamic economy, low unemployment and relatively high capabilities. However, despite having high numbers of STEM graduates it is still trailing behind in skilled labour supply. To close this gap, Thailand should continue to invest and improve its education sector so that it provides students of all ages with skills they need to thrive.

CURRENT STRENGTH AND WEAKNESSES OF THAILAND

1. STEM education
Ranking 20th globally in STEM graduates makes Thailand a regional leader in this field. If Thailand succeeds in retaining and employing STEM graduates, it will likely lead to steady improvement in other areas of transformative capacity and propel the economy towards innovation led growth, greater diversification and labour resilience.

2. Low youth unemployment
Thailand has youth unemployment rate of 3.87% which puts it in14th place globally. This bodes well for the future, as employment for young people provides them with much needed income but also with opportunities to acquire professional skills and job specific know-how.

3. Regional leader in Economic Complexity
Thailand ranks 27th globally in the Economic Complexity Index, making it a regional leader in the field. Moreover its position in the ranking has been generally increasing in the past two decades, suggesting that the Thai economy is becoming more diverse and more capable of producing advanced goods and services.

1. Underfunding of education
The country ranks poorly in Government expenditure on education (81st) and pupil-teacher ratio in secondary education (105th). Given the importance of human capital formation for the resilience of the labour market as well as economic development more generally, these are key areas in which additional government spending could make a difference for the decades to come.

2. Low-skilled labour and labour income inequality
Despite Thailand's high level of Economic Complexity, the country does poorly in reducing its reliance on low-skilled labour (ranking 96th globally). This apparent contradiction can be explained by pointing out the relatively high level of labour income inequality (83rd place globally).

3. Inability to translate STEM graduates into high-skilled workers
Thailand ranks 95th in high-skilled labour and 82nd in skilled labour supply. This suggests that its high number of STEM graduates has so far failed to generate a steady supply of skilled workers into the labour market. This should be addressed by further strengthening Industry-university collaboration (37th) and reorienting the education system towards critical thinking (86th) and digital skills (65th).

COVID-19 IMPACT AND RESPONSE

IMPACT

- **Demand shocks having a large impact:** the reliance on tourism and low skilled employment is having an impact on employment and hours worked.
- The countries strong **export market has been disrupted** through global supply chain interruption and demand pattern changes.
- Large share of informal workers likely to bring additional pressures.

RESPONSE

- Proactive government policy helped to **stem the spread of the disease** amongst the population. Through lockdowns and travel restrictions – the country understood it did not have the health infrastructure for a wide scale outbreak.
- A range of **liquidity boosting** mechanisms have been used to support business and the labour market. A large proportion of workers are informal - the government announced a cash transfer of 5,000 baht/month for six months for informal workers not covered by the Social Security Fund. A much large number of people claimed for the fund than expected.

Source: Whiteshield Partners

CENTRAL ASIA & S. CAUCASUS

Two country segments with very different resilience gaps

Russia, Kazakhstan, and Turkey are the labour market resilience leaders in the Central Asia and South Caucasus region, but they represent two different profiles illustrating the two resilience segments present in the region.

The first segment, represented by Turkey, has a strong structural comparative advantage and a high labour market resilience gap. Turkey has a labour market resilience gap of 31 ranks demonstrating high potential for labour market resilience improvements. The Kyrgyz Republic and Tajikistan also fall in this group. Countries in this segment need to focus on policy improvements and enhance their capabilities across the four elements of cyclical resilience. This would help these countries be more resilient during the next crisis and more aligned to future trends.

The second segment, represented by Russia and Kazakhstan, has a strong performance across both pillars of the Index and subsequently has a low to negative labour market resilience gap. Other members of this segment include Georgia, Armenia and Azerbaijan. These countries need to take more thorough action to reforms their labour market.

The region has a range of challenges with countries seeing a reduction in their rank and falls in GDP

Despite being the third highest ranked country in the region and experiencing a marginal increase in its labour market resilience score, Turkey, is the only country in the region to have experienced a reduction in its overall ranking within the Index. It has fallen by 5 positions from 46th to 51st.

Over the last five years Turkey has experienced changes which have reduced its labour market resilience including reductions in social capital, participation in formal education and training, falling renewable energy consumption and an increase in youth unemployment.

On a more positive note, over the last five years the country has seen an increase in GDP per capita ($PPP), reduced income inequality and a rise in the share of the workforce in the services sector all of which are core components of structural resilience. The country needs to focus on how it can close the gap between its structural and cyclical rank to improve labour market resilience.

Only one country in the region experienced a reduction in GDP per capita between 2015 and 2020: Azerbaijan. Due to the country's position as an oil rich nation, it has poor performance on a range of indicators related to green transitions which are an essential component of future resilience given the environment challenges the globe is facing. Renewable energy consumption accounts for 1.9% of all energy consumption in Azerbaijan, compared to a regional average of 15.7%. The country performs well compared to its regional neighbours in the PISA scores, quality of education system and the percentage of STEM graduates in tertiary education.

Kazakhstan, a mid-performer with strong resilience capabilities

Kazakhstan continues to improve its performance in the GLRI and subsequently has seen an increase in its ranking. Its labour market resilience score has increased by four points resulting in an increase in its rank of 10 places to 49th. The oil rich state has been engaged in regulatory changes to free-up the labour market, promote technology, boost entrepreneurship and strengthen intellectual property rights.

The country has a cyclical resilience rank of 52nd, supported by its strong absorptive capabilities, ranking 32nd. The country has low levels of youth unemployment, lower than average labour income inequality and a high proportion of women in the labour market.

Due to its strong absorptive capabilities it should be able to mitigate some of the immediate impact associated labour market shock and be able to protect jobs whilst turning the counties attention to recovery and growth capabilities (Box 8).

Box 8: Kazakhstan has improved its Labour Resilience Index rank by 10 places

KAZAKHSTAN

THE COUNTRY HAS EXPERIENCED MOVEMENTS UP THE RANKINGS BUT AREAS OF IMPROVEMENT ARE STILL APPARENT

Ranking 49th, Kazakhstan continues to climb up the GLRI ranking having gained 10 positions in the last five years. The improvement stems from regulatory reforms to free-up the labour market, promote technology, entrepreneurship and strengthen intellectual property rights. These reforms should be combined with an increase in investment in education and R&D to combat the dependence on natural resources, and modest levels of economic diversification and complexity.

CURRENT STRENGTH AND WEAKNESSES OF KAZAKHSTAN

1. **Business friendly environment**
Kazakhstan ranks 4th in enforcing contracts, 22nd in ease of getting credit, 24th in time to start a business and 1st in cost to start a business.

2. **Growing levels of tertiarization**
Kazakhstan has achieved a relatively high level of tertiarization of the economy, with 56% of GDP currently derived from service activities. Although, progressive tertiarization of the economy contributes to greater diversification of occupations and skills, it should also be noted that many of the services jobs created have been in lower value-added sectors such as retail and public administration.

3. **Increasingly flexible labour market**
Kazakhstan´s efforts to improve the flexibility of the labour market are bearing fruit. The country ranks highly in both hiring & firing practices (39th) and ease of hiring foreign labor (40th).

1. **Dependence on natural resources**
Kazakhstan´s large oil reserves are certainly a blessing. However, this abundance of natural resources had also had a "Dutch disease" effect in Kazakhstan and left many jobs vulnerable to commodity dependence. Diversification is one of the best strategies to protect the economy and the labour market from adverse shocks. Therefore, Kazakhstan ranking as the 128th most dependent country on natural resources is certainly an area where substantial improvement could still be made.

2. **Low level of spending on R&D and higher education**
Kazakhstan ranks 100th in tertiary education expenditure per student and 97th in government expenditure on R&D (0.14% of GDP). Directing more resources towards higher education and innovation is a good strategy to speed up the process of diversification of the Kazakh economy.

3. **Modest levels of economic diversification and complexity**
Kazakhstan ranks in the middle of the pack in terms of economic complexity (66th) and number of products with revealed comparative advantage (86th).

COVID-19 IMPACT AND RESPONSE

IMPACT

- Low performance on **workers' rights and unemployment coverage** have been exacerbated by the current crisis. The economy has not contracted.
- Low skilled workers are more at risk of being impacted by the labour disruption bought about by COVID-19. The country has a high share of low skilled workers and poor performance on ALMPs which could stifle the labour market recovery.

RESPONSE

- Government utilised its financial position to provide a stimulus package. However, **debt dynamics** already showed room for improvement so this could put additional pressures on government finances.
- There are high level of unprotected self-employment (25%) and underemployment (36%), the government was able to protect the most vulnerable segments of the population by proving direct payment of 42,500 KZT per month (about 100$) during lockdown.

Source: Whiteshield Partners

MIDDLE EAST AND NORTH AFRICA

An unequal region with a diverse profile

The region is made up of a small number of countries who have diverse rankings in the Index. Israel continues to lead the way with Yemen staying at the bottom of the regional table. There has been no change in their regional positions over the last five years.

Israel, which has dropped to 21st in the GLRI 2021 ranking, remains a highly developed economy with strong education policies and a robust innovation and entrepreneurship ecosystem making it economically vibrant and resistant to external shocks. However, in the last five years its economy has faced some challenges including a reduction in the current account balance, an increase in youth unemployment and reductions in social capital: all of which are important components of labour market resilience.

Yemen is the polar opposite of Israel; it is war torn and faces a host of issues alongside its poor labour market resilience, it ranks 135th. Only three of MENA region countries rank below 100 – Algeria, Iran and Yemen.

Areas for improvement are clear

Many of the countries in the region share several characteristics which are negatively associated with labour market resilience – poor quality education systems, ineffective or non-existent active labour market policies and low access to credit for businesses. The demographic dividend of a young population is not being taken advantage of in most countries in the MENA region due to a comparatively weak policy environment. Yet the potential for improvement is high, five of the MENA countries have resilience rank gaps of over 20 positions; that is, they rank more than 20 position higher on the structural pillar than they do on the cyclical resilience pillar.

These countries can improve their rank by focusing on improving their cyclical scores through a range of policy initiatives developed to improve resilience across the four dimensions. Countries in this regional should focus on absorptive and institutional capabilities as this is where their weakest performance lies.

Quick wins are more political favourable, but core policy change is often what is needed. Whist short-term gains are possible, long term changes are needed to truly transform these economies to be more resilient. The environment for innovation should be improved as should the alignment with future trends including the attention given to the workforce of the future through improvements in education, skills, and training. To truly see the benefits associated with these changes, other areas of the political and economic landscape must be reformed including reducing bureaucracy and reducing corruption.

Future capabilities need strengthening

At the beginning of 2020, the world experienced the first phase of a global pandemic followed by an oil price crash. The ramifications of the oil price crisis will have been felt heavily amongst many of the countries in this region. Countries in the MENA regional are still heavily reliant on natural resources and have the lowest regional consumption of renewable energy by a long way. Improvements in the green transition must occur if the region is to future proof its workforce against the movement to greener forms of energy production.

The benefits of change are being felt in the UAE

The United Arab Emirates ranks 35th on labour market resilience, this is an improvement of two places compared to five years ago. It is the third highest ranked country in the region, behind Israel and Malta. It has made progress on both pillars of the Index, yet change is most apparent amongst its cyclical rank (Box 9).

The four sub-pillars of cyclical resilience are core components of a nation’s ability withstand a labour market disruption and the UAE demonstrates strong capabilities in adaptive and transformative capabilities (17th and 21st). However, there are clear areas for improvement in absorptive capabilities and institutional capabilities (40th and 65th).

Box 9: UAE improving in economic complexity and development

UNITED ARAB EMIRATES

RISING AS A RESILIENCE LEADER AND A MODEL FOR OTHER MENA REGION COUNTRIES

The UAE is the strong regional performer in labour resilience. Compared to other GCC countries, the UAE has been more successful in developing economic diversification mainly by continued tertiarization of its economy. The country also performs higher than its peers in terms of economic complexity, ranking 52nd globally and continuously climbing. The country needs to improve its performance on absorptive capacity indicators (40th)

ACHIEVEMENTS OF THE UAE AND REMAINING CHALLENGES

1. **Attracting global talent**
The UAE has a flexible labour policy in terms of the of ease of hiring foreign workers (5th), which translates into the country having a high and rising availability of skilled workers - 7th globally in 2021. The labour market also benefits from flexibility in the form of hiring and firing practices – ranking 8th.

2. **Government support for innovation**
The UAE scores highly in innovation inputs thanks to its high R&D spending and a relatively strong framework for Intellectual Property Rights (20th). It is also a global leader in government procurement of technology, ranking 1st globally.

3. **Business friendly environment**
The UAE stands out for its business and investment friendly regulations. It scores highly on time to start a business (11th), paying taxes (1st), enforcing contracts (8th) and property rights (13th). However, further improvements could be made in the cost to start a business (86th).

1. **High reliance on non-renewable energy**
Unsurprisingly, the UAE ranks towards the bottom of the world in terms of renewable energy consumption (130th) and CO_2 intensity of GDP (116th). Hopefully, the relatively good performance in environmental goods exports & imports (31st) and green patent applications (53rd) are signs of progress towards a greener and more sustainable economy.

2. **Translating innovation inputs in outputs more effectively**
The UAE continues to perform much lower in innovation outputs both academic-oriented outputs (R&D journals) and business-oriented ones (patent and trademark applications or number of researchers) compared to the level of its innovation inputs. This is likely to improve over time as innovation policy continues to take effect.

3. **Moving from importing to exporting high tech products**
Despite high performance in indicators such as digital skills (14th), ICT infrastructure per school (1st) and ICT usage by firms (4th), the UAE is yet to become a global leader in technology - ranking 100th globally in high-technology net exports. Placing 52nd in STEM graduates points to a possible area of focus to address this shortcoming.

COVID-19 IMPACT AND RESPONSE

IMPACT

- **Job losses are apparent across sectors:** some large-scale employers in the country have made staffing reductions others have reduced the hours and pay of employees.
- **Low Economic diversification** (88th) could influence the scale of job losses.

RESPONSE

- In 2020, the country rolled out a large **stimulus package** to support the economy and mitigate the impact of the crisis. Their strong performance on debt dynamics (1st) puts them in a good position financially.
- Institutional changes are being made to reduce silos and create a more agile public sector.

Source: Whiteshield partners

LATIN AMERICA AND CARIBBEAN

The region of Latin America and Caribbean has the third lowest average score in the GLRI and has the highest average Gini coefficient due to its position as a region dominated by income inequality. The region is distinct and has the second highest number of countries in the analysis. Countries in the region have an average labour market resilience rank of 84th – however Mexico is the regional leader at 45th.

On average countries in the region did not improve their labour market resilience scores in the last five years and subsequently the region has fallen down the ranks as other regions improve and at a faster pace.

Growing GDP per capita but with few improvements elsewhere

Over the last five years, GDP per capita rose in the region by an average of just over $1,600 per capita (PPP). Yet it remains the third lowest amongst the eight regions.

Economic complexity and diversification fell in the region and only a few countries were able to improve in these areas.

Mexico is one of the most developed nations in the region and accurately captures this issue of increased GDP per capita in combination with rising inequality and falling economic advantages.

Increasing demographic and welfare pressures

The diversity of the region can be reflected in the share of the older population – Barbados has a population demographic more akin to European averages, over 16% of the population are aged over 65. Whereas, in Belize and Guatemala the share of the population aged 65+ is less than 5%. In the last five years Jamaica was the only country in the region to see a decrease in the share of its older population.

Compared to more developed regions, Latin America and the Caribbean have low levels of unemployment and pension coverage. This could be a hindrance on labour market resilience in the future given the increasing share of elderly individuals and the rising share of youth unemployment in the region.

There are some complex signs of resilience across the region - on average, youth unemployment stands at 16% in the region, however in three countries, Barbados, Costa Rica and Haiti, it is almost double that are more than 30%. The share of informal workers stands at 57%, which is below many other developing regions. However, some countries in the region have much higher shares, in Haiti is stands at 88% and in Honduras 76%.

Labour market resilience is apparent in some nations, but changes are still needed

Costa Rice and Chile have the second and third most resilient labour market in the region. The two countries rank 47th and 48th in the overall resilience Index yet have considerably lower structural ranks. In these economies short-term policy change does not have the potential to increase labour market resilience due to the deficient performance on structural resilience capabilities. They will need long term action to reform the structural elements of the country and boost labour market resilience. Chile is one of several countries in the region which must undergo a range of structural reforms if it is to address issues of inequality and high youth unemployment (Box 10).

Costa Rica performs less favourably on adaptive and transformative capabilities. There are a range of indicators where the country is performing below the regional average, especially in relation to welfare and labour market participation. The country has a high youth unemployment, a small share of women in the labour market and worse than average social safety net coverage. The country has experienced a major reduction is its economic development and macroeconomic stability rank in the last five years.

Box 10: Chile has the potential to continue to lead the way in the region

CHILE

WEAKNESSES HAVE RESULTED IN REACTIVE RATHER THAN PROACTIVE POLICIES IN THE WAKE OF COVID-19

Chile ranks 48th in the GLRI. Its commitment to fiscal soundness and free trade have helped enrich the country, but high levels of inequality and youth unemployment paint a less successful picture of the country's recent past. The country ranks considerably higher on cyclical resilience than structural, supported by adaptive capacity (29th) and institutional capabilities (15th)

CURRENT STRENGTH AND WEAKNESSES OF CHILE

1. **Commitment to free trade**
Chile is a regional leader in promoting free trade. It has some of the lowest applied tariffs in the world (ranking 3rd) and it ranks 12th in trade openness.

2. **Highly developed financial system**
Chile scores well on access to loans (14th), microfinance loan portfolio (20th) and the depth of financial system (20th). The country also has extremely low levels of public debt at around 25% of GDP, making it a global leader in fiscal soundness.

3. **Skilled labour supply**
Chile ranks 21st in skilled labour supply and 22nd in formal & informal education & training, areas which are undoubtedly connected and should help the country climb the ladder of economic complexity (71st).

1. **Dependence on natural resources**
Chile ranks towards the bottom of the table in dependence on natural resources (121st).

2. **Youth unemployment**
With youth unemployment rate at almost 20%, Chile ranks 98th in this indicator. Moreover this rate has been steadily increasing in the past five years and is likely to rise sharply as a result of COVID-19.

3. **High levels of inequality**
With a Gini coefficient of 43.62, Chile ranks 107th in income inequality. Inequality and increasing costs of living were the main complaints behind the "Chilean spring" that started in 2019.

COVID-19 IMPACT AND RESPONSE

IMPACT

- As a region, Latin America, has been particularly hard hit by COVID-19, especially in terms of **the high number of cases per capita.**
- The **precarious nature of employment** has resulted in a large number of job losses and a **reversal in the economic performance the country** has enjoyed which has lifted people out of poverty.

RESPONSE

- A **range of new laws needed to be enacted** due to gaps in current regulation on teleworking and employment protection. The need for this type of action shows the lack of pre-existing resilience capabilities in these areas. Vulnerable and informal households have been supported through different cash transfers and the handing out of debit cards to those without a bank account.
- The healthcare system has been on the brink of collapse – not helped by the ranking of 64th of physical health. This could suggest poor health infrastructure and a population with underlying conditions.

Source: Whiteshield Partners

SOUTH ASIA

The region is highly unequal with India and Pakistan at opposite ends of the labour market resilience spectrum

Countries in the region have an average rank of 91st in the GLRI – despite this low rank the region is helped considerably by the performance of India who ranks 67th. The remaining five countries all have a rank of 90 or below.

India is one of the world's largest countries and this gives it an advantage over similarly developed nations. The labour market of India is characterised by strong performance on a range of transformative capabilities which show the country is pivoting itself towards the growth opportunities of the future. This includes the sizeable share of STEM graduates and the countries performance across high-tech export metrics. The country demonstrates clear strengths which can be a source of inspiration for others in the region (Box 11).

However, there is always room for improvement. India has a high share of informal labour (80%), a low proportion of women in the labour force and high levels of income inequality. It should focus on improving the services share of the economy, improving workers' rights and the coverage of basic health care.

Pakistan on the other hand has a labour market resilience rank of 105th. However, it is the only country in the region to improve its rank in the Index in the last five years. This has been driven by improvements in the cyclical pillar of the index and mainly in terms of adaptive and transformative capabilities. Improvements can be seen in many areas including ICT access, the number of researchers in R&D and ICT service exports. The country has a considerably higher share of low skilled workers and lower levels of GDP per capita than other countries in the region. GDP per capita ($PPP) in Pakistan is the 2nd lowest in the region behind Nepal. The country has the lowest share of older people in the region and should be able to harness a young and economically active population to boost economic growth and resilience. However, the country has higher than average youth unemployment and a large proportion of youth not in employment, education or training and therefore needs to focus on the inclusiveness of its labour market and the opportunities for the future workforce.

In the last five years there has been some improvement in the quality of the education system in Pakistan. Although, there is still room for improvement including through increasing the pupil to teacher ratio, which is low even by regional standards. Evidence suggests academic attainment is positively correlated with a greater teacher to pupil ratio and therefore this could be impacting the quality of the education sector.

Resilience gaps show the potential of the region

Almost all the countries in the region have large resilience rank gaps demonstrating their potential to instigate policies which create cyclical resilience in the labour market.

The three remaining South Asian countries which feature in the Index perform more similarly to that of Pakistan than India. Bangladesh and Nepal have strong labour market resilience rank gaps suggesting they have the potential to reform their labour market resilience scores (68 ranks in Nepal and 17 in Bangladesh). Sri Lanka on the other hand ranks 86th on both the structural and cyclical pillar of the Index suggesting a balance profile but one with room improvement in all areas.

Except for India, all countries in the region experienced a reduction in their structural rank over the last five years. This includes reductions in economic development and macroeconomic stability and country capabilities.

Box 11: A large yet unequal labour market is stopping India reaching its potential

INDIA

LARGE, UNEQUAL AND PRECARIOUS LABOUR MARKET WHICH IS BEING TESTED IN THE CURRENT CLIMATE

India's huge labour market ranks 67th in the GLRI. The key barrier to labour market resilience in India is the low level of absorptive capacity. The holes in the social safety net and high levels of income and gender inequality make those on low incomes vulnerable to adverse shocks. In the presence of usual economic shocks, India's highly diversified economy seemed robust. However, the unique challenges posed by the COVID-19 pandemic exposed the weaknesses stemming from a lack of social protection and a large informal sector.

CURRENT STRENGTH AND WEAKNESSES OF INDIA

1. **STEM education and research institutions**
Ranking 9th globally in STEM graduates makes India not only a regional leader in this field but also a global one. India also scores highly on the quality of research institutions (33rd) and industry-university collaboration (24th). These demonstrate an economy which is aligned with future trends.

2. **ICT services exports**
India's unique combination of a large well educated English-speaking workforce and relatively low wages makes it globally competitive in ICT. Ranking 4th in ICT services exports is one of the country's biggest strengths. Notably this competitive advantage does not extend into leadership in ICT goods exports where India ranks 67th.

3. **Highly diverse economy**
India boasts one of the most diverse economies in the world by the number of products with a Revealed Comparative Advantage (13th). However, India's lower ranking in the Economic Complexity Index (42nd) suggests that India is not yet competitive in the production of the most complex goods and services.

1. **Poor social safety net**
India scores poorly on a number of input indicators in absorptive Capacity. It ranks 109th in Workers' right, 86th in pension coverage and 104th in coverage of basic health services. At India's current stage of economic development these rankings make it an underperformer among its peers.

2. **Challenging business environment**
India has a large informal economy. Making it easier to enter the formal economy through creating a more business friendly environment would certainly help address this issue. The key challenges are enforcing contracts (121st), time and cost to start a business (96th and 91st respectively) and paying taxes (88th).

3. **High levels of inequality**
India remains to be a highly unequal society – ranking 128th in terms of labour income inequality. Gender inequality is another area where great improvements are needed, with India ranking at a dismal 130th place in women's participation in the labour force.

COVID-19 IMPACT AND RESPONSE

IMPACT

- **Fragility of the labour market** highlighted as millions of people had to make their way back to rural villages away from the cities. The country is regionally unequal.
- Risk of **increased poverty** as the labour market takes the brunt of the economic impact. High share of informal workers who are unlikely to be supported by labour regulations.

RESPONSE

- The government has enacted a **large scale fiscal stimulus** package, equivalent to 10% of GDP. However households and businesses have been storing funds.
- India ranks 102nd on physical health and 104th on basic healthcare coverage which means the government was not able to rely on the status quo on health to get it through the crisis. In the second half of 2020 the healthcare system was on the brink of collapse.

Source: Whiteshield Partners

SUB-SAHARAN AFRICA

The region continues to sit at the bottom of the Global Labour Resilience Index

This region has the lowest performance across the Index with countries in the region having an average score of 43 and an average rank of 109th. This is 18 ranks lower than the next worse region. Only one country in the region (Mauritius) is ranked higher than 50th out of the 136 countries in the Index (Box 12) and more than 70% of the countries in the region are ranked below 100.

Countries in the region rank at the bottom of the Index and across both resilience pillars. However, countries in the region do not always find themselves at the bottom on the individual sub-pillars. The region has the best score on demographics due to its young and growing population. Côte d'Ivoire ranks lowest on absorptive capabilities (132nd), Angola ranks second from last on adaptive capabilities (134th), Burundi ranks 132nd on transformative capabilities and Chad is second from the bottom on institutional capabilities (135th).

Structural issues must be addressed if the region is to grow

There are unlikely to be many short-term policies which can transform labour market resilience in the region due to several structural issues.

Seven of the world's most unequal countries are in the region, with Latin American filling the other three positions. South Africa is the most unequal country in the globe, it has a Gini coefficient of 63. However, South Africa is also the only country in the region to have a positive economic complexity score.

Despite the region’s young population without improvements in economic complexity, trade and diversification the region will struggle to improve its labour market resilience.

The path to growth should focus on transformation and leapfrogging

Services as a share of the labour force is an important component of labour market resilience and economic development, however the region performs below the world average in this area. Countries with a stronger tourism sector, such as Mauritius and the Seychelles, have strong performance in this area. The Seychelles has more than double the share of workers in services compared to Sierra Leone (72% vs. 32%).

Mauritius and the Seychelles have the highest level of GDP per capita ($PPP) and strongest educational performance compared to the other countries in the region. They are outwardly focused countries benefiting from trade openness and a strong tourism focus.

The other countries in the region should focus on improving the quality and availability of education, harnessing emerging technologies and reducing the barriers to entrepreneurship. The green transition brings opportunity to leapfrog since these countries are not locked-in in complex but environmentally harmful production structures. They can thus combine structural reforms to move up along value-chains with a focus on greener production methods and goods and services. The potential for this also extends to more traditional economies with a high focus on agricultural production. Countries in this region, such as Nigeria and Ghana, demonstrate clear potential to harness greener growth opportunities and convert this into improved economic performance and labour market resilience. This can be seen in their performance on investment in renewables and lower than average domestic material consumption compared to the region.

Box 12: Mauritius is a clear leader in Sub-Saharan Africa

MAURITIUS

AS AN EXTERNALLY FOCUSED ECONOMY WITH STRONG BASIC POLICY TOOLS IT WILL CONTINUE TO LEAD TO THE WAY IN THE REGION

Ranking 43rd in GLRI makes Mauritius a regional leader in Sub-Saharan Africa. The country´s main strengths are its business-friendly environment, a future orientated government and ICT access at schools. The challenges are youth unemployment, female participation in the labor force and gaps in the social safety net.

CURRENT STRENGTH AND WEAKNESSES OF MAURITIUS

1. **Business friendly environment**
Mauritius ranks 5th in paying taxes, 25th in enforcing contracts, 7th in applied tariffs, 21st in time to start a business and 22nd in cost to start a business.

2. **ICT infrastructure in schools**
Mauritius succeeded in providing access to a computer for every primary school student, making it an exemplary performer in this domain.

3. **Universal pension coverage**
Mauritius achieved the highest possible score in pension coverage. Another achievement which should inspire its regional peers.

1. **Youth unemployment**
With a youth unemployment rate oscillating around 24% in the recent years, Mauritius ranks 108th. The country must work on making its labour market more inclusive and providing opportunities which improve the opportunities available to its youth.

2. **Low level of female participation in the labour force**
Ranking 104th in female participation in the labour force means that Mauritius still has a lot of potential to increase the gender diversity of its workforce.

3. **Gaps in the social safety net**
Although Mauritius provides universal pension coverage it still lags behind in provision of unemployment coverage (72nd) and provision of basic healthcare services (93rd).

COVID-19 IMPACT AND RESPONSE

IMPACT

- **Mauritius is an outwards facing country meaning it is more exposed to global shocks.** It has been heavily impacted by a reduction in tourism and global demand. Travel and tourism accounted for almost one quarter of GDP in 2019.
- A **range of pre-existing strengths,** such as low unemployment and economic diversification, should result in better resilience to the crisis compared to other countries in the region.

RESPONSE

- The country is **heavily reliant on food imports** and controls have been put in place to control foreign exchange markets and ensure households have access to essential goods.
- A **range of restrictions** were put on households to contain the virus and support has focused on supporting vulnerable groups. Unlike many countries in the region, healthcare is free and funded through general taxation which has reduced the need for proactive healthcare policy changes.

Source: Whiteshield Partners

GLRI 2021 & COVID-19

Countries must prepare for multiple future scenarios in aftermath of COVID-19

The current crisis is a textbook example of the interlinked nature of shocks. COVID-19 is first and foremost a health crisis, it might be expected that resilience to a health shock should be conditioned by the capabilities of a country's health system. In this instance, resilience capabilities would include the number of intensive care beds, spending on healthcare, staffing levels and the quality of the surrounding healthcare research and innovation ecosystem. While the ability of a country to respond to the health crisis has been important, as COVID-19 has continued to spread across the globe its impact has been felt well beyond the healthcare system and into the economic and social sphere. The crisis has led to historically unprecedented reductions in output which have had devastating impacts on national economies. Evidence suggests the initial containment strategies reduced GDP by as much as 25% in some advanced nations[24]. In the beginning stages of the crisis the health and economic changes were coupled with unprecedented travel restrictions and large-scale lockdowns, these factors caused a significant reduction in global demand for oil and oil derivatives.

Events which trigger shocks can vary in duration, however the true impact of these events can be felt for months or years afterwards due to the acceleration of long-term stresses. In the wake of COVID-19, and the implementation of lockdowns, there was a considerable shift to remote work and digital service provision. The acceleration of digital disruption is more easily absorbed by nations, or regions, which have stronger digital capabilities. Governments which had the right capabilities for digital services or digital infrastructure, especially with respect to health, were in a better starting position during the crisis and this has likely contributed to their ability to withstand the initial disruption and its long-term consequences.

On the other hand, nations with less developed digital infrastructure and capabilities will need to undergo more radical reform and take giant leaps to boost their resilience.

STRUCTURAL CHALLENGES & COVID-19

Several of the structural components of labour market resilience will be of material importance for countries as they try to contain and recover from COVID-19.

An ageing population can bring additional pressures

The demographics of a nation is important – a larger share of older people can put additional pressures not just on the healthcare system but on the mechanisms of social protection. Countries with a large elderly population and universal healthcare or old age benefits which are funded through working-age taxation are likely to face issues of sustainability. Italy was one of the European countries to see health capacity stretched during the first wave of COVID-19. Italy has the second worst performance in the demographic pillar of the GLRI, with Japan ranking at the bottom. Countries with a large elderly population may find themselves needing to enact highly restrictive containment measures for longer periods of time to reduce the risk to their elderly population, especially if vaccine delivery proves too slow. Continuing to use highly restrictive measures will have major consequences on economic output and government debt as government stimulus remains necessary to support businesses and individuals affected by lockdown policies.

There is an increased risk of a debt crisis fuelled by spiralling borrowing

Large and unprecedented stimulus packages have been developed and implemented to support

[24] https://www.oecd.org/coronavirus/policy-responses/evaluating-the-initial-impact-of-covid-19-containment-measures-on-economic-activity-b1f6b68b/

businesses, workers, and healthcare systems across the globe. Stimulus has been a core component of many national responses – however current resilience capabilities and government debt dynamics will influence the ability of nations to use this lever. The last economic crisis was only just over a decade ago and the ramifications are still being felt, as evidenced by current levels of borrowing.

The current picture of elevated levels of government debt, combined with declining economic output, job losses and reduced household spending, has all the markings of a potential debt crisis.

The 2008 Global Financial Crisis showed the effectiveness of stimulus as a path out of recession but also that the allocation of resources and spending patterns has a strong influence on the nature of recovery and economic conditions going forward. In the wake of 2008, many countries, including the US, EU and UK, relied on monetary policy to support their economies and prevent economic ruin. Constant and significant increases in the money supply can lead to hyperinflation and often privileges a small proportion of large firms, creating asymmetries which disadvantage smaller firms. In 2018, Central US Government debt stood at 90.5% of GDP. In recent history, the US has engaged in three programmes of quantitative easing; from December 2007 to May 2017, the Fed's total assets increased from $882 billion to $4.473 trillion—a fivefold increase[25]. Some countries will look to take a similar path in response to COVID-19, but the option will not be available or palatable to all nations.

Iceland's debt resolution initiatives stand in sharp contrast to the approach pursued in the US and members of the EU. Iceland entered the 2008 Global Financial Crisis with relatively low levels of government debt as a proportion of GDP. However, relative to the size of its economy, Iceland faced the biggest banking failure in economic history.

Rather than following the "too big to fail" approach of many other nations Iceland restructured its banking sector by allowing banks to go out of business and bailed out private creditors therefore sparing individuals from paying for their failings of the banks. Between 2008 and 2013 the debt of more than a quarter of the Icelandic population was written off by the nation's banks. The funds for these programmes were raised by tax hikes on financial institutions and a haircut on debt owed to overseas investors by the failed banks.[26] This strategy played a significant role in the recovery of Iceland from a deep recession. Government debt is now more than double the rate from 2007, however, the economy was growing strongly in 2018.

Very few countries with a high debt share of GDP are reducing this debt burden. Over the last decade most countries have seen increasing levels of debt as a share of GDP (Figure 23). In particular, Japan has very high levels of debt as a share of GDP which could reduce its ability to continue with medium to long term stimulus initiatives.

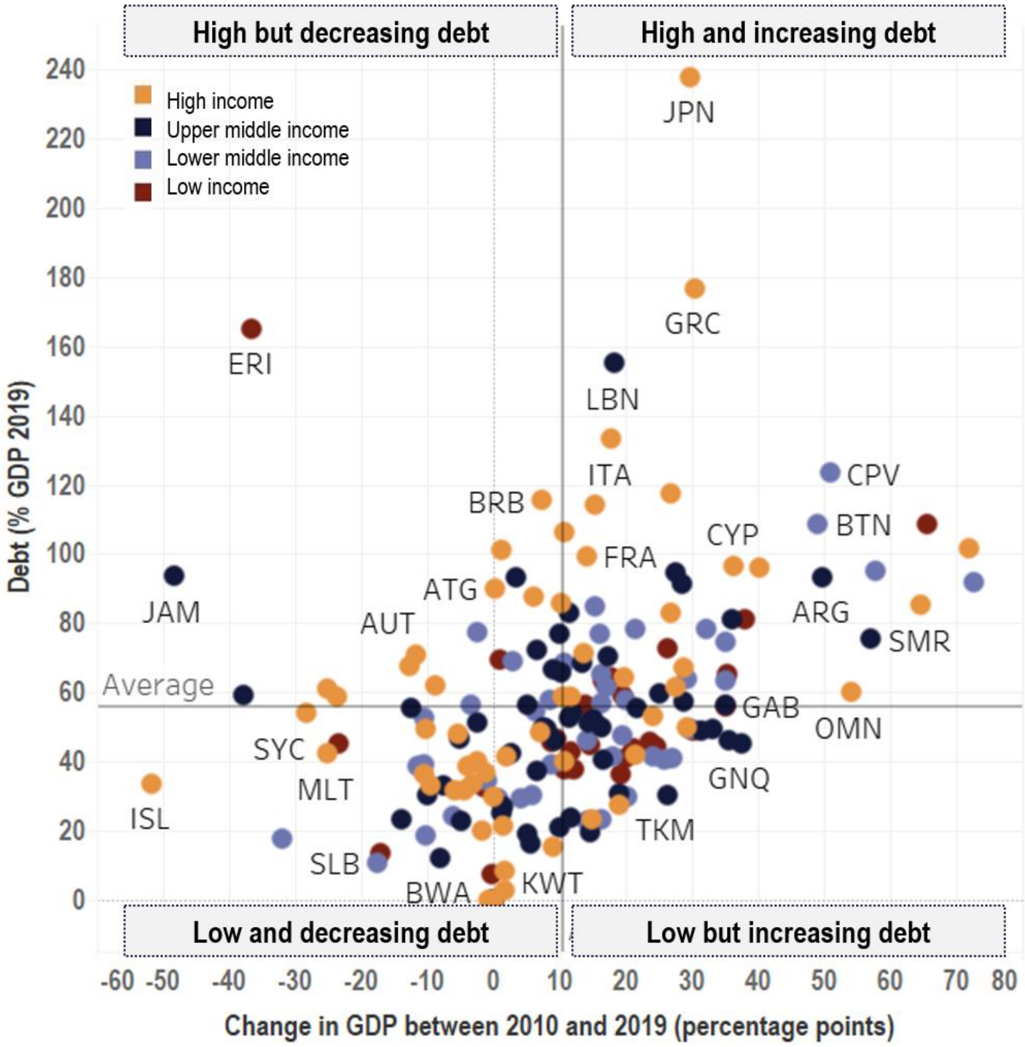
High and increasing levels of debt on their own are not a concern if this debt is sustainable. However, many developing nations have high and increasing debt combined with a poor bond rating suggesting debt is not sustainable. Not all countries entered into this crisis with the same financing abilities and only time will tell if governments, epically in low-income countries, are able to continue to finance their expenditure. As the impact of the crisis continues countries may find themselves reaching the tipping point of debt sustainability and experience a downgrading in their bond rating, as the UK did in October 2020[27].

[25] https://www.stlouisfed.org/publications/regional-economist/third-quarter-2017/quantitative-easing-how-well-does-this-tool-work

[26] https://www.un.org/esa/desa/papers/2014/wp132_2014.pdf

[27] https://www.ft.com/content/117349e4-dc95-4509-969b-26dcdede1773

Figure 23: Debt pathways 2010 to 2019



Source: Whiteshield Partners & IMF

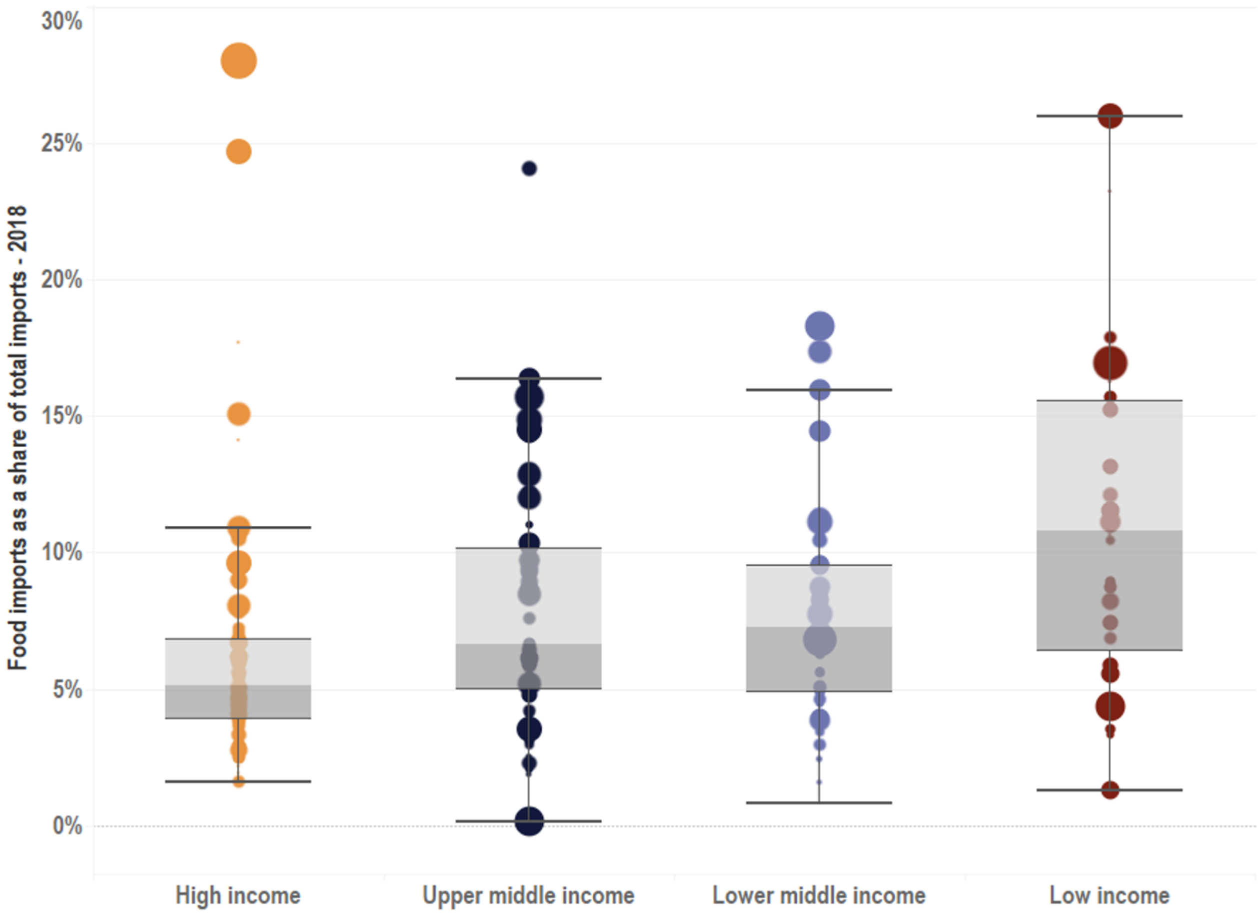
Economic diversification and a broad set of trading partners increase resilience

Nations with high levels of economic diversification are better placed to minimise their exposure to risk. The impact of COVID-19 is evident across multiple sectors, from tourism to manufacturing. The scale of the crisis means almost no country has been left unaffected. Fortunately, diversification reduces the likelihood that heavily impacted industries are the sole or major component of a country's economic growth.

Certain countries have looked to diversify their economy in recent years is by reducing the reliance on natural resources. These economies tend to be oil producing nations - in our analysis Azerbaijan, Algeria and Nigeria are amongst the most dependent on natural resources. The double impact of the health crisis with the oil price drop has had a compounding impact on economies with large oil dependence. The current crisis has further highlighted the volatility of oil as a revenue source - a vulnerability which is likely to continue especially as alternatives to traditional fuel sources continue to be developed. To reduce dependence these countries should explore investing in greener forms of energy production and industries which are more likely to survive long-term such as 4IR enabled manufacturing.

It is not only the dependence on one industry or commodity which can cause economic exposure but the degree of trade vulnerability. This is linked to both import and exports and the concentration of products and partners - high concentration scores on both will lead to increased vulnerability. The initial stages of COVID-19 highlighted vital weaknesses particularly for countries with a high reliance on imported goods such as food and medical supplies. Low-income countries have the highest average food imports as a share of total imports (Figure 24). The risk of overreliance can be exacerbated by changes/vulnerabilities in the supply chain. National lockdowns altered supply chain logistics and numerous countries took steps to limit the export of food and medical supplies. For example, the EU limited the exporting of personal protective equipment (PPE) and India imposed export restrictions on several vitamins and pharmaceutical raw materials.[28] In order to better withstand the next supply chain disruption, countries should consider strategic stockpiles and find ways to help create agile manufacturing.

Figure 24. Share of food imports by country group



Size of bubble represents food exports as a share of GDP

Source: Whiteshield Partners & World Integrated Trade Solution

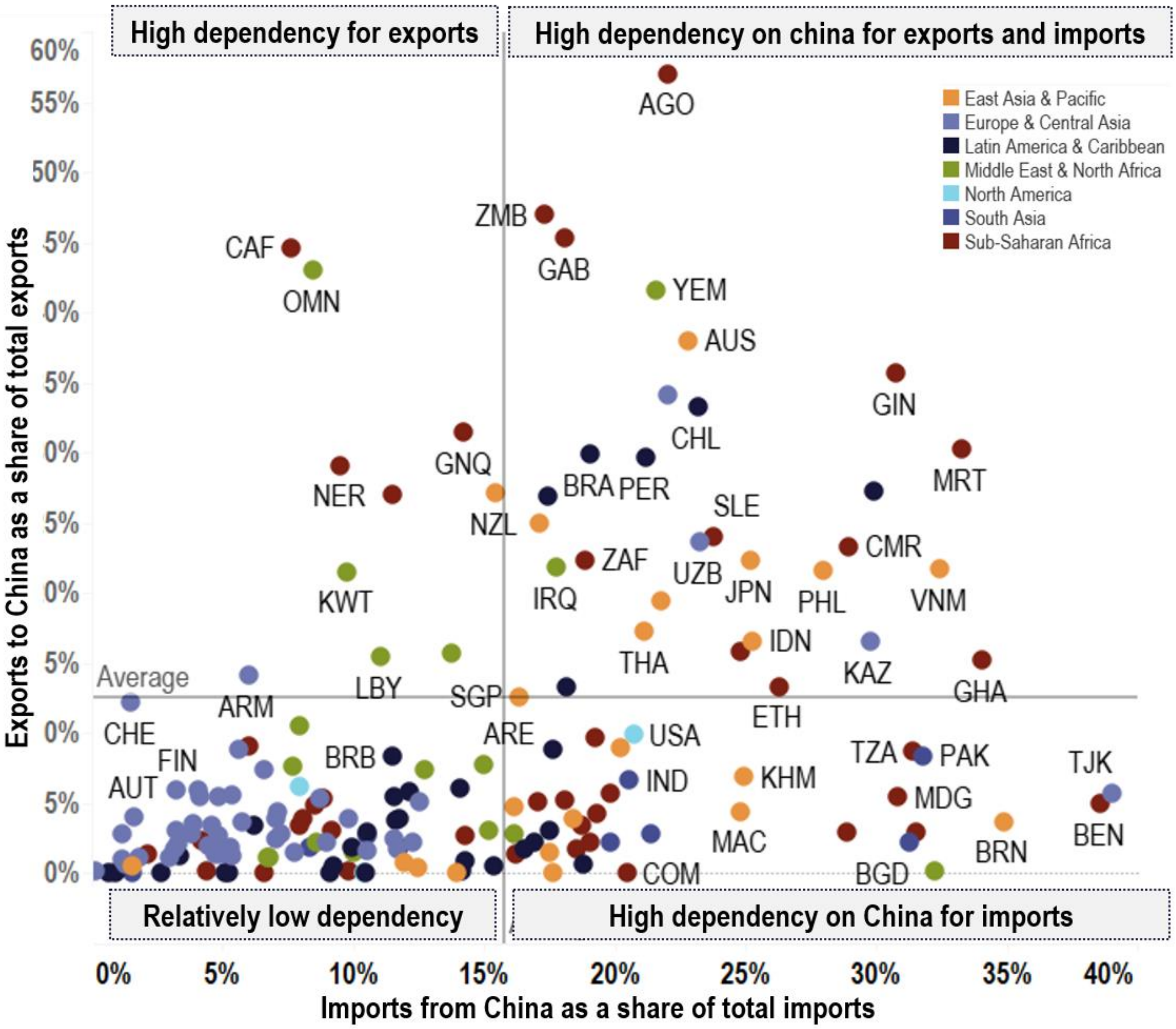
Countries heavily reliant on one trading partner are exposed to considerable risks during economic shocks. This was well demonstrated by the COVID-19 pandemic. Disruption to one component of the value chain can cause significant supply chain delays and lead to goods shortages. As the virus originated in China, the global leader in goods production and export, it caused ripple effects all around the world. Apple Inc. provides an interesting case study with their annual product launch delayed due to interruptions in their global supply chain, setbacks that originated in China but rippled out as the virus spread to other nations.[29]

[28] https://www.wto.org/english/tratop_e/covid19_e/bdi_covid19_e.pdf

29 https://www.industryweek.com/supply-chain/article/21126666/a-covid19-supply-chain-shock-born-in-china-is-going-global

Countries in Europe are the least reliant on China as an export / import partner (Figure 25). Only a handful of countries are highly dependent on China as an export partner only. Developing countries appear to show the highest reliance on China for exports and imports.

Figure 25: Export and import dependency on China



Source: Whiteshield Partners & World Integrated Trade Solution

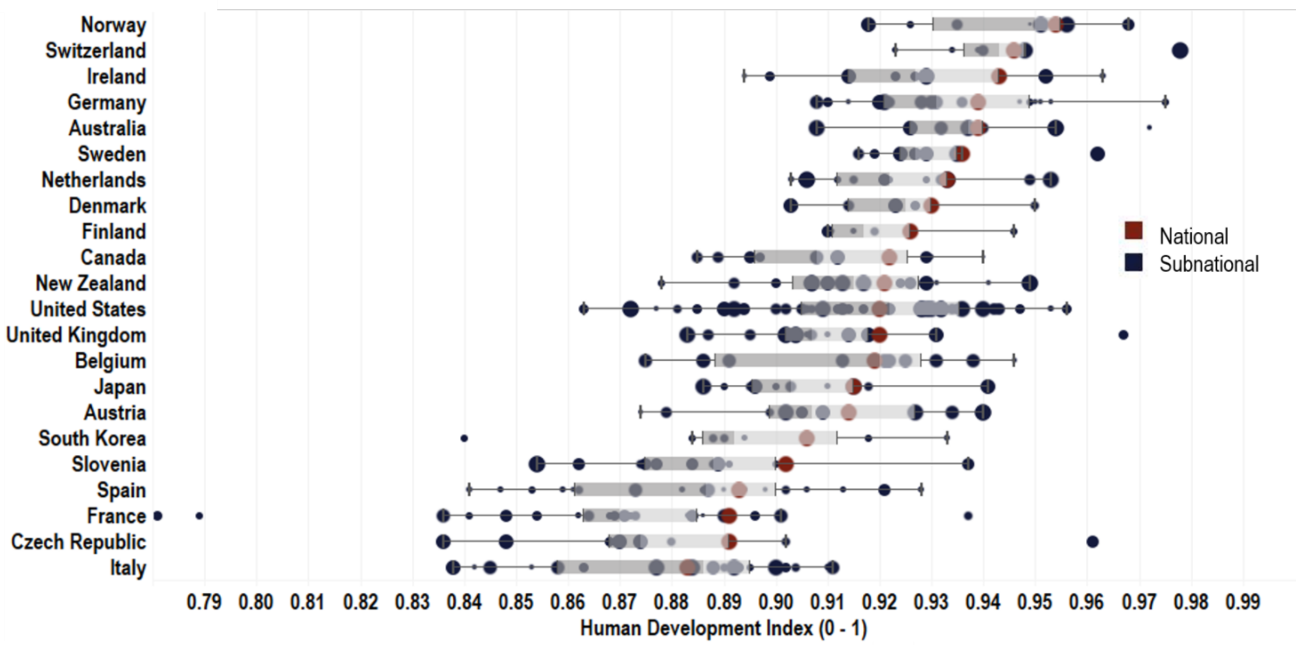
COVID-19 has laid bare the need to address inequality.

Goods shortages impact those on the lowest incomes most. This is because when prices rise due to supply shortages those on the lowest incomes are unable to turn to alternative and often more expensive options. In all countries the rich and poor have experienced the COVID-19 crises in very different ways, countries with high levels of inequality face particularly acute challenges. The poorest in society are likely to be more heavily impacted by COVID-19 due to low levels of access to healthcare, poor living conditions, a lack of remote working opportunities and high population density in their local area which increases the spread of the virus. This group is less able to withstand economic disruptions and will likely reduce their consumption, translating further into reduced domestic demand. This vulnerability suggests that the level of inequality in many nations could widen as COVID-19 continues to have an impact on the systems around us.

Inequalities are not only evident at the National level but also intra-regionally. The impact of the disease can vary markedly across regions, reflecting inequalities in access to healthcare and economic opportunity. In the UK, regional disparities appear to be correlated with underlying socio-economic factors. The age standardised mortality rate of deaths involving COVID-19 in the most deprived areas of England was 55.1 deaths per 100 000 compared with 25.3 deaths per 100 000 population in the least deprived areas.[30] As noted elsewhere, the impact of COVID-19 is not just a healthcare problem - the economic impact is also severe. Areas of the country which are reliant on retail, hospitality and tourism will likely face a larger economic impact due to the disruption on working patterns and consumer demand.

These regional inequalities are to be found in other countries not just in the UK. They are likely to increase further as the health and economic consequences of COVID-19 continue into and beyond 2021. Figure 26 demonstrates the regional disparities amongst the top performers in the Human Development Index. There is a high level of disparity within countries, especially in countries such as France, where the lowest performing region has the same score as Sri Lanka which ranks 63rd, although it is worth noting that the data includes overseas territories who have much lower levels of development than mainland France. A similar picture can be seen in Ireland which ranks 3rd in the overall national index but has a region with performance equivalent to that of Spain, which ranks 23rd.

Figure 26: Regional inequality amongst top performing countries on the Human Development Index



Source: Whiteshield Partners & United Nations Development Programme, Human Development Report

CYCLICAL RESILIENCE CAPABILITIES & COVID-19

Resilience requires forward thinking and balance

The causes, effects and long-term consequences of labour market shocks are varied and hard to predict.

Many types of shock can hit the labour market. These shocks vary in length as do their long-term effects and the relationship between the two is not straight forward. Countries need to build varied

[30] https://www.bmj.com/content/369/bmj.m1810

capabilities to prepare for different types of shocks and to support them through different stages in the cycle. Some of these capabilities are at first sight mutually incompatible and require trade-offs to be made to optimise preparedness. Forward thinking is required to maintain capabilities that will be needed at different stages of the cycle even when they may not seem appropriate in the current circumstances.

A country's resilience to shocks depends on the capabilities it has that are relevant to the type of shock being experienced and the stage of the crisis it is in. Capabilities should not be viewed in isolation and governments should be thinking about the next phase in a crisis and investing in the capabilities they will need and create a balanced resilience profile.

Phase one: absorptive capabilities

Resilience in the first phase of a shock requires the ability to absorb the initial labour market disruption.

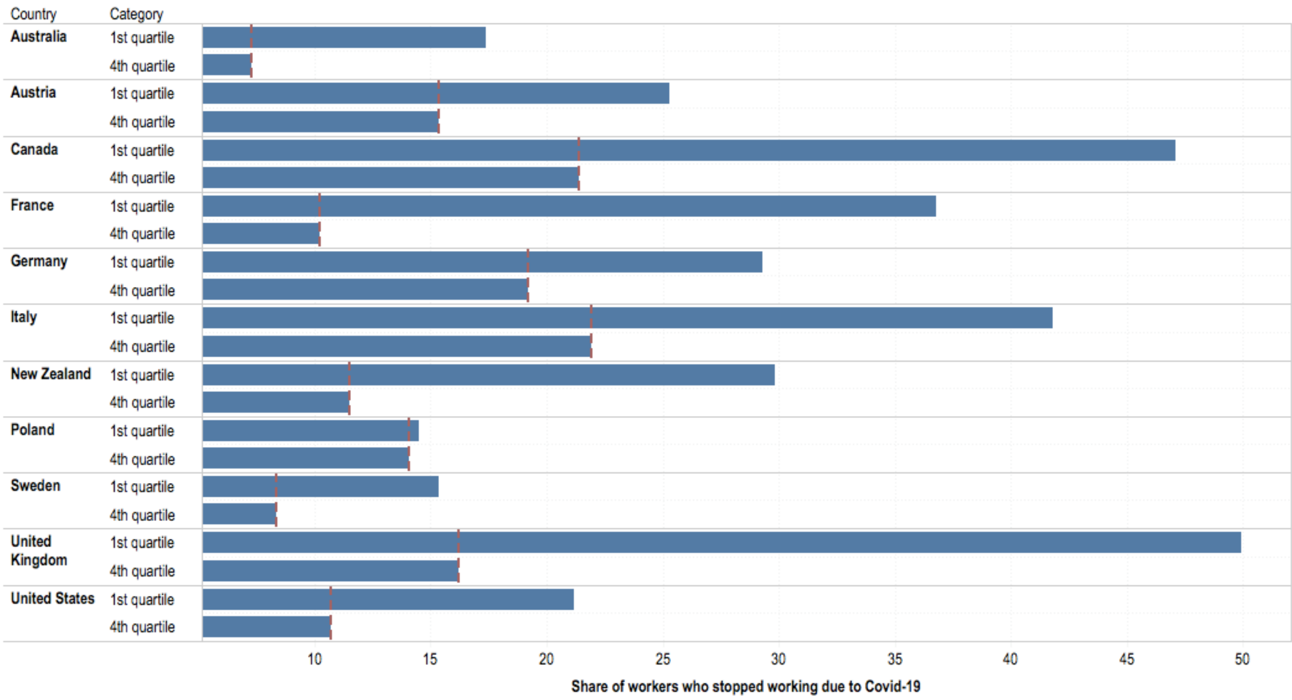
Absorption capabilities are composed of a range of factors including the level of social protection, employment regulations and labour market inclusiveness. Countries with high performance on absorptive capabilities weathered the COVID-19 crisis better during the first half of 2021.

One of the key dimensions of absorptive resilience is the quality of employment, defined by the OECD as a component of earnings quality, labour market security and the quality of the working environment. Earnings quality measures the extent to which earnings contribute to workers' well-being in terms of average earnings and income distribution across the workforce. Labour market security focuses on the aspects of economic security linked to the risk of job loss and its economic cost for workers. It is defined by the risks of unemployment and the coverage of benefits received in case of unemployment. The final component, quality of the working environment, measures the non-economic aspects of work including the nature and content of the work performed, working-time arrangements and workplace relationships[31]. COVID-19 has reinvigorated discussions on the importance of employment quality in the modern workforce. Those on lower incomes, working part-time, on temporary contracts and the self-employed are at higher risk of job losses during the pandemic and have lower levels of household financial resilience[32]. This can put them in a vulnerable position even if they are only out of work for a brief period of time. The relationship between income and crisis related job losses can be seen in Figure 27, in many OECD nations, those on the lowest incomes are the most likely to have stopped working due to COVID-19.

[31] https://www.oecd.org/statistics/job-quality.htm

[32] OECD, OECD Employment Outlook 2020: Worker Security and the COVID-19 Crisis, OECD 2020

Figure 27: Share of workers who stopped working due to COVID-19 by income quartile, as of September 2020



Source: Whiteshield Partners & OECD

Developing nations have a high level of informal work. Informal workers are more at risk of job losses due to the major disruption caused by lockdown and the economic fallout from COVID-19. In late April 2020 it was estimated that over 1.1 billion informal workers were living and / or working in countries under full lockdown[33].

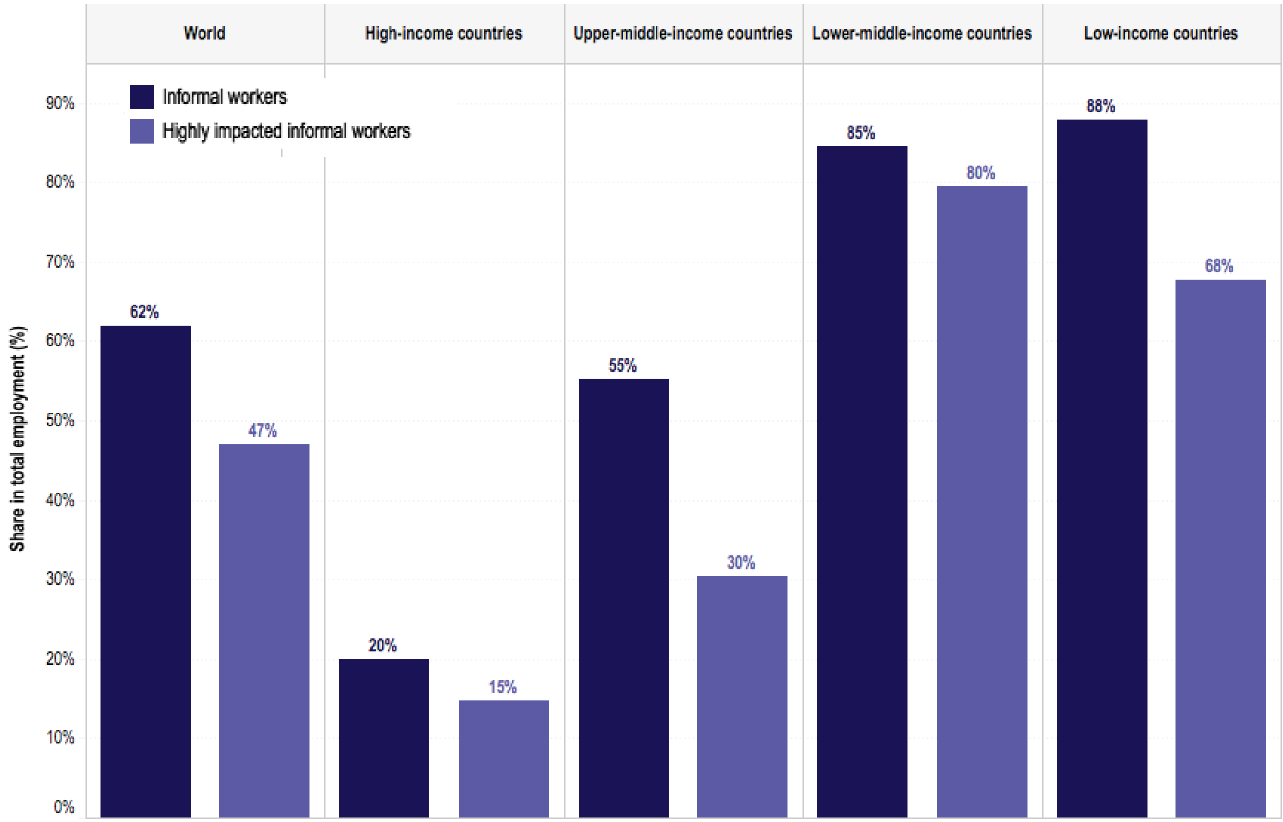
In low-income countries informal work accounts for 88% of total employment, compared to 20% in high income countries (Figure 28). In low-income countries almost seven in ten (68%) workers are informal workers who have been significantly impacted by the crisis. Many of these individuals will not be supported by welfare programmes and the crisis will have had a deep impact on their incomes and living standards.

The challenge of providing support to informal workers as the crisis continues is a global one and requires innovative solutions to reach out to this segment of the workforce that remains outside the grasp of tax or social protection systems and remain largely underbanked. Latin American countries provide examples of efficient responses leveraging digital tools. Brazil and Columbia both used digital applications to deliver cash-transfers to millions of households not covered by traditional social protection schemes and leveraged the opportunity to offer them free digital banking products[34].

[33] International Labour Organisation, Impact of lockdown measures on the informal economy, ILO 2020

[34] https://oecdecoscope.blog/2020/06/29/reaching-out-to-informal-workers-in-latin-america-lessons-from-covid-19/

Figure 28: Distribution of informal workers by country income group



Source: Whiteshield Partners & ILO

COVID-19 will likely accelerate the trend towards labour market polarisation

Labour market challenges are not exclusive to developing nations - in developed nations, the trend towards increased labour polarisation (a declining share of middle-skilled occupations) means an increasing proportion of workers are engaged in lower skilled occupations (Figure 29)[35]. A hollowing out of the labour market contributes to increased wage inequality and a decoupling between wages and productivity Much of the discussion on technology and the fourth industrial revolution has suggested further polarisation of the labour market due to a decline in middle skilled occupations as workers are replaced by 'robots'[36]. At the same time, there has been little progress on reducing inequality outside of developing nations.

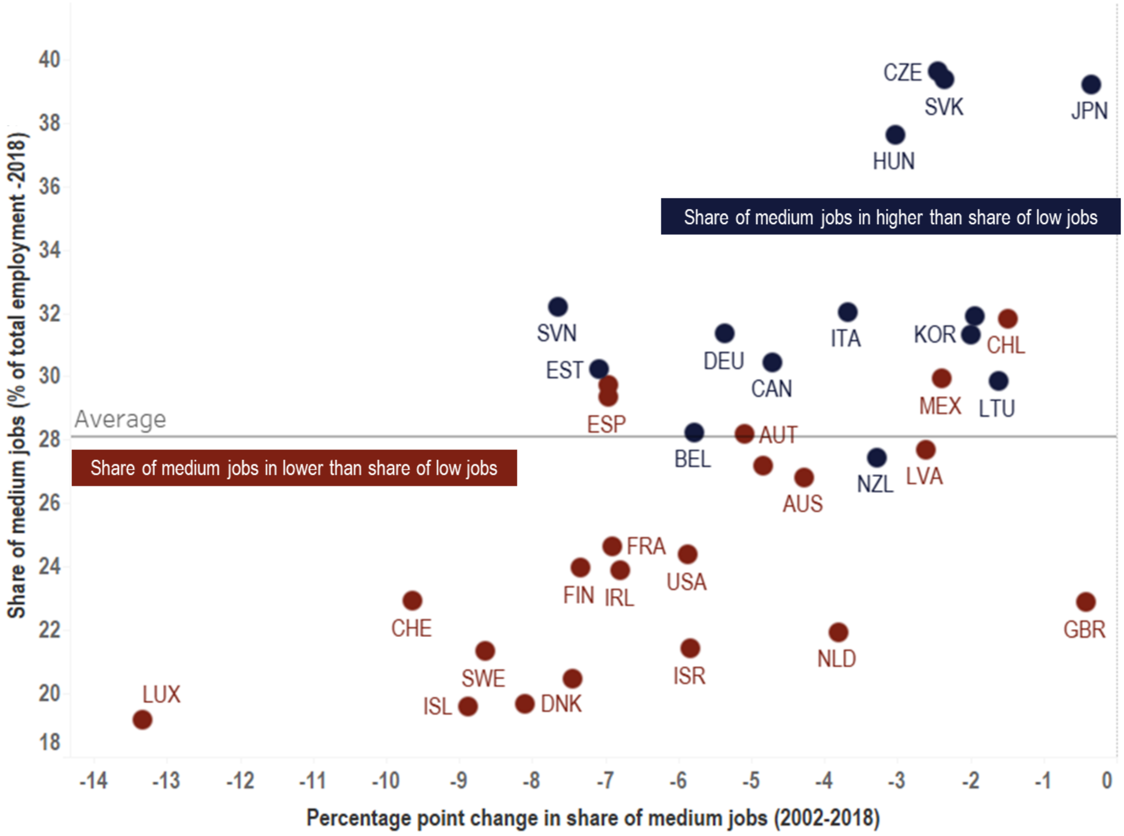
In many countries there has been a decline in the ratio of average annual wage to labour productivity (measured as GDP per worker), over the last two decades (Figure 30). A lower ratio of productivity to wages can contribute to stagnant incomes and rising inequality. Twenty years ago, in Ireland the average annual wage was 60% of labour productivity, in 2018 it was less than 30%. There are a range of tools available to governments across the globe which can help to tackle this issue.

This shows a global labour market characterised by increasing levels of polarisation, a polarisation that is likely to worsen as a result of COVID-19 and its ongoing impact, leading to an increase in the number of vulnerable workers. There are a range of tools available to governments across the globe which can help to tackle this issue. The policies needed vary in grandeur and ambition, from the implementation of a Universal Basic Income system to improve the uptake of informal training or the creation of hiring credits.

[35] OECD, Job polarisation and the work profile of the middle class. OECD COPE 2019

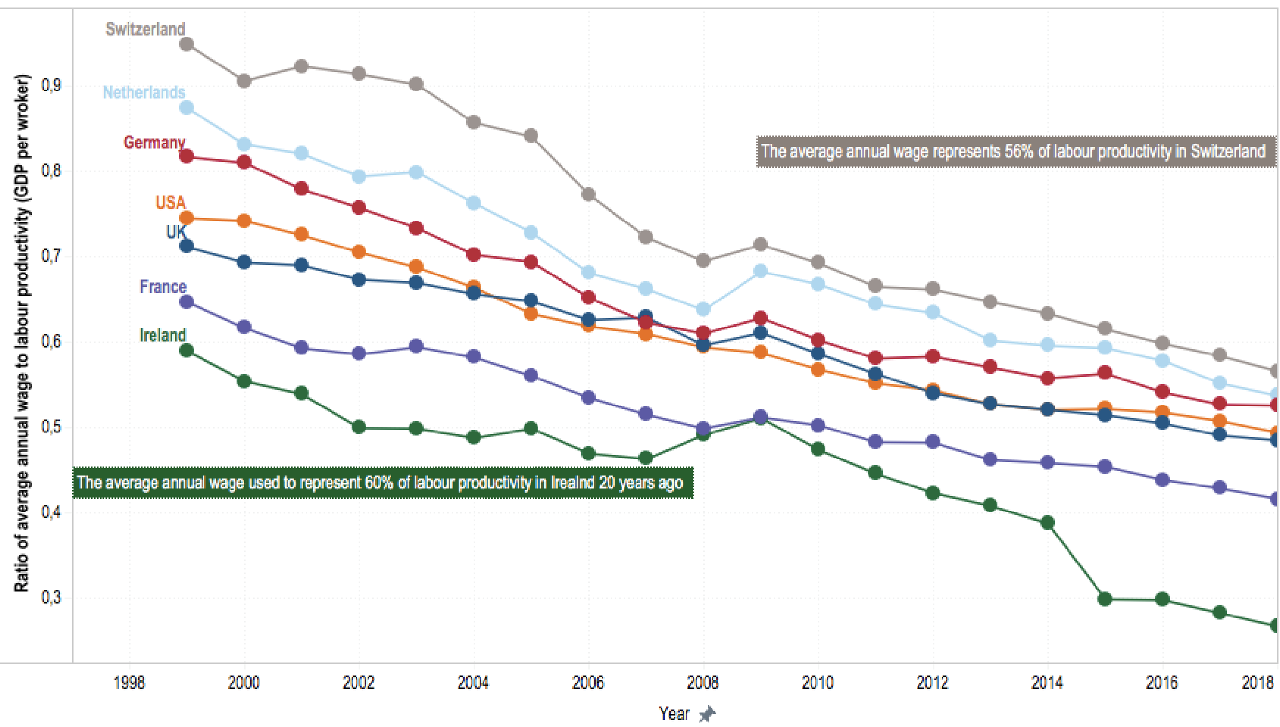
[36] International Labour Organisation, The economics of artificial intelligence: Implications for the future of work, ILO 2018

Figure 29: Labour polarisation and trend in share of middle-skilled workers



Source: Whiteshield Partners & OECD

Figure 30: Ratio of average annual wage to labour productivity (GDP per worker) for selected OECD countries



Source: Whiteshield Partners & ILO

COVID-19 has highlighted the lack of support for individuals engaged in growing non-standard employment, such a freelancing and gig-employment

Prior to COVID-19, there was concern in public policy circles about the rising level of non-traditional forms of employment as a result of the growth of the gig economy. Workers on freelance, short term and zero-hours contracts are more vulnerable to income shocks during labour market disruptions due to the nature of their payment arrangements, the lack of social protection and short-term or freelance employment contracts[37]. The vulnerability this brings has been realised during the current crisis providing a clear demonstration of how the quality of employment influences absorptive capabilities.

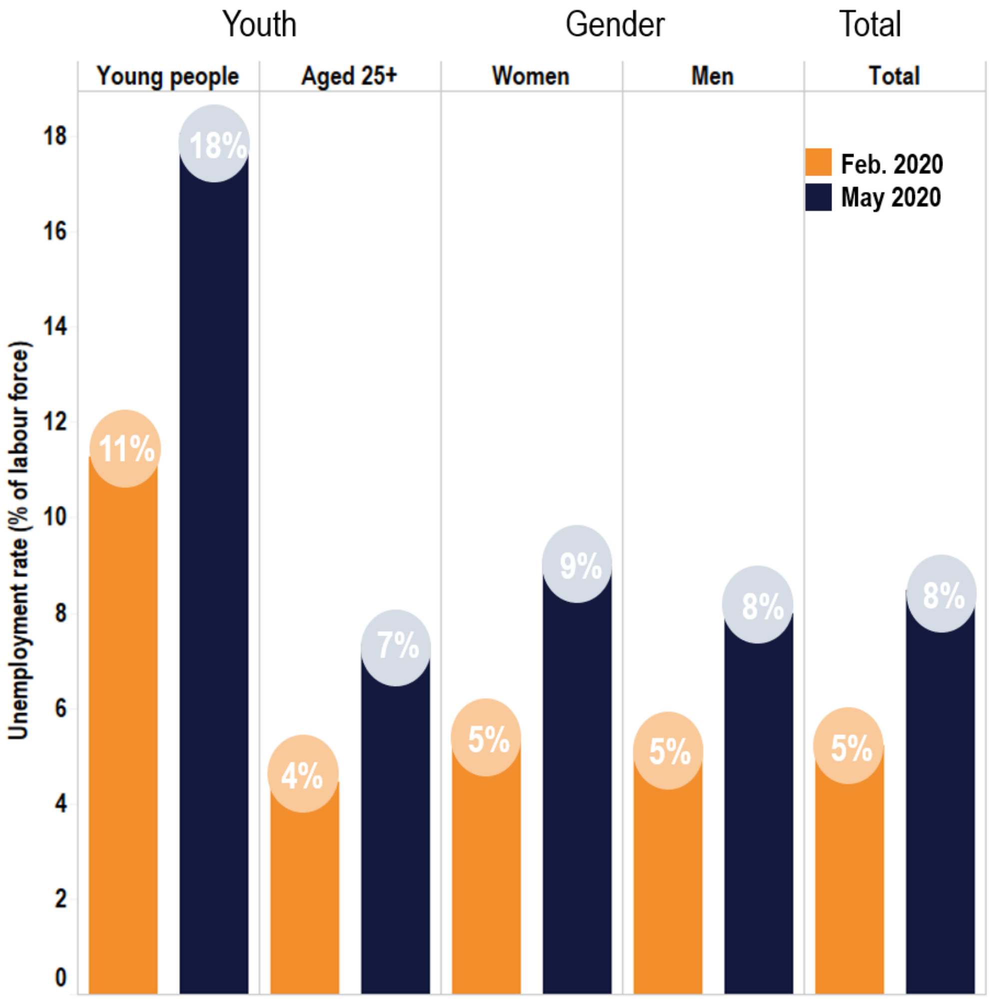
The plight of gig-economy workers shows the importance of social protection floors to the capacity of individuals and national economies to absorb a crisis. COVID-19 has put social protection at the top of the agenda, more specifically the issue of the exclusion of many informal workers from national protection schemes in developing countries and of the self-employed in developed nations. Even amongst the most developed nations, the coverage of pension and unemployment protection is low. The lack of protection has been highlighted by the current crisis – in South Korea and the USA there is no statutory obligation for employers to continue paying their employees' wages during periods of illness and there are no statutory public sickness benefits, both of which are vital during a health crisis which requires those infected to isolate [38]. In the US there is evidence to suggest states which granted employees access to emergency sickness pay experienced a slower spread of COVID-19[39]. Countries which already had extensive and effective protection schemes in place had a resilience advantage as they could rely on existing schemes, adapting them if needed, rather than attempting to create new schemes and having to trade off the need for quick implementation against quality of design.

The labour market impact of COVID-19 has not been uniform with the youth being most affected

The labour market impact of COVID-19 has had a disproportionate impact on the young and female workers, partly due to the roles in which they work. Young people in OECD countries have seen their unemployment rate increase from 11% in February 2020 to 18% by May 2020 (Figure 31). Women and young people are more likely to work part-time, be on less secure contracts, in unskilled jobs and in industries worst affected by the crisis, such as tourism[40]. Labour markets which already perform badly on measures of youth inclusiveness and gender participation will likely witness a worse impact on their overall labour market due to poor levels of inclusiveness.

[37] https://www.oecd.org/coronavirus/policy-responses/supporting-people-and-companies-to-deal-with-the-covid-19-virus-options-for-an-immediate-employment-and-social-policy-response-d33dffe6/
[38] https://www.oecd.org/coronavirus/policy-responses/supporting-people-and-companies-to-deal-with-the-covid-19-virus-options-for-an-immediate-employment-and-social-policy-response-d33dffe6/
[39] Pitchler, S. et al., COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In The United States, Health Affairs 2020
40 http://www.oecd.org/coronavirus/en/data-insights/young-people-and-women-hit-hard-by-jobs-crisis

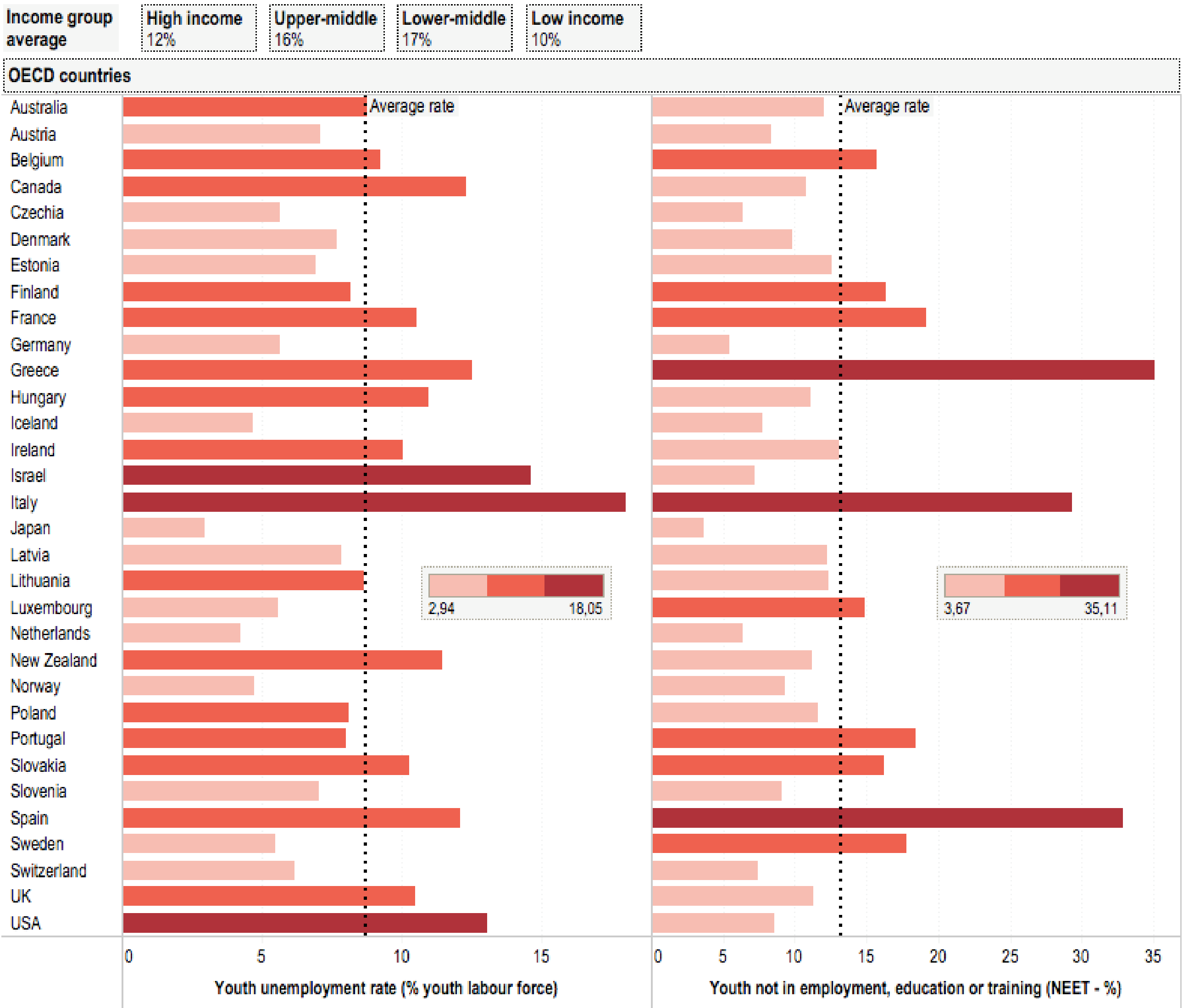
Figure 31: OECD unemployment rate by demographic, February & May 2020



Source: Whiteshield Partners & OECD

There are many nations which on the surface appear to have strong and resilient labour markets but whose youth unemployment and NEET rates (proportion of young people Not in Employment, Education or Training) suggest underlying weaknesses which will likely lead to long term resilience challenges (Figure 32).

Figure 32: Rate of youth unemployment rate and proportion of NEETs amongst OECD nations, data from GLRI 2021



Source: Whiteshield Partners & OECD

Three OECD nations show substantially higher rates of NEETs than average: Italy, Greece and Spain. The three countries were badly affected by the economic damage caused by the 2008 Global Financial Crisis and the youth are feeling still the impact of this today. There are consequences for young people who enter the labour market during periods of recession including on their further employment rate and income[41].

Many countries will need to deal with the economic fallout from the crisis whilst address the underlying weaknesses in their economy that disadvantage young people if they are to create more inclusive economic growth.

COVID-19 has underlined the need to place more emphasis on the health and wellbeing of the workforce

Labour markets are primarily an aggregate of individual workers and therefore the resilience of the individual worker matters to the overall health of the labour market. Measuring the well-being of workers is a proxy for assessing their resilience. Their ability to withstand a crisis is correlated with a range of

[41] https://siepr.stanford.edu/research/publications/recession-graduates-effects-unlucky

factors, including but not limited to their physical and mental health. In many developed nations the physical and mental health of the population (and workforce) is a clear priority for government shown by the provision of universal healthcare coverage. However, mental health does not always get the funding or attention it needs. This can be seen in several countries where measures of mental wellbeing fall well below measures of physical wellbeing. For example, Finland has a high score for physical health amongst workforce (ranking 22nd) but scores much worse on measures of mental health (ranking 115th).

Many countries perform well on both dimensions, such as Singapore, the UK and Spain. However, several major economies show room for improvement in their mental health performance, in particular Finland (noted above), the USA and South Korea (Figure 33).

Figure 33: Relationship between physical and mental health

Source: Whiteshield Partners

Phase two: absorptive capability

The second stage of resilience requires adapting to an evolving situation

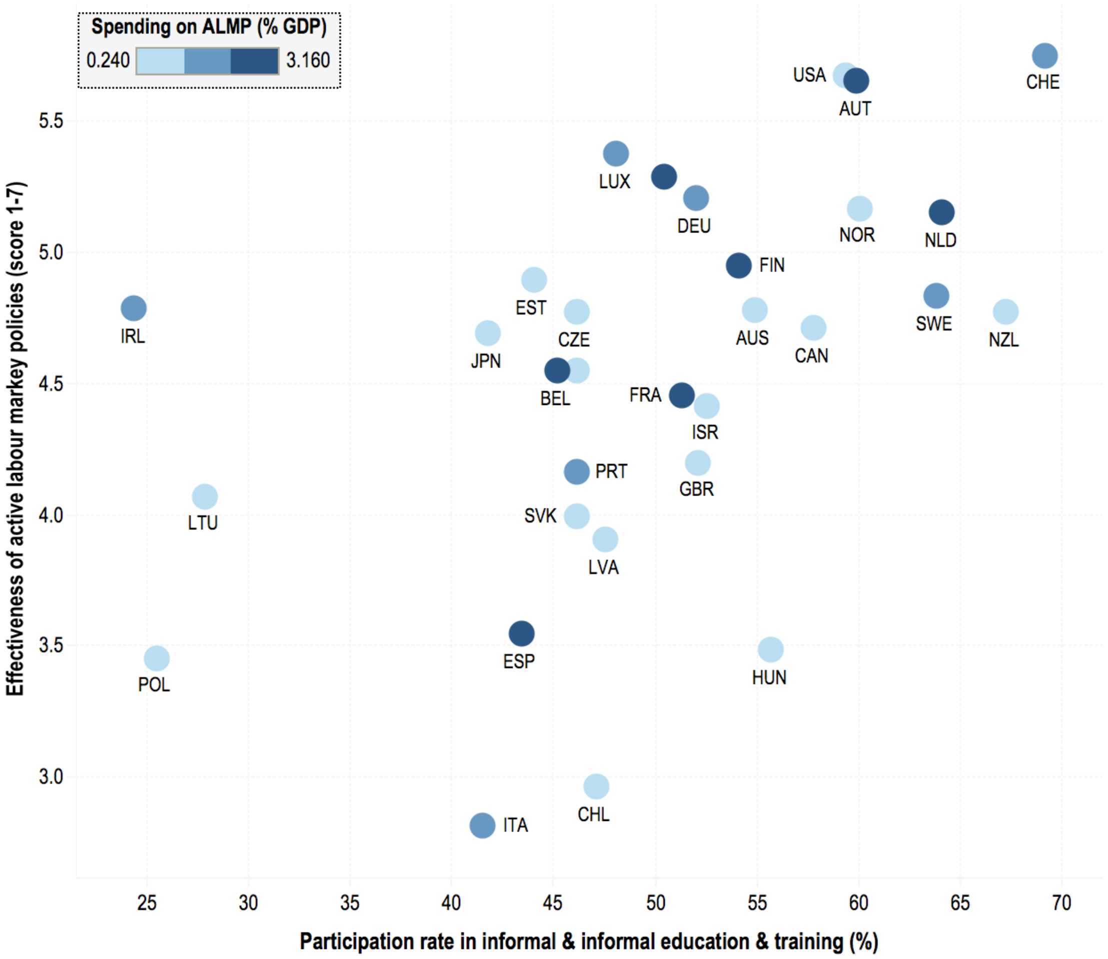
Once a country has absorbed the initial impact of the crisis, its next resilience challenge is to adapt to the aftereffects of the crisis. Here the adaptive capability of a nation is important if the nation is to recover and grow. Adaptive capability can be measured through the dynamism and flexibility of the economy and the labour market.

As the economy and labour market begin to recover, labour supply and demand will be important as will the flexibility and adaptability of both of these factors. During this phase important resilience factors include the flexibility of labour market regulation, the co-operation between employers and employees (to increase incentives for hiring) and the effectiveness of active labour market policies (ALMPs). A flexible labour market is one where the hiring and firing of workers can occur without an undue regulatory burden. If a labour market is too inflexible hiring is discouraged due to the bureaucratic and financial burden than companies face. In contrast, flexibility enables employers to respond proactively to changes in the economy and help create new employment opportunities as the economy begins to recover.

Active labour market policies can reduce long-term unemployment

After the initial downturn, active labour market policies (ALMPs) which help the unemployed back into employment, are essential to support the effective (re)allocation of labour. ALMPs help to reduce obstacles to employment by assisting the unemployed to re-enter the labour market more easily through placement services, job subsidies, counselling, and job search programs. As unemployment continues to be higher than it was at the beginning of 2020 ALMPs will be an essential component of recovery. However, spending on ALMPs does not always translate into effectiveness, however, there does seem to be a relationship between ALMP effectiveness and the general participation in informal and formal education and training (Figure 34). Hence, including proactive training and reskilling programmes as part of ALMPs is likely to be an effective combination during the recovery.

Figure 34: Effectiveness of ALMPs and participation in education and training



Source: Whiteshield Partners, GLRI 2021 results

Flexibility is a core component of adaptive capabilities

As nations locked down and non-essential workers were told to stay at home, there was significant movement to remote working. However, not all work can be done remotely. Research suggests that those living in cities and working in professions requiring higher levels of qualifications are the most able and most likely to be working remotely as a result of the pandemic (Figure 35).[42]

The ability of these individuals to work anywhere means they benefit from a higher level of adaptability compared to lower income / less qualified workers. Not only are those with higher qualifications more likely to keep their employment, but if they find themselves out of employment evidence suggests that they are more mobile and remain unemployed for a shorter period. The benefits of this are profound as the longer someone spends out of employment, the harder it can be to get a job, this creates long term structural unemployment[43].

Skills and flexibility are also crucial for responding to technological disruption. The movement to remote working is just one example of the acceleration in technological disruption caused by COVID-19. Even if this trend is only temporary, technological disruptions brought about by COVID-19 could have knock on effects on the labour market for years to come. The movement towards a more digitalised economy is likely to continue, and at pace, as countries recover from the pandemic. Professional

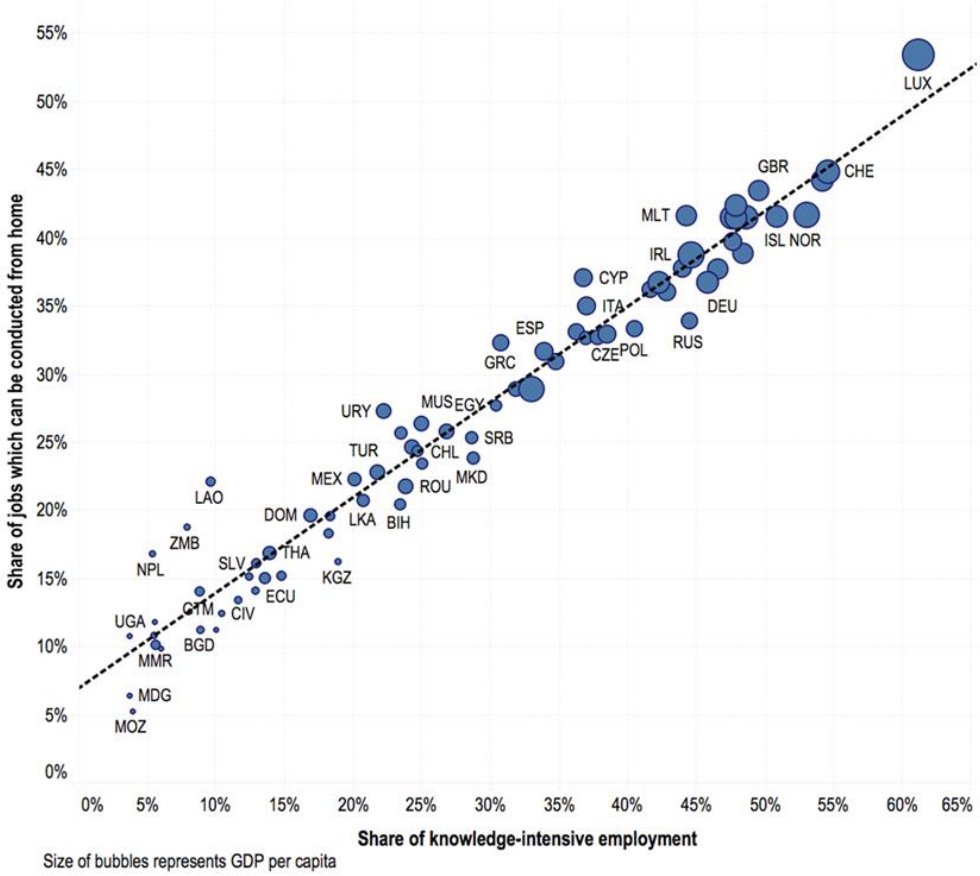
[42] http://www.oecd.org/coronavirus/policy-responses/productivity-gains-from-teleworking-in-the-post-covid-19-era-a5d52e99/

[43] https://www.weforum.org/agenda/2016/08/the-longer-youre-unemployed-the-less-likely-you-are-to-find-a-job-why

workers are more likely to use technological disruption to their advantage due to the reduced risk of job losses from automation and their ability to use technology to enhance their productivity[44]. Occupations with a high share of highly skilled workers are among the least likely to be at risk of automation. Workers in lower skilled occupations tend to face a much higher risk that their roles will be automated, especially those working in accommodation or food and beverage service occupations (Figure 36). This does not mean high-skilled jobs are not affected by automation and technological disruptions, but the impact tends to be changing skills needs rather than the threat of full automation. Skilled workers are also better positioned to face the changing skills need given their higher tendency to participate in continuous education.

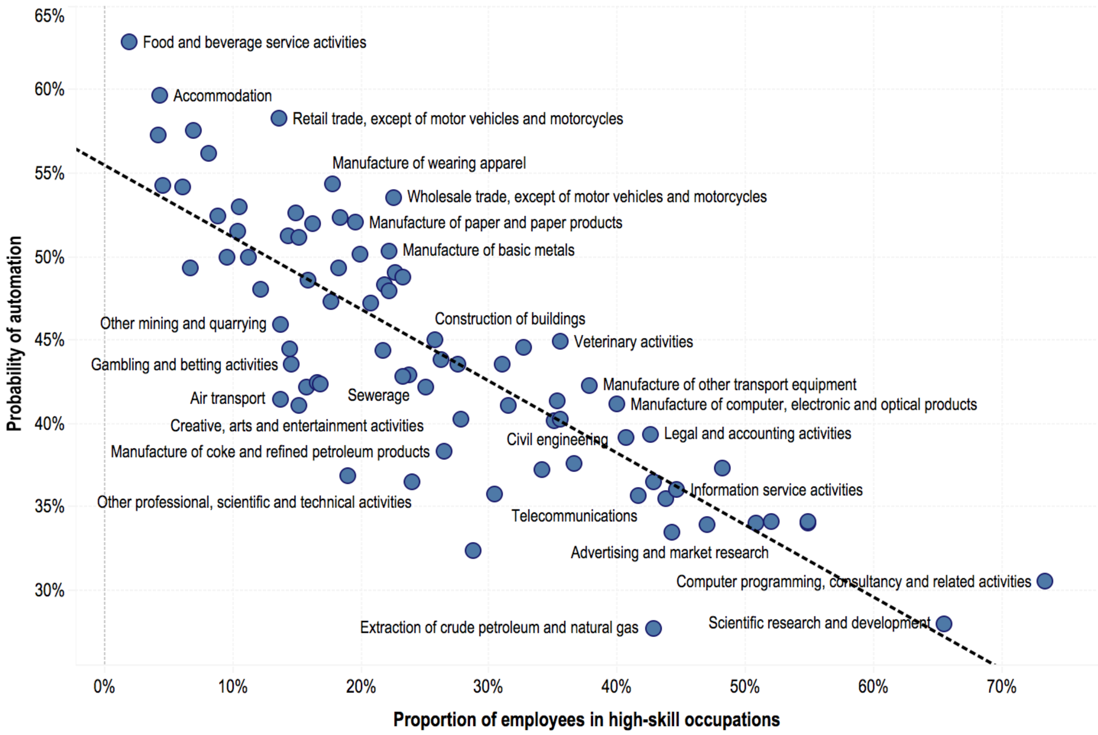
[44] https://www.weforum.org/agenda/2020/05/automation-robot-employment-inequality/

Figure 35: Relationship between the share of jobs which can be done remotely and knowledge intensive employment share



Source: Whiteshield Partners & OECD

Figure 36: Risk of automation

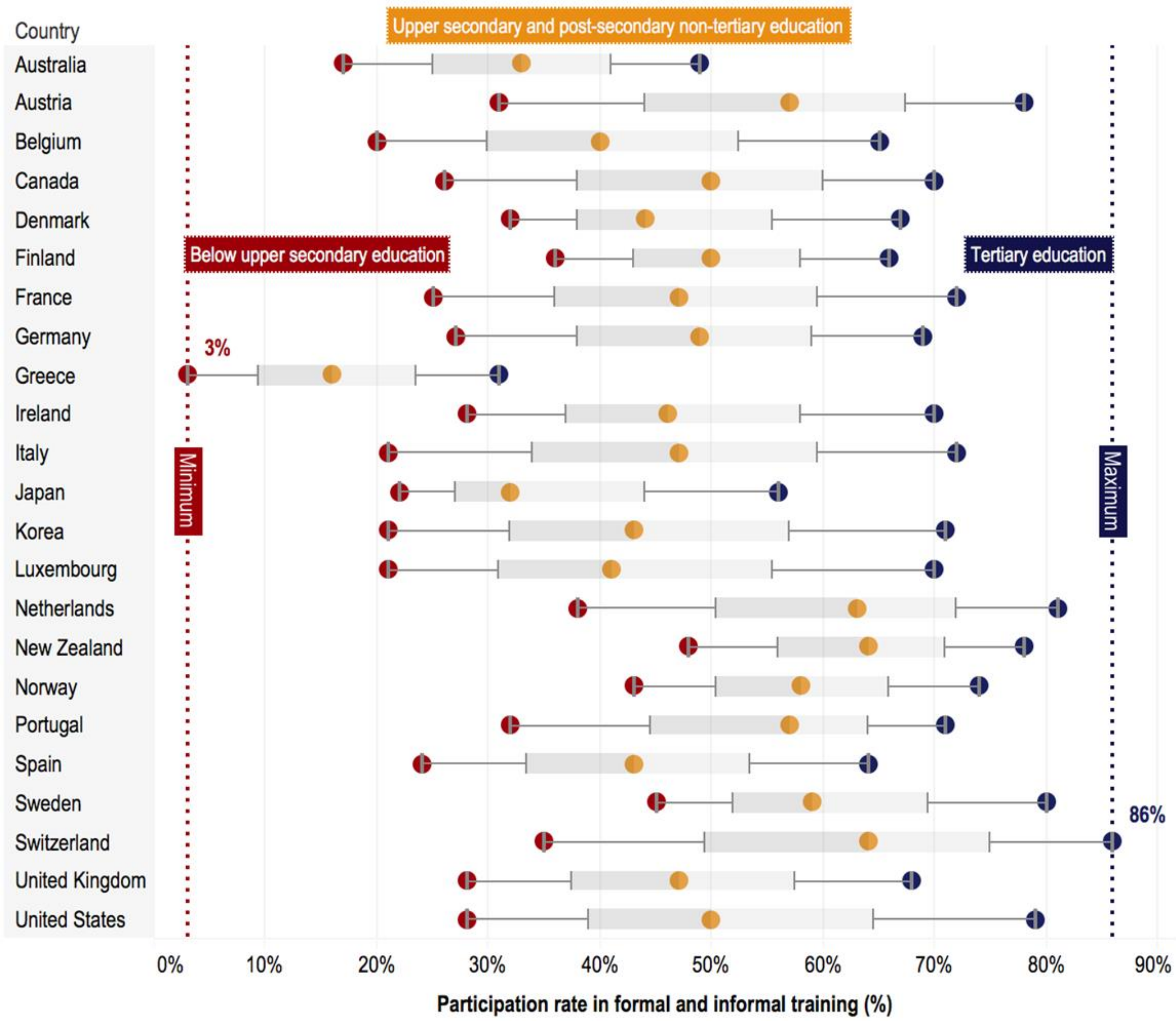


Source: Whiteshield Partners & World Economic Forum

Participation in education and training can be an essential capability during the recovery phase

Participation in training amongst the workforce is correlated with many variables, including the level of education of the individual. Individuals with tertiary education qualifications are the most likely to participate in formal or informal training across a range of countries. In Switzerland, 86% of those with tertiary education participate in training, compared to less than 40% of those with below upper secondary education (Figure 37).

Figure 37: Participation in formal and informal training by education level in OECD countries



Source: Whiteshield Partners & OECD

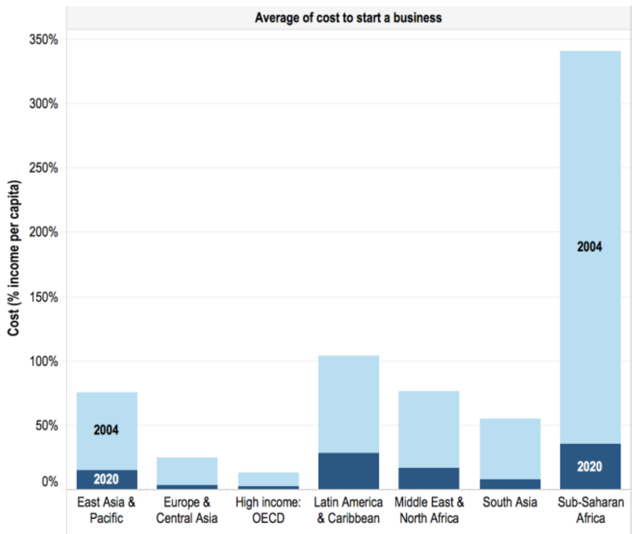
Addressing skills mismatch should form a core part of the economic recovery from COVID-19 and efforts should be focused on ensuring the education system is producing young people with the skills demanded by employers, training those who find themselves out of work and supporting adults to retrain and upskill through a commitment to lifelong learning. The accumulation of skills can be a vital component of improving the state of labour market matching, which should be a core focus of many European nations. There are high levels of skills mismatch in Europe, especially in regard to overqualification mismatch. Czechia leads the way with the lowest level of skills mismatch with more than 10 points above the second-best country (Luxembourg). Ireland and Greece are the worst performing countries on skills match in Europe, they are especially poor on qualification matching and overqualification.

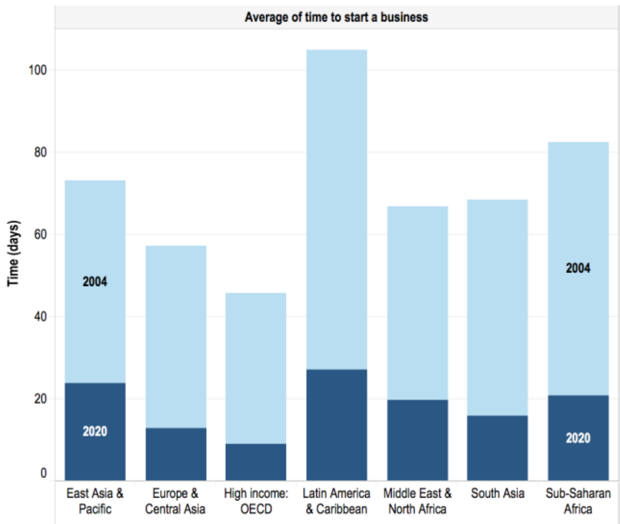
Encouraging entrepreneurship and supporting SMEs with access to capital and funding must remain a priority

The strength of the recovery and adaptive capability of a nation not only relates to workers in large corporations but also to SMEs and entrepreneurs. SMEs and start-ups are disproportionately affected by the crisis compared to large firms who tend to have larger financial buffers. The World Economic Forum reported in June 2020 that more than 70% of start-ups have had to terminate full-time employee contracts since the start of the pandemic[45]. Entrepreneurship is the backbone of an innovative and growing economy and it is important that these organisations are not obstructed by burdensome regulations but instead are supported by targeted policy schemes. In many European and OECD countries, serious and concerted efforts have been made to lower the barriers to entrepreneurship. For instance, amongst OECD countries between 2008 and 2013, the median number of days required to start a business fell from 14 to 6, and the median cost from 5% to 2% of income per capita[46].This pattern has been repeated across the globe, with a trend towards implementing policies which enable entrepreneurship to flourish, as seen through a reduction in the time and cost to start a business (Figure 38).

Entrepreneurs will need support as the crisis continues throughout 2021 – governments can either support them to survive reductions in revenue (tax breaks, loan relief and mentoring support) or encourage “creative destruction” whereby governments make it easier and less damaging for businesses and entrepreneurs to go through bankruptcy.

Figure 38: Average cost and time to start a business 2004 to 2020





Source: Whiteshield Partners & Doing Business Index

However, many challenges remain for SMEs across the global especially in relation to access to capital which is being exacerbated by the current crisis. Access to finance is cited as the second biggest barrier to SME growth in emerging and developing nations, although the problem is not exclusive to these countries[47]. The MENA region performs worst on three key “Ease of Doing Business” measures related to access to finance - ease of getting credit and the legal rights of lenders and borrowers.

[45] https://www.weforum.org/agenda/2020/06/how-covid-19-will-change-entrepreneurial-business/
[46] OECD, Improving the business environment for SMEs through effective regulation, OECD 2018
[47] https://www.worldbank.org/en/topic/smefinance

Europe and Central Asia are the best performing regions on both these dimensions. Sub-Saharan Africa has the lowest average score on the depth of credit information - a vital component of a well-functioning credit system.

Phase three: transformative capability

Transformation is the key to future resilience

The third cyclical capability is transformative capability. Labour market shocks can interact with and accelerate long-term stresses on the economy and jobs market. In some cases, these shocks can create an opportunity for countries to build on their pre-existing strengths. In the case of COVID-19 those with a strong and capable digital economy were better positioned to face the crisis and capture the opportunities that came with it – especially opportunities in the digital economy. This highlights just one of the ways in which countries with strong transformation capabilities will be able to pivot themselves to take advantage of the crisis and emerge stronger and better positioned to take advantage of future trends.

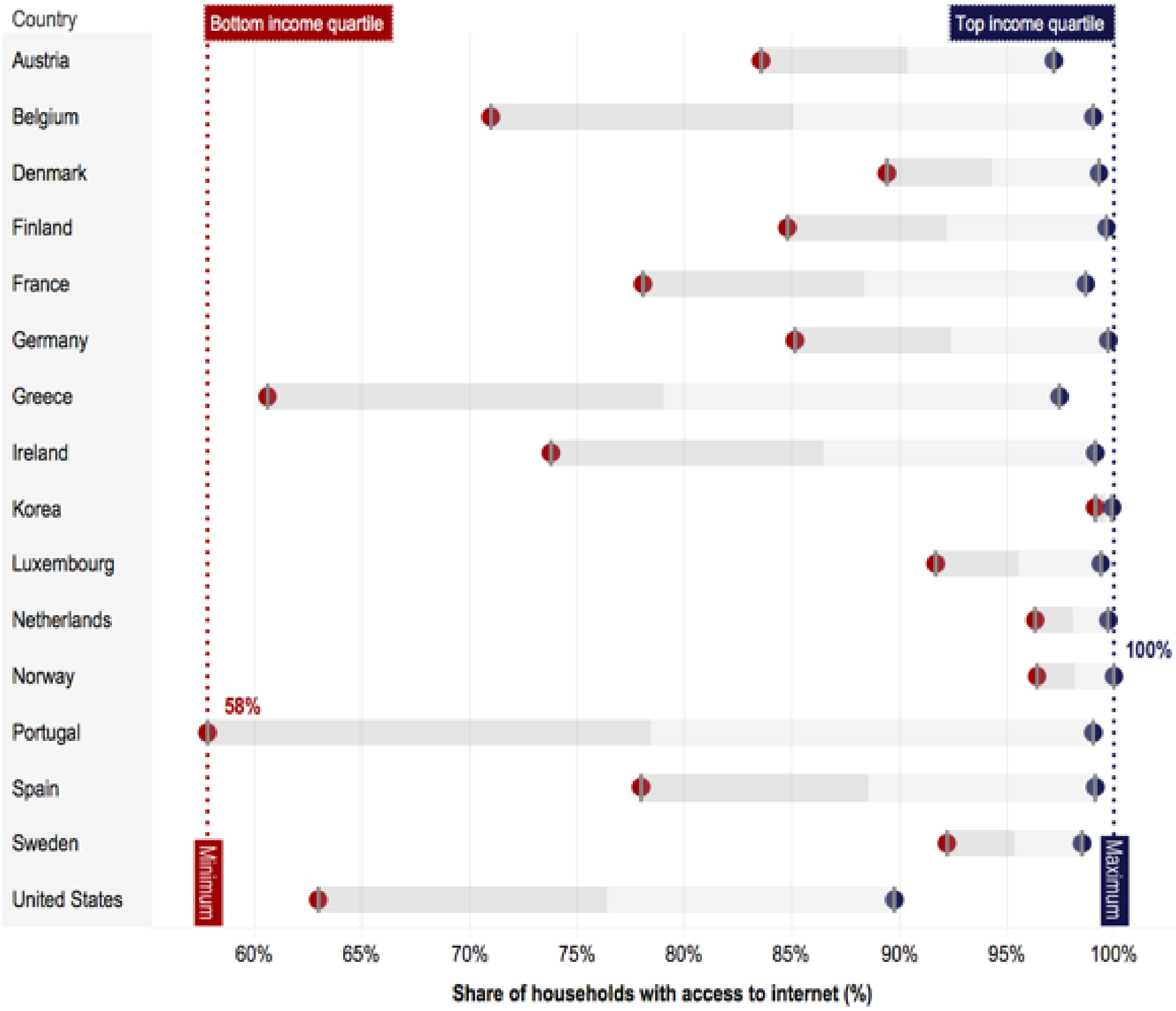
The digital divide must be tackled if the benefits of digitalisation are to be universal

One such capability is ICT infrastructure penetration. Countries with higher levels of ICT access, strong ICT competition and high mobile broadband subscriptions will have less of a challenge in fully utilising the benefits of the digital economy. However, this does not mean these nations do not face issues - the digital divide in access to technology and skills remains a challenge in both developed and developing nations.

Figure 39 shows the gap in household internet access by income level across a range of developed nations. The smallest and almost non-existent gap is in Korea. The widest gaps are evident in Greece, the USA and Portugal where less than two-thirds of low-income households have internet access but circa. 90% of high-income households have access.

An inability to access digital tools can lead to social exclusion which is particularly important given that COVID-19 has moved many of our interactions online. Those who do not have the ability to use digital tools could find themselves disadvantaged in the labour market, in education and when trying to access services. If these gaps persist in an increasingly digital world then the benefits of technological disruption which have been accelerated by COVID-19 will not be felt equally by age or income. The tools government can use to address their digital divide depends on whether it is an inability to access the internet due to costs or skills. In countries where the internet is prohibitively expensive for some households increased competition, government funded infrastructure or direct financial assistance should be considered. Where it is a skills or capabilities issue the government should consider free training and increase public awareness of the benefits of the internet.

Figure 39: Access to the internet by income level



Source: Whiteshield Partners & OECD

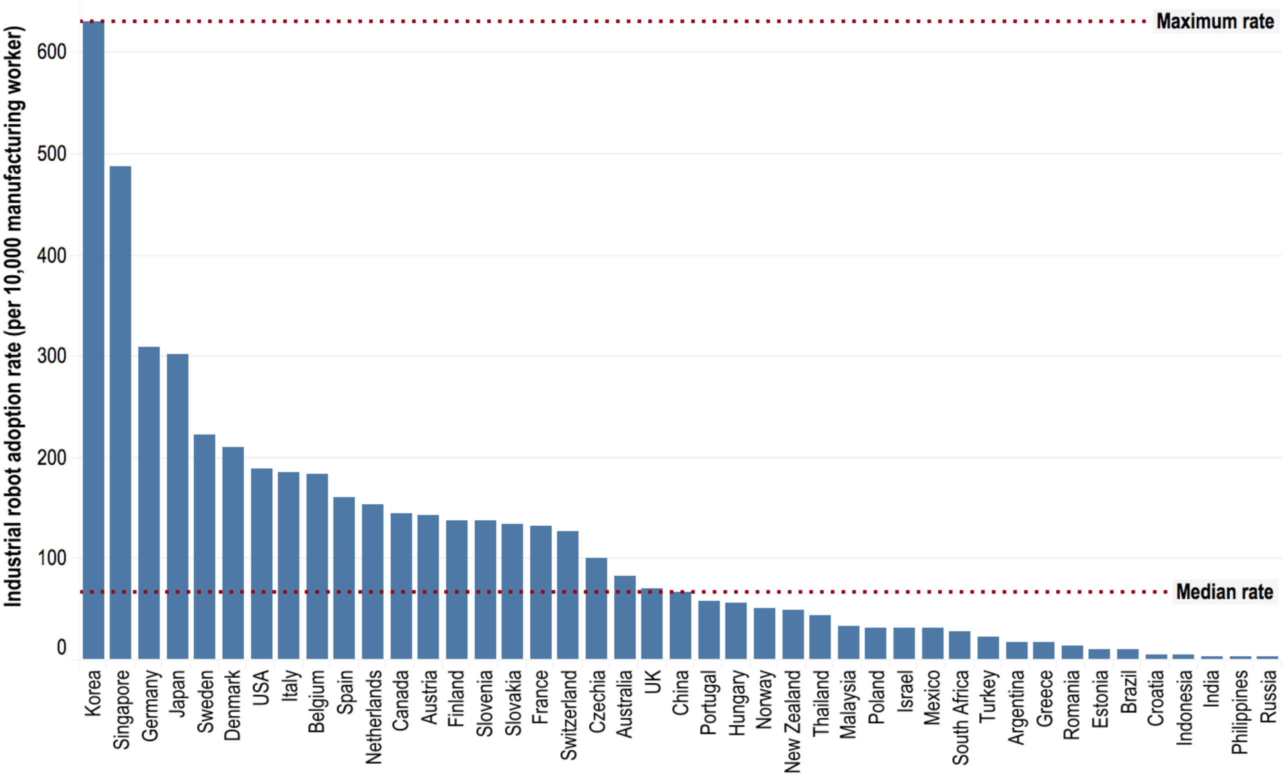
It is not just households who can benefit from digitalisation and technological progress but the uptake of 4IR technologies is slow

Other transformative capabilities associated with the theme of digital include ICT business penetration, 4IR adoption and the digital economy. Whilst the digital economy and ICT business penetration are of increasing importance and becoming more widespread across countries, adoption of 4IR is still beyond the capabilities of many nations. A handful of economies are driving the movement towards 4IR technologies. According to the International Federation of Robotics there are five key markets for industrial robots – China, Japan, the United States, the Republic of Korea, and Germany. These five countries account for 74% of global robot installations[48]. Korea and Singapore are leading the way on robot adoption per 10,000 manufacturing workers. Korea, the leader, has twice the rate of robot adaption compared to Germany the third ranked country (Figure 40). These countries score highly in the technology and digital component of the GLRI and rank as front runners in engagement in advanced digital production (ADP) technologies in manufacturing according to UNIDO's research (Figure 41)[49].

[48] International Federation of Robotics, Executive Summary World Robotics 2019 Industrial Robots, IFR 2019

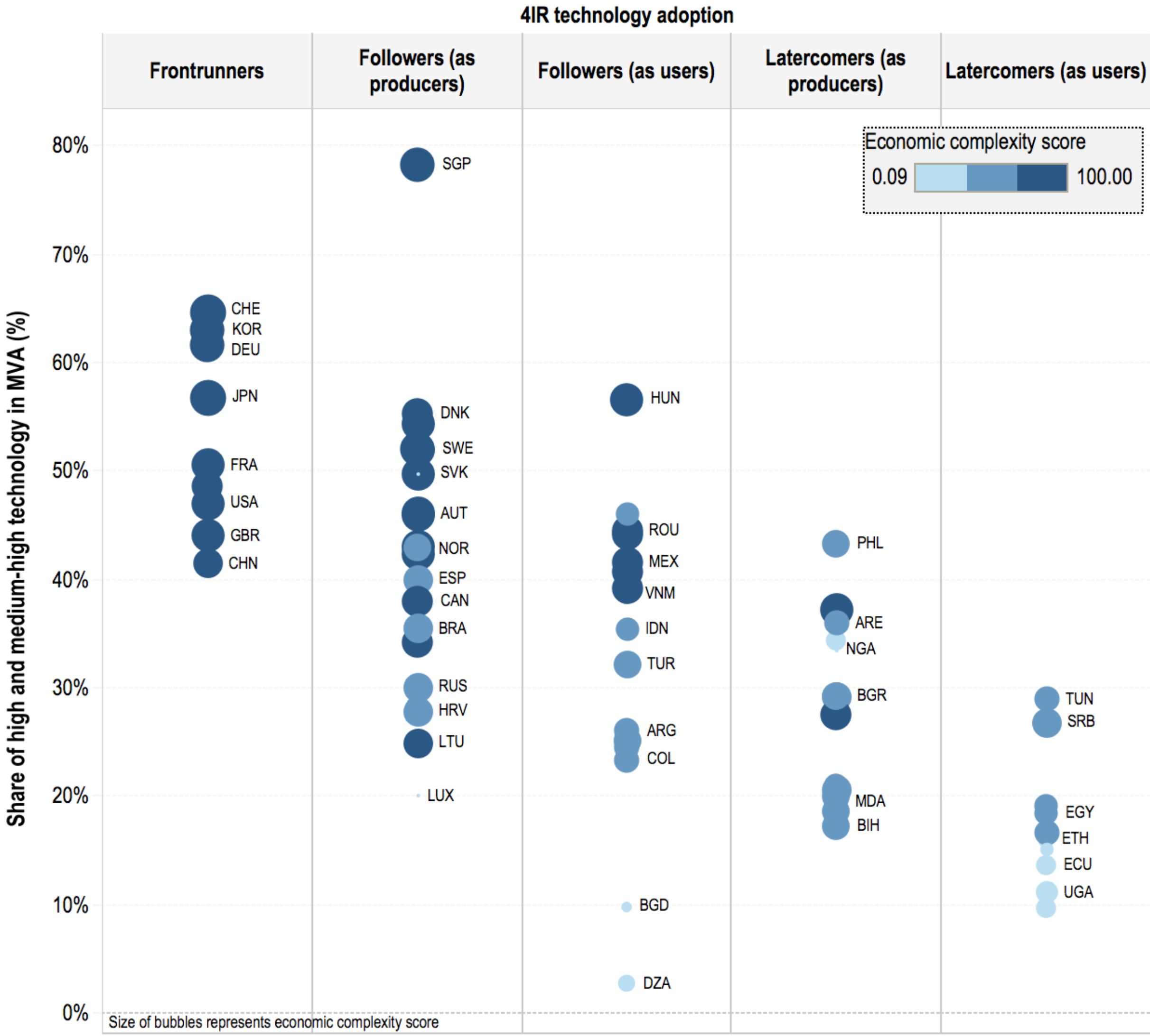
[49] UNIDO, Industrial Development Report 2020, 2019

Figure 40: Industrial robot adoption rate



Source: Whiteshield Partners & UNIDO

Figure 41: 4IR adoption[50] and share of medium-high technology in MVA



Source: Whiteshield Partners & UNIDO

There is potential for a decline in private R&D investment and governments must fill gaps if they are to future proof their economies

Technologies such as those associated with 4IR are just one component of innovation which will be needed to help countries transform post crisis. Innovation is an important enabler of transformative resilience, however, there is a risk that instead of using COVID-19 as a catalyst for change and increased innovation, countries could reduce investments as the economy and tax receipts shrink. There are many players in the market for innovation, including private funders and venture capitalists. However, there is a risk that in the current economic climate private funders become more risk averse and less keen to invest in start-ups[51]. Governments faced with increasing debt burdens and lower tax

[50] The classification of countries along the 5 categories of 4IR technology adoption is based on UNIDO's research. Frontrunners are economies with above-average numbers of global patent family applications in advanced digital production technologies. All other categories are defined by looking simultaneously at the distributions of six variables: applications by patent family (considering both regular and global families), world market shares in trade (both exports and imports) and revealed comparative advantages in trade (for exports and imports). For each variable, countries are compared with the world average after frontrunners are excluded from the analysis. The full details of the methodology are accessible in UNIDO Industrial Development 2020 report, Annex A1.

[51] World Intellectual Property Organisation, Global Innovation Index 2020, WIPO 2020

takes must make trade-offs in relation to spending. However, they must be pragmatic in their approach and continue to invest in building their transformative capabilities. They may need to focus on areas where they have relatively competitive advantage to mitigate the impact of reduced funding from private sources, especially in relation to R&D funding.

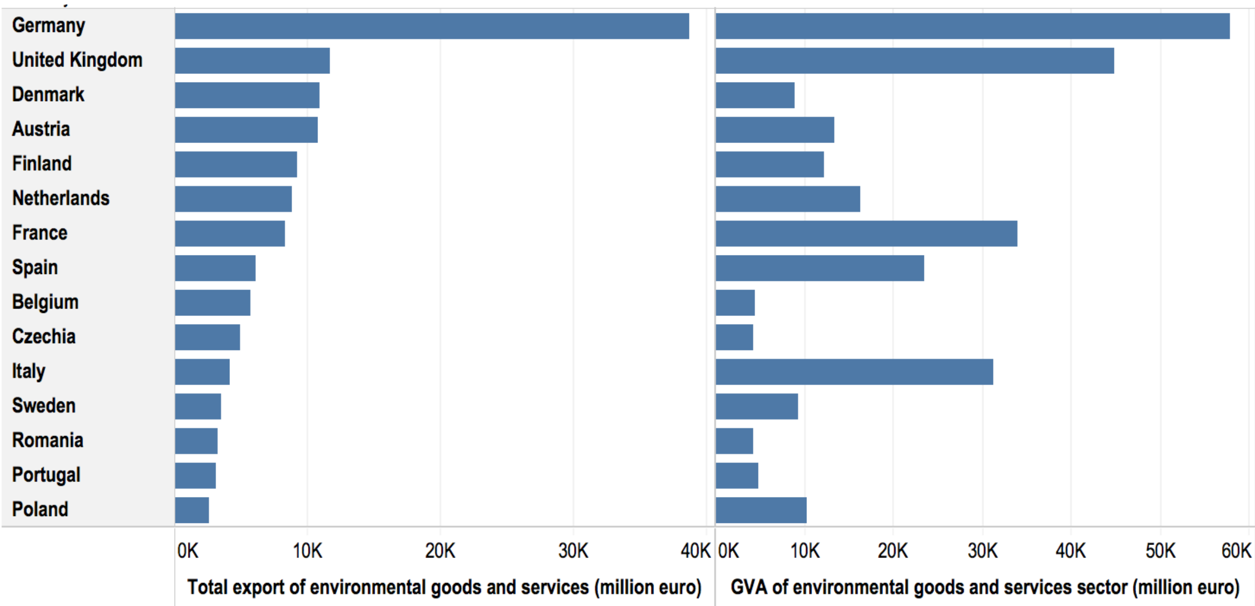
Green transitions bring with them a wealth of opportunity

As the effects of global warming become more apparent, another key global trend is a drive for greener and more sustainable economies. COVID-19 demonstrates the devastating impact economic collapse has on communities and economies across the globe and for some has reignited the urgency at which we need to tackle climate change. Many have been pushing for a recovery from COVID-19 rooted in principles of sustainability.

As with most transformation capabilities the level of progress made on the green transition varies by nation and income group. Most income groups have been on a positive trajectory on a range of indicators on emissions and progress towards greener growth. However, progress has been slow.

Those already advanced in their green transition have an edge in the future. A green transition will require significant structural changes to the economy which will add further disruption to the labour market. There will be sectoral winners and losers. New jobs will be created in clean growth industries but there will ultimately be job losses in sectors which have negative environmental impact. That said, the aggregate impact of a green transition is expected to have a net positive impact on jobs, with an estimation of 18 million net new jobs globally[52]. Some countries have already harnessed the benefits of the green transition, Germany is positioning itself as a global leader on the export of environmental goods and services, which has contributed significantly to the gross value added (GVA) of Germany (Figure 42).

Figure 42: Environmental goods and services export and GVA



Source: Whiteshield Partners & Eurostat

52 https://workandclimatechangereport.org/2018/05/16/ilo-report-projects-18-million-net-new-jobs-in-a-green-economy-and-highlights-policy-role-for-social-actors-including-unions/

There is a risk that COVID-19 leads to the prioritisation of quick economic growth over sustainability

However, whilst progress is apparent there are considerable strides to be made if the Sustainable Development Goals and emission targets are to be met by 2030. Global emissions continue to rise despite slowing growth in low income counties and reductions in high-income countries. Much of the growth has been driven by steep increases in upper-middle, and lower-middle income countries over the last five years[53].

Again, there is a risk that government policy trade-offs will lead to a de-prioritisation of green growth, especially in developing nations. The low price of oil as a result of the pandemic is also a disincentive to pursue low-carbon growth. In the US, many oil and gas firms have claimed support via the stimulus packages on offer for small businesses affected by COVID-19. Some firms have returned their loans but others who borrowed sums up to $10 million have not specified their plans[54]. Countries who are further developed in their journey towards green growth will be able to utilise this position to help create quick wins. Those who are further behind may see further delays as they prioritise other policy and spending as a result of the COVID crisis.

INSTITUTIONAL CAPABILITIES & COVID-19

Proactive vs reactive resilience: both matter and institutions are key

Proactive resilience drivers - factors that must be nurtured in anticipation of a crisis - are important in explaining how labour markets are performing during a crisis. However, the nature of the government's policy response to a crisis also matters.

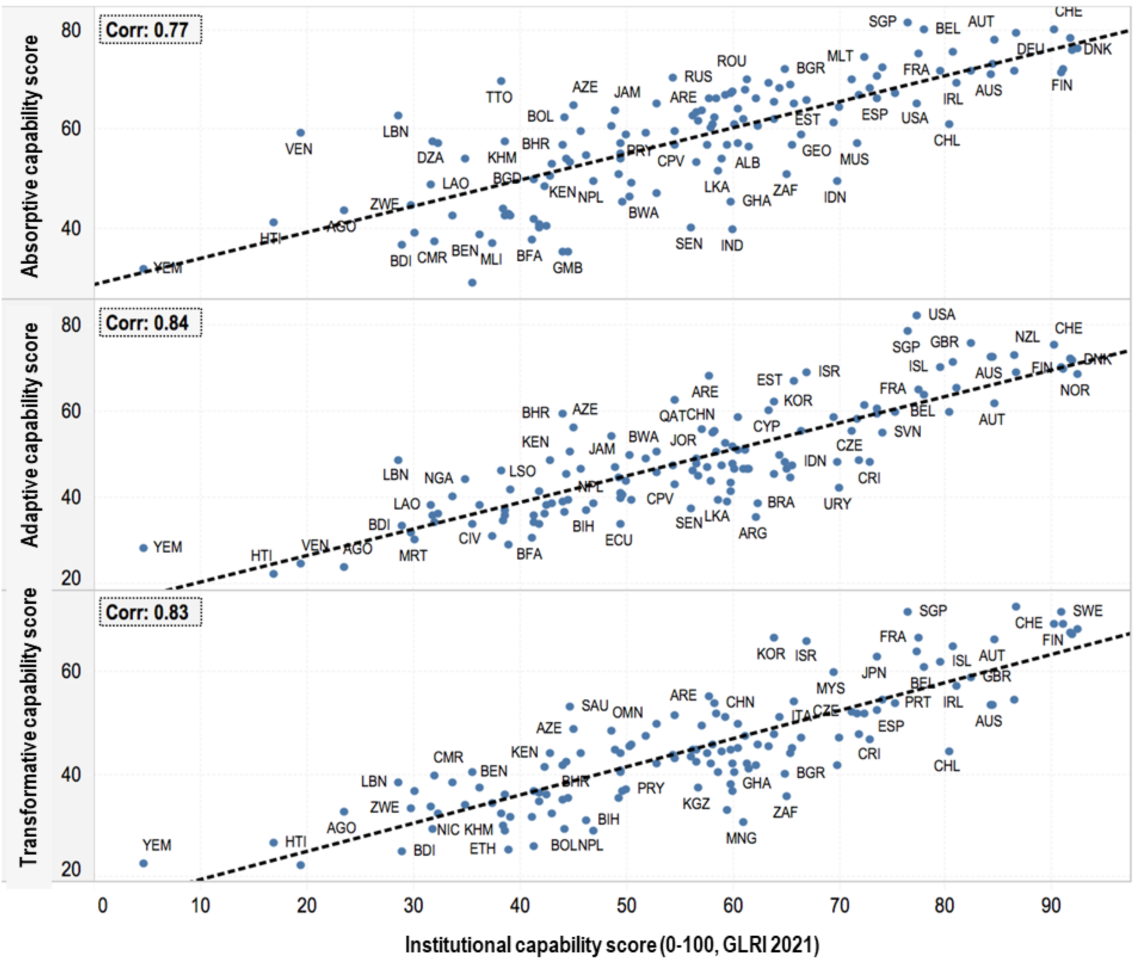
The quality of the response is conditioned by the existing status of resilience drivers, such as institutional capabilities, which underpin both proactive and reactive resilience. The World Bank Governance Index includes a range of measures of institutional effectiveness, including regulatory quality, control of corruption, government effectiveness and political stability and the absence of violence. Each of these measures are important in proactive and reactive resilience. For example, regulatory quality matters in advance of a crisis, it can limit the likelihood of some shocks occurring by reducing dangerous behaviours which could contribute to a shock. Controlling corruption is an effective proactive policy response to a crisis, it helps to ensure that government support packages get to those most in need and are not misused. There is a high correlation between absorptive, adaptive and transformation capabilities on the one hand and the institutional capabilities of a nation on the other, highlighting that the latter is the core basis of a resilient response to shocks regardless of their nature (Figure 43).

Institutional capabilities include measurements of data availability and government effectiveness which are necessary to respond accurately to the needs of the country. During a crisis policy needs to work for people and must address the questions of 'what is a good outcome?' and 'what works?'. Efficient policy goal prioritisation and the quality of policy formulation are core components of designing and implementing a good policy response to a crisis.

[53] World Bank, Co2 Emissions (kt), World Bank Data

[54] https://www.reuters.com/article/us-health-coronavirus-energy-ppp-idUSKBN22V1IG

Figure 43: Correlation between capabilities in each of the three stages of resilience and institutional capabilities



Source: Whiteshield Partners

Institutional capabilities include the level of trust people have in the government

Institutional capabilities include measures which are essential in building trust in government. Trust is not created only by the formal institutions in the economy but also through informal institutions such as levels of social capital. The social capital component of institutional capabilities measures the strength of personal and social relationships, social norms, and civic participation in a country[55]. These types of interactions can be a proxy for trust in society and in government.

Trust in government has seen declines across much of the globe (Figure 44).[56] The decline in trust matters during times of crisis, particularly when governments require businesses or citizens to make active changes, such as wearing a mask, staying indoors or following health guidelines. Higher levels of government trust are important for variety of reasons - they can reduce transaction costs, enforcement costs and increase compliance.

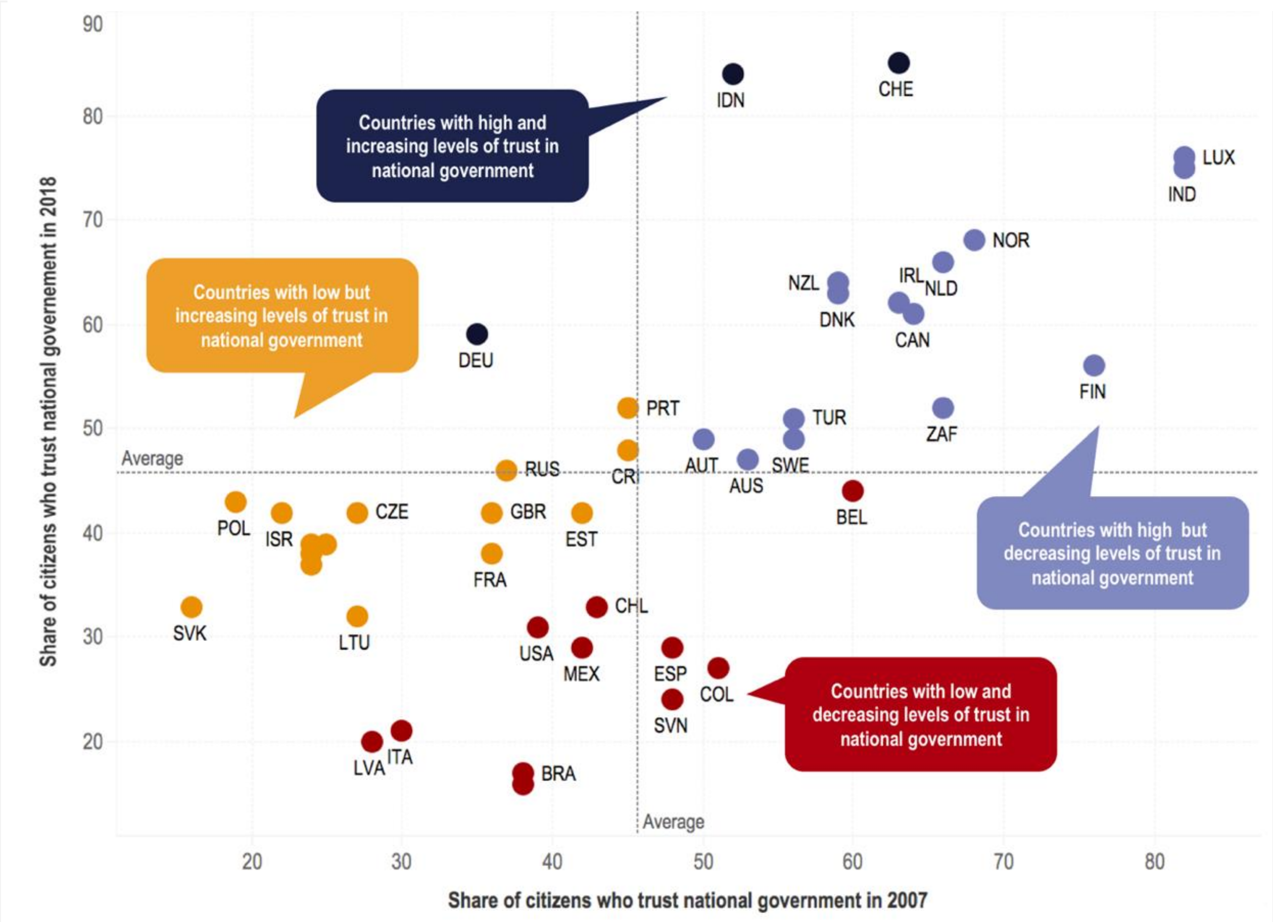
[55] https://www.prosperity.com/about/methodology#:~:text=The%20Social%20Capital%20pillar%20measures,protected%20and%20are%20readily%20accessible

[56] https://www.edelman.com/trustbarometer

Taxation compliance for example is strongly correlated with increased trust and the absence of corruption. Trust can be broken or undermined for numerous reasons including elevated levels of inequality, the persistence of corruption and a perception of inaction. Trust in government is important but so is the strength of social links which improve solidarity and trust between people. Trust in fellow citizens to do the right thing can impact our own actions and subsequent response to government initiatives during a crisis. However, social capital, or informal institutional capabilities, is harder to nurture through policy changes because it is not just a matter of how effective the drivers are but also the cultural norms and citizen expectations. In all cases the gap in trust affects all aspects of policy making and is shaking the very foundation of the social contract between government and citizens.

There are a handful of countries who experience high and increasing levels of trust in government and this shows that hope is not lost. Social capital can be improved through decentralisation of government, empowering people to feel more in control of decision making and enhancing civic education.

Figure 44:Trends in citizens trust of national governments in selected countries



Source: Whiteshield Partners, World Gallup Poll, OECD

The current crisis is a case in point demonstration of why the structural and cyclical labour market resilience capabilities framework is an essential tool for government. Countries must be wary of the various trade-off traps and achieve balance where possible.

APPENDICES

APPENDIX I: OVERVIEW OF GLOBAL LABOUR RESILIENCE INDEX CONCEPTUAL FRAMEWORK AND METHODOLOGY

The Global Labour Resilience Index assesses over 145 countries and economies on the resilience of their labour markets based on a total of nine dimensions and 102 indicators from a wide range of international sources.

Most of the GLRI indicators were selected and developed based on an extensive review of the economic literature establishing correlations with both employment and productivity.[57] GLRI indicator correlations with employment and productivity were further tested by the GLRI team of economists throughout the elaboration of the model. Some of the overall results of these tests are noted at the end of this Appendix.

Adopting a comprehensive view of drivers affecting the availability, quality, and sustainability of work, the GLRI fills an important gap by expanding the definition of workforce resilience and introducing a comparative assessment of countries on the resilience of their labour markets.[58]

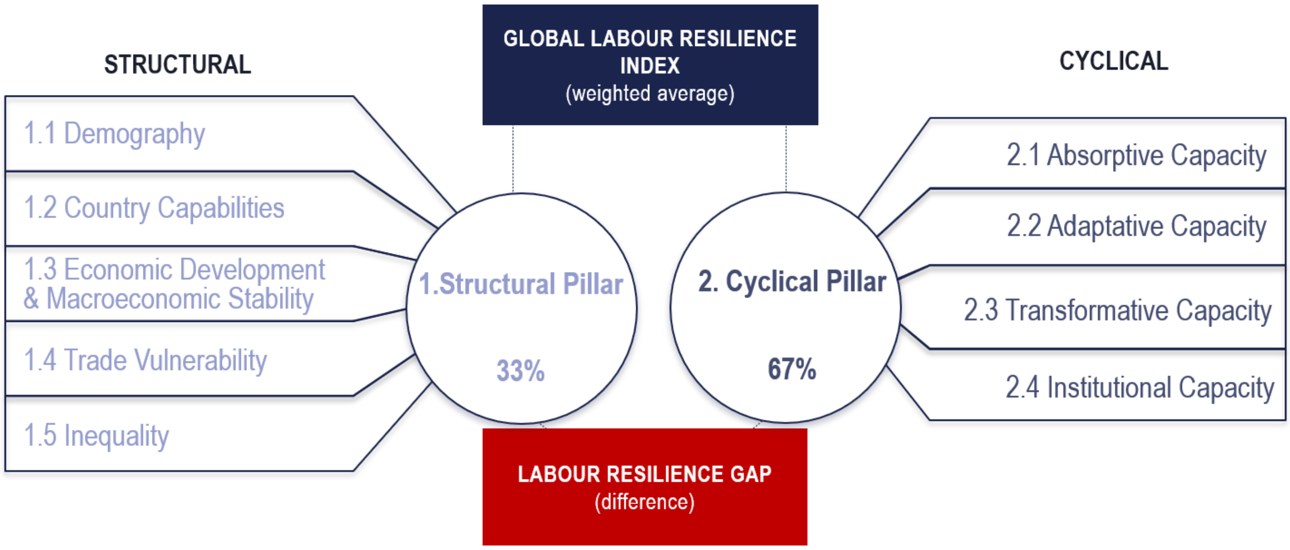
The GLRI framework is structured around two pillars. The structural pillar includes factors which are harder to change on the shorter-term factors – such as demographics, level of economic development and macroeconomic stability, country capabilities, trade vulnerability and inequality- and which can represent inherent vulnerabilities or protective factors during all kinds of disruptions given the complexity of system shocks and the interactive dynamics of disruptions. The cyclical pillar includes differentiated resilience capabilities that labour markets need to reconcile. More specifically, four main capabilities have been identified. The three first ones: absorptive (linked to the robustness of labour markets), adaptive (linked to the dynamism and flexibility of labour markets) and transformative (linked to the alignment with major future trends) capabilities will matter differently depending on the stage of the disruption cycle and the type of disruptions. Each of these three capabilities includes specific drivers from various policy fields (education, entrepreneurship, technology, labour etc) highlighting the need to break out of the silo approach to effectively nurture resilience. The fourth one, institutional capability, acts as a cross-cutting enabler (Figure 45).

By measuring the gap between structural and cyclical factors, the Index also highlights the labour resilience gap: countries, which have the greatest potential to improve the resilience of their labour markets in the short-term.

[57] See for example Nicole Maestas, Kathleen J. Mullen, and David Powell, "The Effect of Population Aging on Economic Growth, the Labor Force and Productivity", RAND Labor & Population, USA, 2016; Grimaccia, Lima, "Public expenditure on education, education attainment and employment: a comparison among European countries", XXVIII Conference of the Italian Association of Labour Economists (AIEL) Rome, September 2013 ; Partridge, M.D. J, The relationship between inequality and labor market performance: Evidence from U.S. states, Labor Res (2006) 27: https://doi.org/10.1007/s12122-006-1007-y

[58] Traditional definitions of labour market resilience are more restrictive than the one adopted by the Global Labour Resilience Index. The OECD, for example, defines resilient labour markets as "labour markets that weather economic downturns with limited losses in worker welfare." The definition focuses on workers, but the firm perspective is also integral to the resilience of labour markets. Moreover, the disruptive role of technological evolution is not directly addressed in this definition. See "What Makes Labour Markets Resilient during Recessions," OECD Employment Outlook 2012."

Figure 45: The Global Labour Resilience Index framework



Source: Whiteshield Partners

Four main measures are calculated within the GLRI:

The structural pillar score: 5 sub-pillars (demographics, country capabilities, economic development and macroeconomic stability, trade vulnerability and inequality) capture the fundamental characteristics of a country and its economy which impact employment and the resilience of labour markets in the long-term (10+ years). The structural pillar score is a weighted average of the 5 sub-pillar scores involving 10 indicators. The demographic sub-pillar has less weighting (15% compared to 20%).

The cyclical pillar score: 4 sub-pillars (absorptive capabilities, adaptive capabilities, transformative capabilities and institutional capabilities) capture key cyclical areas that impact employment and the resilience of labour markets in the short-term (< 5 years). Absorptive, adaptive and transformative capabilities represent differentiated resilience capabilities which relative importance varies depending on the type of disruption at hand as well as the stage of the disruption cycle. Each cyclical sub-pillar (except for institutional capabilities) combines both policy inputs and policy outputs that can be influenced by government action. The institutional capabilities sub-pillar represents a cross-cutting enabler and highlights the completeness of a country's institutions and datasets related to labour market resilience – a vital component in being able to make fact-based policy decisions. The three phased resilience capabilities measures are a weighted average of input and output variables. The cyclical pillar is then a weighted average of the four pillars. Absorptive capabilities has a higher weighting (35% compared to 22%).

The overall GLRI score: a weighted average of the structural pillar (1/3) and cyclical pillar (2/3). The cyclical pillar is given a greater weight to consider the larger number of indicators associated with this pillar and its greater sensitivity to policy action.

The Labour Resilience Gap: measures the difference in scores (ranks) between the structural pillar and the cyclical pillar. It shows the potential of a country to improve its labour market resilience through active policy intervention.

1. The GLRI structural pillar

The first pillar of the GLRI has 5 sub-pillars: demographics, country capabilities, economic development and macroeconomic stability, trade vulnerability and inequality. These sub-pillars represent the economic foundations and fundamental characteristics of a country that impact employment and resilience of labour markets. They can only be fundamentally altered by policy action in the longer-term (10+ years).

Sub-pillar 1.1: Demographics

This sub-pillar aims at assessing the impact of a country's demographic dynamics on the resilience of its labour market. The demographic sub-pillar mainly captures the impact of population age structures on labour resilience. Age structure as well as long-term demographic trends can have a major impact on the availability of adequate labour supply by affecting both labour force participation and the skills of employees, including their willingness and ability to adapt to new technologies. Population aging can lead to a decrease in labour force participation, causing potential bottlenecks in labour supply. It can also be associated with growing skill gaps, with older generations being less well equipped to deal with technological disruptions. Age structure is an important matter to take into consideration not only to assess the level of labour resilience but also to design effective policies, especially education and labour market related policies.

Sub-pillar 1.2: Country Capabilities

The Economic Complexity Index included to this sub-pillar reflects the level of sophistication of an economy. Countries with more complex economies have the knowledge and abilities to develop and adopt new technologies and harness the opportunities caused by technological disruption.

Sub-pillar 1.2: Economic Development and Macroeconomic Stability

This sub-pillar captures the impact of the fundamental characteristics of an economy on its labour market resilience. The level of economic development and macroeconomic stability determines the resilience of an economy, which in turn is a major factor of labour resilience. Four variables are included in this sub-pillar: the variable measuring the level of wealth, the variable assessing the focus on services in the economy and the variable determining the dependence of the country on natural resources and the variable measuring the debt dynamics of the national government.

Economically stable, richer, resource-independent countries with a large share of services in GDP are often more resilient to external shocks. They have the resources to develop and adopt new higher value-added technologies and are not reliant on resource extraction. They can benefit from the process of creative destruction and can exploit new opportunities created by technological disruptions rather than just be negatively impacted by their effects.

Sub-pillar 1.4: Trade Vulnerability

The extent of economic diversification and trade vulnerability affects both the economy and labour market resilience. A highly diversified economy with a diversified labour structure is less affected cyclical changes, changing trade patterns, de-industrialization trends and external shocks in general. The trade vulnerability sub-pillar captures positive impact through the variable measuring the level of concentration of exports and the variable measuring the diversity of exports, which defines the number of products, for which the country has a revealed comparative advantage and the overall trade position of the country through the current account variable. The diversity and current account variable are positively scaled, while the concentration variable is negatively scaled.

Sub-pillar 1.5: Inequality

The inequality sub-pillar measures the negative impact of disparities of personal income on labour resilience. Highly unequal labour markets tend to have higher shares of precarious, low-paid, low-skilled jobs that are susceptible to technological obsolescence and other external shocks.

2. The GLRI cyclical pillar

The second pillar of the GLRI has 4 sub-pillars: absorptive, adaptive, transformative, and institutional capabilities. Three of them represent areas of a country's resilience during the stages of economic shocks and growth while the last is focused on measuring both formal and informal institutions.

Sub-pillar 2.1: Absorptive capabilities

Absorptive capabilities is divided into two groups focus on policy inputs and outputs. It reflects the ability of the country to absorb the labour market disruption. In this pillar the output variables are more associated with cyclical absorptive capabilities and resilience and therefore receive more weighting.

On the input side, the focus is on the underlying state of the welfare system and workers' rights. This is captured through indicators related to the coverage of welfare policies, availability of healthcare coverage and workers' rights. These factors have a positive impact on labour resilience because if a country has the fundamentals right, they should be able to divert their attention to the areas of growing concern.

Outputs factors include the quality of work, levels of unemployment and measurements of health. These are captured through 14 different indicators including a series of variables related to labour market participation including youth unemployment, proportion of women in the labour market and the gender pay gap. High levels of labour market participation are associated with a well-functioning and potentially resilience labour market. Other output measurements include longevity, physical health and mental health, a country which has poor health or low life expectancy is unlikely to have a resilient workforce and without a resilient workforce there cannot be a resilient labour market.

Sub-pillar 2.2: Adaptive capabilities

Adaptive capability relates to the ability of the country to adjust to the consequences of labour market disruption which essential for labour market recovery. It includes measures related to the dynamism and flexibility of the economy and labour market.

The adaptive capabilities input sub-pillar covers labour market policies ranging from hiring and firing legislation, the burden of taxes and the environment for entrepreneurship. These are important component of labour resilience considering their impact on incentives and disincentives to job creation and on the flexibility of the labour market, especially in times of economic downturn.

Output employment indicators measure a variety of variables representing direct determinants of labour resilience: level of talent and skills of employees, the effectiveness of active labour market policies and the financial setting in which firms operate. Active labour market policies determine the efficiency of the job search process as well as the ability for workers to undertake professional reconversions.

Sub-pillar 2.3: Transformative capabilities

The transformative sub-pillar aims to measure policy inputs encouraging and protecting innovation in an economy as well as outputs reflecting the level of innovation. Transformative capabilities increases innovation and subsequently levels of competitiveness and productivity, driving the resilience of an economy and its labour market. These help the country pivot itself towards the future and ensure labour market resilience is not temporary. Although innovation can also lead to job destruction, this is usually compensated for by labour-friendly product innovations and the economic growth induced by the productivity and competitiveness gains in transformed economies.

Transformative inputs include expenditure on research and development and government vision and procurement of technology. Transformative outputs measure the level of transformative capabilities through trademark and patent applications, an estimation of the share of innovation in trade and the investment and training of the future workforce.

Sub-pillar 2.4: Institutional capabilities

This sub-pillar assesses the level of institutional capabilities through four metrics. Focusing on formal institutional capabilities through governance indicators and informal capabilities via measurements of social capital. The remaining component of the sub-pillar focuses on statistical capacity and fullness.

The completeness of the available GLRI data on the country (101 indicators outside of the statistics indicator) also affects the quality of the country's GLRI ranking. It is indicative of the extent to which the country's policies are evidence-based. The higher the proportion of GLRI indicators that are available for a country (out of a total of 101), the more reliable the value of that country's GLRI rank, and the higher the country's score on this dimension.

Figure 46: The structure and breakdown of structural indicators for GLRI 2021

1. Structural elements

1.1 Demographics
- Share of older population

1.2 Country capabilities
- Economic complexity (ECI)

1.3 Economic Development of Macroeconomic stability
- GDP/capita
- % services (GDP)
- Dependence on natural resources
- Debt dynamics

1.4 Trade Vulnerability
- Concentration of exports (HHI)
- Economics diversity (RCAs)
- Current account balance

1.5 Inequality
- Income inequality (Gini coefficient)

Source: Whiteshield Partners

Figure 47: The structure and breakdown of cyclical indicators for GLRI 2021

2. Cyclical elements			
	Input	**Output**	
2.1 Absorptive capacity	**Support and protection of workers** • Workers' rights • Pension coverage • Unemployment coverage • Coverage of basic health services	**Quality of employment** • Quality of earnings • Quality of working environment • Share of informal employment **Youth inclusiveness** • Youth not in EET • Youth unemployment **Labour market polarization and inequality** • Low-skilled labour • Trend in growth of medium-skilled jobs • Labour income share • Labour income inequality	**Gender inclusiveness** • Ratio of female to male labour force participation rate • Gender pay gap: estimated earned income ratio **Health and well-being of population** • Longevity • Physical health • Mental health
2.2 Adaptive capacity	**Flexibility of labour policy** • Hiring and firing practices • Ease of hiring foreign labour • Effect of taxation on incentive to work **Business regulation** • Time dealing with government regulation • Intensity of local competition • Trade openness • Applied tarrifs • Paying taxes • Enforcing contracts • Property rights • Insolvency framework **Starting a business regulation** • Time to start a business • Cost to start a business **Access to finance regulation** • Doing business access to credit **Quality of infrastructure** • Logistics Performance Index	**Reallocation and flexibility mechanisms** • Active labour market policies effectiveness **Skills and adaptability** • Participation rate in formal and non-formal education and training • Extent of staff training • High-skilled labour • Skilled labour supply • Tertiary education attainment • Skillset of graduates	**Entrepreneurship activity** • New corporate registration • GEI attitudes & perceptions subindex **Access to finance** • Venture capital investments • SME access to loans • Microfinance portfolio • Depth of capital markets
2.3 Transformative capacity	**Regulation of ICT** • Internet and telephony sector competition regulation • Future orientation of government • Global Cybersecurity Index **Support and investment in technology** • Public procurement of advanced technology **Expenditures on R&D** • Gross R&D expenditure (% GDP) **Intellectual property legislation** • IPR score **Innovation incentives** • Direct government funding of BERD as a % of GDP **Investment in the future workforce** • Government expenditures on education (% GDP) • Tertiary education expenditure per tertiary student • Pupil teacher ratio • ICT infrastructure per school	**ICT business penetration** • ICT usage by firms • ICT and business model innovation in firms • ICT and organizational model innovation in firms **ICT infrastructure penetration** • ICT access **Innovation environment** • Scientific and technical journal articles • Researchers in R&D • Technicians in R&D • Quality of research institutions • Industry-university collaboration **Innovation trade** • Shares of creative goods exports	**Technology and digital economy** • High-technology net exports • ICT goods exports • ICT services exports • Share of medium-high and high-tech manufacturing in MVA • Share of medium high and high-tech manufacturing exports in manufacturing exports • Robots adoption rate **Green transition** • Environmental goods exports and imports • Green patent applications • Renewable energy consumption • CO2 intensity of GDP • Energy intensity • Domestic material consumption **Innovation products** • Trademark applications • Patent applications • International co-inventions **Education and skills of the future workforce** • Quality of vocational education • PISA scores • Quality of educational system • Critical thinking • Digital skills • STEM graduates
2.4 Institutional capacity	• WB World Governance Index • Social capital • WB statistical capacity index • GLRI statistical fullness indicator		

Source: Whiteshield Partners

3. The GLRI 2021 data

Data collection: the GLRI model includes 102 individual indicators, 10 are included in the structural pillar and 92 in the cyclical pillar. These indicators were selected after careful consideration of the econometric impact on labour resilience and evidence from the relevant academic literature. A detailed rationale is provided for each indicator in Appendix IV.

Hard data: include 61 individual variables drawn from a set of reliable publicly available sources such as the World Bank, the UNESCO institute for statistics, the OECD, Eurostat, the International Labour Organization, the World Intellectual Property Organization, etc.

Composite indices: includes 17 indicators: The Global Entrepreneurship Index and ICT Access Index. Only widely recognized indices are included after careful consideration of their methodology and all the variables they measure to avoid data bias and redundancy.

Qualitative surveys: 24 survey results are included, mainly from the World Economic Forum's Global Competitiveness Index, measuring variables for which hard data are not available.

Data coverage and missing data: An important component of the GLRI is data availability. If a country has values available for less than two-thirds of indicators, it is excluded from the GLRI ranking. Thus, the country set includes only 131 out of 234 possible countries.

Individual indicators use the latest available data. In the case of dynamic analysis in the GLRI 2016 some indicators for several countries became available only in later years. In these cases, the earliest available values were used to avoid the lack of data effect.

Missing data are referred to as: "n/a". For transparency and unbiased data purposes, the GLRI does not try to fill in missing data. Instead, a statistical indicator ranging from 0 to 100 has been added to the GLRI as a cyclical sub-pillar to measure the availability of data for each country.

Countries, for which data are available for 101 indicators of the GLRI, have a "statistics" score of 100 (as the 102nd indicator is the "statistical fullness"). This indicator accounts for the positive impact of data availability. Availability of data allows a better assessment of the situation of an economy and thus the adoption of adequate policy actions. The ability to measure progress, based off an accurate assessment of the initial baseline is also critical in improving performance over time.

Note that, outside of the statistics indicator, a country is not negatively penalized if it is missing data in a specific indicator.

4. Calculation methodology of the GLRI

Data comparability and scaling:

To create uniform, comparable measures across indicators, the Index is scaled as follows.

Indicators, sub-pillars, pillars and the overall index which have positive impact on labour resilience are scaled according to this formula:

$$100 - 0 \ \frac{X_i - \min(\mathrm{x})}{\max(\mathrm{x}) - \min\ (\mathrm{x})} + 1$$

where X_i is the value of the indicator, category, sub-pillar or pillar in the *i* country.

Indicators, sub-pillars and pillars, which have a negative impact on labour resilience are scaled according to this formula:

$$\frac{X_i - \min(x)}{\max(x) - \min\ (x)}$$

Corrections of scores:

Sometimes we face the situation when a small number of countries have outstanding high or low initial values comparing to the other countries' values. If the data is not adjusted in such cases, it leads to extremely low or high scores for the majority of other countries with a disproportionate impact on the GLRI ranking. In such cases, the distribution of indicator values for countries deviates from normal and becomes, for example, asymmetric. In GLRI these cases are detected using 2 criteria. First, skewness and kurtosis indicators are used: if the skewness is higher than 2.5 or lower than -2.5, and kurtosis is higher than 4, then the distribution of the corresponding indicator is corrected.

In indicators where such a skew has been detected, the high outlier values are capped. In these cases, the data is truncated at the 95th percentile.

When we applied log transformation, we applied rule of LN(1 + x); the 1 is added to avoid situations where x = 0

5. Methodological changes made in the GLRI 2021 comparing to GLRI 2020

The following adjustments were made to the GLRI 2020 methodology in order to increase GLRI quality for the GLRI 2021, by increasing data availability and elimination of distribution “distortions” etc.:

- Number of countries assessed was reduced from 145 to 131.
- The policy pillar has been adjusted to form the cyclical pillar which is now made up of four components focusing on resilience capabilities.
- The structural pillar has been adjusted to include measurements of macroeconomic stability and trade openness. The Economic Development sub-pillar is now named ‘Economic Development and Macroeconomic stability’, in addition to the indicators included last year this now includes a focus on the debt dynamics of a nation. The Economic Diversification sub-pillar has been renamed ‘Trade Vulnerability’ alongside the economic diversification metrics included prior it now includes an indicator relating to the current account balance.
- The cyclical pillar has undergone a range of changes – including the reorganisation of the sub-pillar, the inclusion of new indicators and the removal of others.
- Several indicators were excluded due to low data availability for countries, methodological issues or lower correlation with employment outcomes (Such as mobile broadband subscriptions, Procedures to start a business and years of schooling)

Box 13: GLRI is calculated using the weighted average approach

For each country the Global Labour Resilience Index is a weighted average of the two pillar components of it:

$$GLRI = {}^{1}\!/_{3} * P_s + {}^{2}\!/_{3} * P_c$$

where
- P_s is the score of structural pillar
- P_c is the score of cyclical pillar

The structural pillar is a weighted average of all sub-pillar scores include in it:

$$P_s = (0.15 * \sum P_{1.1}) + (0.215 * \sum P_t)$$

where
- $P_{1.1}$ is the score of the demographic sub-pillar
- P_t is the score of the remaining sub-pillars

In the structural pillar each sub-pillar is a simple average of all included indicators’ scores:

$$Subpillar_j = \frac{1}{n_j} \sum_{m=1}^{n_j} Ind_{mj}$$

where
- Ind_{mj} is the score of indicator m included in sub-pillar j
- n_j the number of indicators included in sub-pillar j

The cyclical pillar is a weighted average of all sub-pillar scores include in it:

$$P_c = (0.35 * \sum P_{121}) + ({}^{13}\!/_{60} * \sum P_q)$$

where
- $P_{2.1}$ is the score of the absorptive capacity sub-pillar
- P_q is the score of the remaining sub-pillars

In the cyclical pillar two approaches to sub-pillar calculation are used involving weighted and simple averages

$$Subpillar_a = {}^{1}\!/_{4} * Subpillar_{input\ a} + {}^{3}\!/_{4} * Subpillar_{output\ a}$$

where
- $Subpillar_a$ represents the absorptive capacity sub-pillar
- $Subpillar_{input\ a}$ and $Subpillar_{output\ a}$ correspond to absorptive capacity input and output

$$Subpillar_c = {}^{1}\!/_{2} * Subpillar_{input\ c} + {}^{1}\!/_{2} * Subpillar_{output\ c}$$

where
- $Subpillar_c$ represents each of the other sub-pillars
- $Subpillar_{input\ c}$ and $Subpillar_{output\ c}$ correspond to the remaining sub-pillars input and output

The input and output of each sub-pillar is a simple average of each indicator in the input or output category

$$Input\ or\ output_j = \frac{1}{n_j} \sum_{m=1}^{n_j} Ind_{mj}$$

where
- Ind_{mj} is the score of indicator m included in input or output category j
- n_j the number of indicators included in the input or output category j

Source: Whiteshield Partners

6. Methodology of the Regional Labour Resilience Index[59]

The methodology of the Regional Labour Resilience Index is based on the Global Labour Resilience Index© methodology. It is structured around the same longer-term structural and shorter-term cyclical dimensions of the GLRI however it does not focus on the four resilience capabilities but instead on five components of resilience. The structural and cyclical pillars in the Regional LRI have the same weights as in the GLRI, 33% and 67% respectively.

When comparable data is not available at the regional level, it is replaced by the next proxy or excluded.

The Regional LRI structural pillar

The first pillar of the Regional LRI has 6 sub-pillars: demographics, economic development, economic diversification, inequality, health & well-being, IT infrastructure and environment which can be fundamentally influenced by regional policy actions only in longer-term perspective (10+ years).

The Demography and Economic Diversification sub-pillars in the Regional LRI are based on almost the same set of indicators as in the GLRI.

The Economic Development sub-pillar captures the level of economic development as a fundamental characteristic of economy measured by the disposable household income and GDP/capita indicators. Regions with richer population are often more resilient to external shocks and more adaptive to the changes in skill demand by the labour market because richer people have more financial opportunities to learn.

The Economic Diversification sub-pillar includes only the level of regional export concentration based on the Herfindal-Hirshman Index methodology as calculated by the Whiteshield Partners (unlike the corresponding indicator in the GLRI, where UNCTAD data was used).

Inequality sub-pillar is composed of Gini index and poverty indicator, which is individuals living in relative low income, AHC. High income inequality reflects a bi-polarized labour market between low-skilled and high-skilled workers as well as a high wage gap between both. Low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal countries more.

Health & Wellbeing sub-pillar captures life expectancy and a measure of wellbeing based on existing population surveys on life satisfaction. People who are satisfied with their lives usually display greater confidence, spend less energy on anxieties, stay healthier, have more energy to learn, and therefore have higher productivity and greater likelihood of maintaining or finding employment (correlations to be further tested).

IT Infrastructure sub-pillar includes IT measured respectively by population access to broadband. The COVID-19 crisis highlights the importance of robust infrastructure as drivers of structural resilience.

The Environment sub-pillar captures air pollution indicator, level of PM2.5, micrograms per cubic metre. A higher level of air pollution has a negative impact on labour resilience. Economies oriented towards sustainable energy generation are more resilient to the future technological and climate change shocks.

The Regional LRI cyclical pillar

The second pillar of the Regional LRI has 5 sub-pillars: education and skills, employment, innovation and technology, entrepreneurship and social capital which represent areas of regional policy framework that impact labour resilience.

The Education and skills sub-pillar include educational attainment variables and participation in adult education and trainings. Unlike the GLRI, educational attainment in the Regional LRI does not directly

[59] The Regional Labour Resilience Index methodology described in this section was first applied to the United Kingdom and then adapted to several other countries, including the United States and Kazakhstan. When adapted to other countries, some of the indicators are subject to be adjusted based on their level of availability.

evaluate the tertiary attainment rate but includes the estimate of the share of labour force with tertiary education and, thus, is more directly related to labour resilience because it doesn't include the highly educated people, which are not in the labour force. Participation in adult education and trainings captures an indicator of participation rate in education and training (last 4 weeks).

The Employment sub-pillar is composed of economic and social performance indicators. Economic performance indicators include job density, labour force participation, labour dynamism, quality of jobs variables, while social performance indicators capture youth unemployment, gender balance, non-standard employment and labour market polarisation.

The Innovation sub-pillar captures the policies related to innovation in the economy and measures R&D environment as well as innovation products, using a fewer number of variables than in GLRI due to the lack of data.

The Entrepreneurship sub-pillar in the Regional LRI significantly differs from the corresponding sub-pillar in the GLRI, because it includes the indicators related only to business demography. Business births/death and survival rates are included, in addition to the entrepreneurship activity measure. These rates characterize the sustainability and survival of business in the regions and its resistance to external shocks.

The structure of the Regional LRI 2021 can be seen in the Figure below (Figure 48).

Figure 48: Breakdown of structure and indicators for the Regional LRI 2021

Subnational Labour Resilience Index

1. Structural elements

1.1 Demographics
- Population ages 65 and above (% of total population)

1.2 Economic Development
- Disposable household income, USD per head, current prices, current PPP
- GDP/capita, USD per head, constant prices, constant PPP, base year 2015

1.3 Economic Diversification
- Concentration of exports

1.4 Inequality
- Gini (at disposable income, after taxes and transfers)
- Individuals living in relative low income, AHC

1.5 Health & Wellbeing
- Self-evaluation of life satisfaction
- Life Expectancy at Birth

1.6 ICT Infrastructure
- % of population with broadband access

1.7 Environment
- Air pollution, level of PM2.5

2. Cyclical elements

2.1 Education and Skills	*Educational attainment* • Share of Labour Force with Tertiary Education (in % of labour force)	*Participation in Adult Education and Trainings* • Participation rate in education and training (last 4 weeks)
2.2 Employment	Economic performance *Job density* • Number of jobs per head *Labour force participation* • Participation Rate 25 to 64 *Labour dynamism* • Long-term unemployment incidence • Employment rate of recent graduates *Labour productivity* • Regional Gross Value Added, National currency per worker, current prices	Social performance *Youth unemployment* • Youth Unemployment Rate (% unemployment 15-24 over labour force 15-24) • Share of 18-24-year-olds population not in education and unemployed or inactive (NEET) *Gender balance* • Participation Rate Gender difference, 15-64 years old (female-male) *Non-standard employment* • Share of self-employed population • Part-time employment incidence 25 to 49 *Labour market polarization* • Labour market polarization index (5-year change) • Share of low skilled jobs
2.3 Innovation and Technology	*Innovation* • PCT patent applications per million inhabitants • R&D Total Personnel Rate	*Technology* • Employment in high-tech manufacturing as a share of man employment • Employed in science and technology (%) • Share of employment in knowledge-intensive services
2.4 Entrepreneurship	*New business* • Births of enterprises per population *Entrepreneurship dynamism* • Births/ Deaths	*Survival rate* • 3-year Survival rate
2.5 Social capital	*Civic Engagement* • Voter turnout	*Community* • Perceived social support network

Source: Whiteshield Partners

7. The Regional LRI data

The Regional LRI includes 34 indicators: 10 in the Structural pillar and 24 in the cyclical pillar. 19 of them are hard data and only 1 is the results of the qualitative survey.

In the case of UK, the regional LRI was calculated for all 12 UK regions. For each indicator the latest available data was used. Unlike the GLRI in the UK LRI there is no missing data.

Calculation methodology of the Regional LRI

One of the significant differences of the Regional LRI is the scaling system. As in the GLRI, all individual indicators were scaled from 1 to 100 with a positive and negative direction, depending on the influence of the indicator on the labour resilience, using the formulas described above. However, one of the purposes of the Regional LRI was to estimate the performance of country's regions on labour resilience compared to other OECD countries. Therefore in scaling each indicator the values of OECD countries with the best and the worst performance in this indicator are used. It is expected, that the «worst » OECD country has a score of 1, and the «best» a score of 100, and the scores of the country's regions are scaled between these extremes. In reality, for some indicators, some regions have the worst and the best scores. In other words, for positive and negative scaling we used the following formulas:

Positive direction: $99 \times \frac{X_i - \min(\mathrm{x})}{\max(\mathrm{x}) - \min\,(\mathrm{x})} + 1$

Negative direction: $100 - 99 \times \frac{X_i - \min(x)}{\max(x) - \min\,(x)}$

where X_i is the value of the indicator in the *i* region or in OECD countries with the best and the worst performance. Categories, sub-pillars and pillars are not scaled.

In the structural pillar, each sub-pillar contains only one individual indicator; thus, the structural pillar is a simple average of sub-pillars (which is the same as simple average of the scaled indicators).

In the cyclical pillar, categories are simple averages of the scored indicators included in them, sub-pillars are simple average of categories included in them, and the overall cyclical pillar is a simple average of the sub-pillars included in it. The Regional LRI is the weighted average of the structural and cyclial pillars with using weights of 33% for the structural pillar and 67% for the cyclical pillar. Categories, sub-pillars and pillars are not scaled.

Unlike the GLRI, in the Regional LRI there is no correction of outlier scores.

In the case when Regional LRI is calculated for non-OECD countries it is often not possible to compare the regional performance with the OECD best and the worst, because of differences in indicators or their methodologies. In that case all the indicators are positively scaled using the normalization formula:

$$\frac{X_i - \bar{X}}{\mathrm{st.dev(X)}},$$

or negatively scaled using the normalization formula:

$$\frac{-(X_i - \bar{X})}{\mathrm{st.dev(X)}}$$

where $\bar{X}$ is regional average of the indicator and $\mathrm{st.dev(X)}$ is the standard deviation of the indicator. This scaling is applied not only for indicators, but also for categories, sub-pillars and pillars.

Box 14: Regional LRI is calculated using the weighted average approach

For each country of the Regional Labour Resilience Index is a weighted average of the two pillar components included in it:

$$\text{Regional LRI} = {}^{1}/_{3} * P_s + {}^{2}/_{3} * P_c$$

where

- P_s is the score of structural pillar
- P_c is the score of cyclical pillar

Each pillar is a simple average of all-pillars included in it:

$$P_j = \frac{1}{n_j}\sum_{t=1}^{n_j} Subpillar_{tj}$$

where

- $Subpillar_{tj}$ is the value of sub-pillar t included in the pillar j
- n_j the number of sub-pillars included in pillar j

In the structural pillar each sub-pillar is a simple average of all included indicators' scores:

$$Subpillar_j = \frac{1}{n_j}\sum_{m=1}^{n_j} Ind_{mj}$$

where

- Ind_{mj} is the score of indicator m included in sub-pillar j of the structural pillar
- n_j the number of indicators included in sub-pillar j

The cyclical pillar is an average of all the categories included in them:

$$Subpillar_j = \frac{1}{n_j}\sum_{m=1}^{n_j} Category_{mj}$$

where

- $Category_{mj}$ is the value of category m included in sub-pillar j of the cyclical pillar
- n_j the number of indicators included in sub-pillar j of the cyclical pillar

Each category is a simple mean of all scaled indicators included in it:

$$Input\ or\ output_j = \frac{1}{n_j}\sum_{m=1}^{n_j} Ind_{mj}$$

where

- Ind_{mj} is the score of indicator m included in category j
- n_j the number of indicators included in the input or output category j

Source: Whiteshield Partners

GLOBAL LABOUR RESILIENCE INDEX 2021 VERSUS PRODUCTIVITY AND PRODUCTIVITY AND UNEMPLOYMENT COMBINED

GLRI vs Productivity

The GLRI also underscores the resilience of the labour market to cope with technological progress. Since technological progress usually leads directly to an increase in labour productivity, it is expected, that the GLRI would be positively and significantly correlated with labour productivity. This strong correlation can be seen in for the complete set of countries, with a correlation of 0.83. As seen in Figure 49.

GLRI vs Productivity and unemployment combined

The GLRI denotes labour resilience which should signify the relative performance of the labour market through metrics such as the aforementioned productivity and through unemployment. The correlation between the GLRI and the score of a metric which combines productivity and unemployment is 0.63. This strong correlation holds across all countries, as seen in Figure 49.

Figure 49: Correlation between GLRI score and Labour productivity score

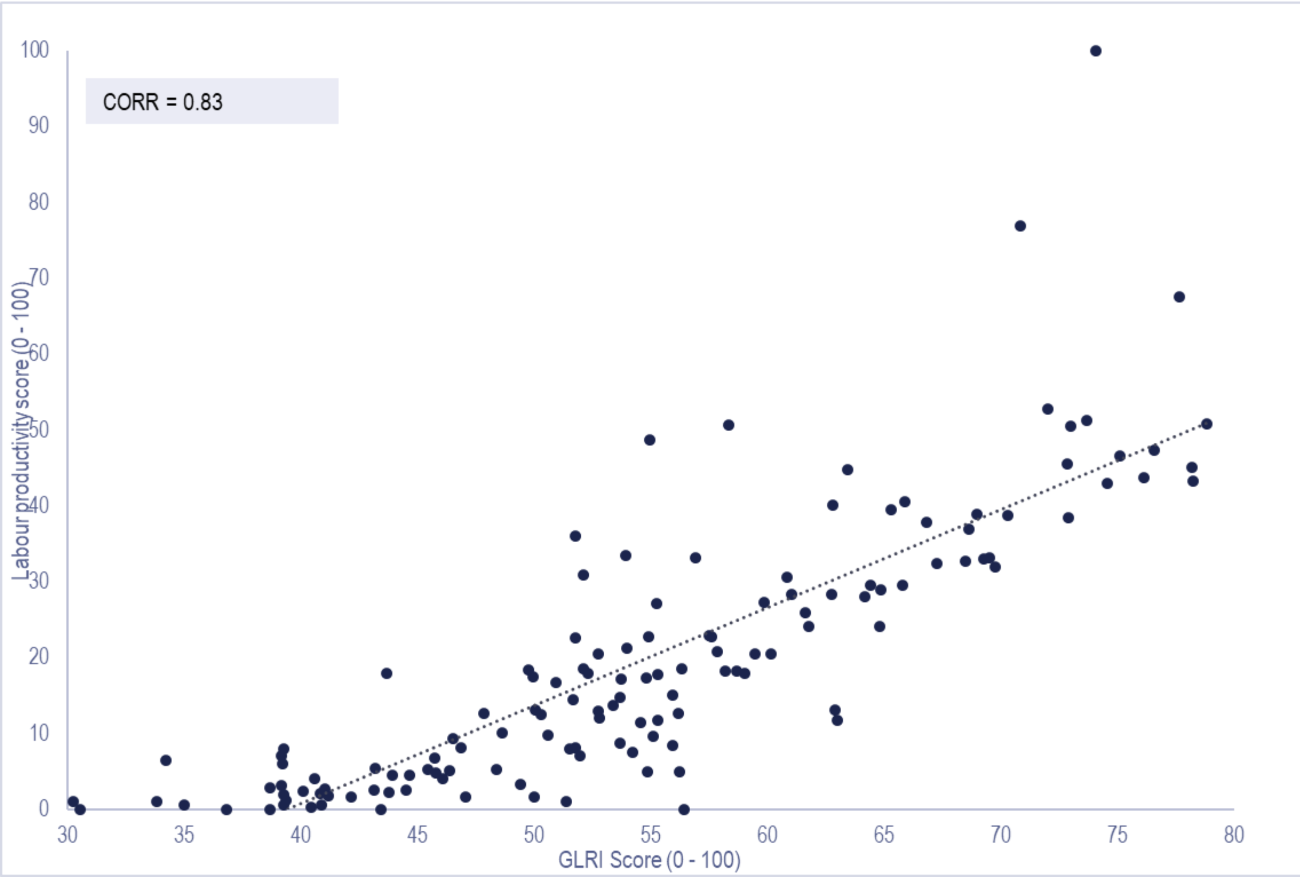
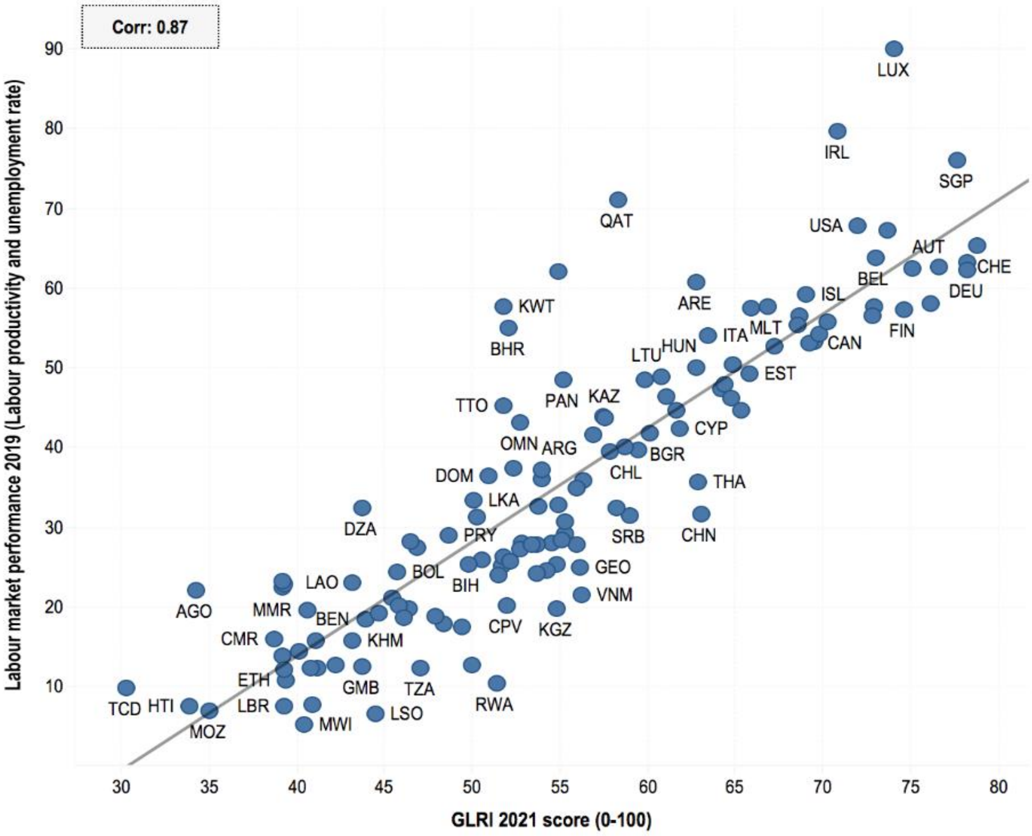


Figure 50: Correlation between GLRI and combination of labour productivity and unemployment



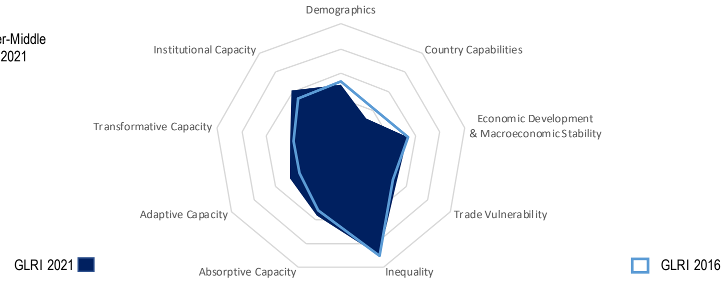
APPENDIX II: GLRI 2021 COUNTRY PROFILES

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Albania

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

73 **(53.39)**
RANK (SCORE)
GLRI 2016 Rank 82



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.97**	**73**	+1
1. Demographics			51.40	93	-1
1.1.01	Share of older population	14.2	51.40	93	-1
2. Country Capabilities			31.47	86	+6
2.1.01	Economic complexity (ECI)	-0.5	31.47	86	+6
3. Economic Development and Macroeconomic Stability			54.05	83	-4
3.1.01	GDP per capita	13,962	58.13	74	+5
3.1.02	Services share of economy	48.6	54.40	109	+7
3.1.03	Dependence on natural resources	0.4	63.86	61	+18
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			51.16	75	+11
4.1.01	Concentration of exports (HHI)	0.2	79.37	60	+3
4.1.02	Economics diversity (RCAs)	170	36.58	61	+7
4.1.03	Current account balance	-6.7	37.54	109	+1
5. Inequality			90.43	17	-1
5.1.01	Income inequality (Gini coefficient)	29.0	90.43	17	-1
Cyclical Subindex			**52.10**	**69**	
6. Absorptive Capacity			56.46	83	-16
6.1 Absorptive Capacity Input			49.67	78	-37
6.1.01	Workers' rights	79.0	78.46	43	N/A
6.1.02	Pension coverage	77.0	76.79	58	-19
6.1.03	Unemployment coverage	6.9	7.00	61	-3
6.1.04	Coverage of basic health services	59.0	50.82	101	N/A
6.2 Absorptive Capacity Output			58.73	76	+7
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	33.1	76.24	7	-1
6.2.04	Youth unemployment	28.1	20.35	115	+11
6.2.05	Youth not in EET	25.8	27.51	89	+17
6.2.06	Low-skilled labour	62.0	35.16	98	-1
6.2.07	Growth of medium jobs	-0.2	18.17	123	+5
6.2.08	Labour income share	53.1	77.81	43	-4
6.2.09	Labour income inequality	3.7	78.45	51	-1
6.2.10	Women in labour force (ratio of LFPR)	72.3	66.82	85	-5
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.7	86.60	37	0
6.2.13	Physical health	13.2	69.73	93	+1
6.2.14	Mental health	8.1	89.15	11	+2
7. Adaptive Capacity			46.70	69	+14
7.1 Adaptive Capacity Input			62.94	52	+14
7.1.01	Hiring & firing practices	3.9	48.65	62	+18
7.1.02	Ease of hiring foreign labour	5.8	80.29	1	N/A
7.1.03	Effect of taxation on incentive to work	3.1	23.00	114	-28
7.1.04	Time dealing with gvt regulation	6.7	80.12	50	+1
7.1.05	Intensity of local competition	4.7	59.04	101	+29
7.1.06	Trade openness	5.1	68.07	15	+112
7.1.07	Applied tariffs	1.0	93.53	10	-3
7.1.08	Paying taxes	64.9	36.58	89	+6
7.1.09	Enforcing contracts	53.5	50.23	91	-18
7.1.10	Property rights	3.7	45.12	104	+21
7.1.11	Insolvency framework	67.7	73.07	36	0
7.1.12	Time to start a business	4.5	92.66	21	-3
7.1.13	Cost to start a business	12.0	82.23	81	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+3
7.1.15	Logistics Performance Index	2.7	41.50	87	-9

* Rank change from 2016 (5-year change)
Country notes:

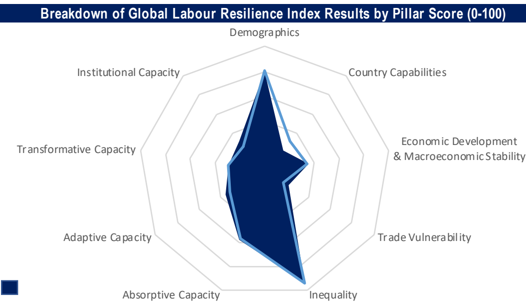
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.46	88	-3
7.2.01	ALMP effectiveness	2.7	28.13	97	+11
7.2.02	Formal & informal education & training	9.2	12.27	47	+25
7.2.03	Extent of staff training	4.6	59.23	33	N/A
7.2.04	High-skilled labour	18.3	27.84	84	+1
7.2.05	Skilled labour supply	3.9	48.19	96	N/A
7.2.06	Tertiary education attainment	12.9	27.28	55	-3
7.2.07	Skillset of graduates	4.2	53.39	53	N/A
7.2.08	New corporate registrations	1.5	9.76	65	-3
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.5	41.40	91	+31
7.2.13	Microfinance loan portfolio	7.9	7.90	29	-9
7.2.14	Depth of financial system	26.8	19.66	100	N/A
8. Transformative Capacity			41.00	82	+10
8.1 Transformative Capacity Input			48.56	76	+6
8.1.01	Internet & telephony competition laws	1.9	92.86	79	+15
8.1.02	Frutire orientation of gvt	58.9	62.99	50	N/A
8.1.03	Global Cybersecurity Index	0.6	67.11	65	N/A
8.1.04	Gvt procurement of technology	3.9	48.31	25	+43
8.1.05	GERD (% of GDP)	0.2	3.29	94	+2
8.1.06	Int'l Property Rights (IPR) score	4.5	30.16	99	+13
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.55	126	-27
8.1.09	Tertiary education exp. per student	5,529	0.02	40	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.2	85.02	42	+11
8.1.11	ICT infrastructure per school	71.3	71.30	54	N/A
8.2 Transformative Capacity Output			33.44	83	+7
8.2.01	ICT access (ICT Development Index)	5.1	50.19	74	+4
8.2.02	ICT usage by firms	4.0	49.73	112	+12
8.2.03	ICTs & business model creation	4.1	51.67	99	+19
8.2.04	ICTs & org. model creation	3.4	40.00	116	+7
8.2.05	Scientific & technical journal articles	0.1	2.50	83	-4
8.2.06	Researchers in R&D	156	1.72	84	-1
8.2.07	Technicians in R&D	40	1.10	77	-2
8.2.08	Quality of research institutions	2.8	30.70	117	+8
8.2.09	Industry-university collaboration	3.4	40.46	68	+60
8.2.10	Share of creative goods export	0.7	6.22	36	0
8.2.11	ICT Services Exports	3.0	6.10	99	-24
8.2.12	High-technology net exports	0.0	0.00	115	-23
8.2.13	ICT goods exports	0.0	0.17	121	-50
8.2.14	Medium & high-tech mfg in MVA	4.5	5.40	114	-3
8.2.15	High-tech exports (% of mfg exports)	4.8	6.71	115	-3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.2	4.09	43	+6
8.2.19	Renewable energy consumption	37.2	44.29	46	-1
8.2.20	CO2 intensity of GDP	0.1	80.57	34	+2
8.2.21	Energy intensity	2.9	84.50	17	0
8.2.22	Domestic material consumption	12.7	68.09	85	-1
8.2.23	Trademark applications (res + nonres)	1.3	30.06	43	+5
8.2.24	International co-inventions	2.9	2.93	78	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.16	99	-4
8.2.26	Quality of vocational training	4.3	54.70	53	N/A
8.2.27	PISA scores	419.7	37.34	52	+4
8.2.28	Quality of educational system	4.3	54.78	38	+6
8.2.29	Critical thinking	4.6	59.64	18	N/A
8.2.30	Digital skills	4.0	49.90	79	N/A
8.2.31	STEM graduates	20.6	38.81	62	+9
9. Institutional capacity - cross-cutting driver			61.55	46	+17
9.1.01	GLRI statistical fullness	0.9	87.88	8	+12
9.1.02	World Governance Index	0.0	52.71	60	0
9.1.03	Statistical Capacity Index	78.9	69.23	31	+25
9.1.04	Social capital	46.2	28.84	103	+6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Algeria

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

110 **(43.70)**
RANK (SCORE)
GLRI 2016 Rank 113



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**48.93**	**111**	0
1. Demographics			79.90	58	+1
1.1.01	Share of older population	6.6	79.90	58	+1
2. Country Capabilities			22.55	100	+8
2.1.01	Economic complexity (ECI)	-0.9	22.55	100	+8
3. Economic Development and Macroeconomic Stability			35.59	124	-4
3.1.01	GDP per capita	11,350	54.00	86	-19
3.1.02	Services share of economy	45.9	50.46	114	0
3.1.03	Dependence on natural resources	1.0	0.36	135	-2
3.1.04	Debt dynamics	45.0	44.98	107	N/A
4. Trade Vulnerability			21.56	133	+1
4.1.01	Concentration of exports (HHI)	0.5	50.33	119	-4
4.1.02	Economics diversity (RCAs)	27	2.61	134	0
4.1.03	Current account balance	-13.2	11.73	125	+2
5. Inequality			94.15	10	0
5.1.01	Income inequality (Gini coefficient)	27.6	94.15	10	0
Cyclical Subindex			**41.09**	**108**	
6. Absorptive Capacity			57.48	73	-24
6.1 Absorptive Capacity Input			68.78	35	N/A
6.1.01	Workers' rights	57.0	53.45	110	N/A
6.1.02	Pension coverage	63.6	63.27	68	-21
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	78.0	81.97	30	N/A
6.2 Absorptive Capacity Output			53.72	89	-5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	29.5	16.41	118	-6
6.2.05	Youth not in EET	21.0	41.99	81	+1
6.2.06	Low-skilled labour	48.1	56.22	68	-1
6.2.07	Growth of medium jobs	0.2	54.49	35	+4
6.2.08	Labour income share	46.3	62.47	81	+5
6.2.09	Labour income inequality	4.8	67.40	82	+1
6.2.10	Women in labour force (ratio of LFPR)	21.6	13.91	134	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.3	79.73	66	-3
6.2.13	Physical health	13.4	71.35	90	-48
6.2.14	Mental health	7.1	73.19	54	0
7. Adaptive Capacity			35.78	116	-7
7.1 Adaptive Capacity Input			42.65	123	+2
7.1.01	Hiring & firing practices	4.0	50.28	53	+45
7.1.02	Ease of hiring foreign labour	3.4	39.63	121	N/A
7.1.03	Effect of taxation on incentive to work	3.7	37.12	84	+7
7.1.04	Time dealing with gvt regulation	25.1	40.12	99	-5
7.1.05	Intensity of local competition	4.1	41.49	130	-4
7.1.06	Trade openness	3.7	45.58	122	+4
7.1.07	Applied tariffs	10.0	19.25	120	-7
7.1.08	Paying taxes	53.9	16.26	113	+11
7.1.09	Enforcing contracts	54.8	52.26	86	+6
7.1.10	Property rights	3.8	46.90	99	+2
7.1.11	Insolvency framework	49.2	53.12	71	-10
7.1.12	Time to start a business	18.0	67.89	98	-11
7.1.13	Cost to start a business	11.1	83.60	79	N/A
7.1.14	Ease of getting credit	10.0	10.00	133	-7
7.1.15	Logistics Performance Index	2.5	36.25	110	-16

* Rank change from 2016 (5-year change)
Country notes:

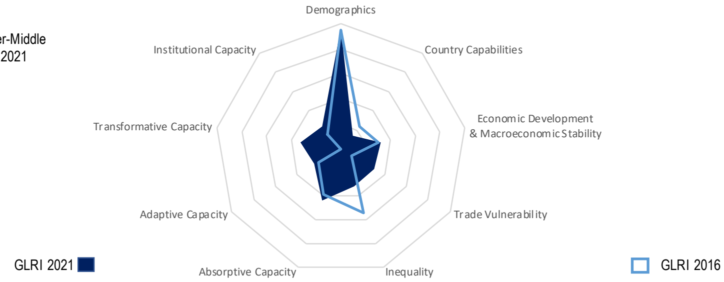
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			28.90	93	-17
7.2.01	ALMP effectiveness	2.9	32.30	79	+3
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	46.91	82	N/A
7.2.04	High-skilled labour	19.0	29.12	80	-4
7.2.05	Skilled labour supply	4.1	52.03	72	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.4	40.77	114	N/A
7.2.08	New corporate registrations	0.4	2.16	103	-7
7.2.09	GEI attitudes & perceptions subindex	32.8	30.60	46	-1
7.2.10	Venture capital investments	1.9	1.90	84	+4
7.2.11	Access to loans	3.2	35.87	108	-38
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	25.0	17.36	107	N/A
8. Transformative Capacity			29.24	125	-3
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.3	66.67	104	+1
8.1.02	Futrure orientation of gvt	49.0	46.56	87	N/A
8.1.03	Global Cybersecurity Index	0.3	26.64	106	N/A
8.1.04	Gvt procurement of technology	3.0	33.58	92	+2
8.1.05	GERD (% of GDP)	0.5	12.25	55	+58
8.1.06	Int'l Property Rights (IPR) score	4.1	23.61	110	-10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.55	126	-57
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			25.07	125	+1
8.2.01	ICT access (ICT Development Index)	4.7	44.10	85	+11
8.2.02	ICT usage by firms	3.6	42.64	128	+3
8.2.03	ICTs & business model creation	3.8	46.67	116	+13
8.2.04	ICTs & org. model creation	3.5	41.67	110	+13
8.2.05	Scientific & technical journal articles	0.1	4.79	75	-3
8.2.06	Researchers in R&D	819	9.78	54	+27
8.2.07	Technicians in R&D	42	1.16	74	+4
8.2.08	Quality of research institutions	3.3	38.43	99	+23
8.2.09	Industry-university collaboration	2.6	27.02	122	+8
8.2.10	Share of creative goods export	0.0	0.00	119	0
8.2.11	ICT Services Exports	5.2	10.97	70	+3
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.0	0.16	122	+4
8.2.14	Medium & high-tech mfg in MVA	2.7	3.12	120	+1
8.2.15	High-tech exports (% of mfg exports)	3.9	5.51	119	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.14	86	-3
8.2.19	Renewable energy consumption	0.1	0.17	131	0
8.2.20	CO2 intensity of GDP	0.3	36.29	113	+3
8.2.21	Energy intensity	4.1	70.58	57	+2
8.2.22	Domestic material consumption	11.1	72.64	73	0
8.2.23	Trademark applications (res + nonres)	0.2	5.04	103	-3
8.2.24	International co-inventions	0.6	0.57	98	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.38	92	-2
8.2.26	Quality of vocational training	3.8	46.48	88	N/A
8.2.27	PISA scores	361.7	14.51	74	0
8.2.28	Quality of educational system	3.2	36.87	94	+15
8.2.29	Critical thinking	3.2	37.02	85	N/A
8.2.30	Digital skills	4.0	49.54	80	N/A
8.2.31	STEM graduates	34.2	86.51	6	+3
9. Institutional capacity - cross-cutting driver			31.76	124	0
9.1.01	GLRI statistical fullness	0.8	48.48	100	-5
9.1.02	World Governance Index	-0.8	30.96	117	+2
9.1.03	Statistical Capacity Index	52.2	23.08	87	+4
9.1.04	Social capital	41.9	18.85	126	-9

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Angola

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

133 RANK **(34.23)** (SCORE)
GLRI 2016 Rank 132



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**37.52**	**133**	+1
1. Demographics			96.12	5	0
1.1.01	Share of older population	2.2	96.12	5	0
2. Country Capabilities			14.25	110	+7
2.1.01	Economic complexity (ECI)	-1.2	14.25	110	+7
3. Economic Development and Macroeconomic Stability			32.31	129	-1
3.1.01	GDP per capita	6,654	43.38	100	-6
3.1.02	Services share of economy	46.8	51.69	112	-6
3.1.03	Dependence on natural resources	0.9	5.05	130	+1
3.1.04	Debt dynamics	38.8	38.82	123	N/A
4. Trade Vulnerability			31.06	123	+12
4.1.01	Concentration of exports (HHI)	0.9	0.47	135	+1
4.1.02	Economics diversity (RCAs)	17	0.24	135	0
4.1.03	Current account balance	7.0	92.47	12	+101
5. Inequality			31.12	116	-22
5.1.01	Income inequality (Gini coefficient)	51.3	31.12	116	-22
Cyclical Subindex			**32.59**	**132**	
6. Absorptive Capacity			43.60	110	-11
6.1 Absorptive Capacity Input			27.23	105	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	14.5	13.72	102	-40
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	40.0	19.67	128	N/A
6.2 Absorptive Capacity Output			49.06	101	+3
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	68.1	32.82	29	-3
6.2.04	Youth unemployment	16.0	55.22	86	-4
6.2.05	Youth not in EET	10.0	74.49	29	-3
6.2.06	Low-skilled labour	66.7	28.00	108	-1
6.2.07	Growth of medium jobs	-0.3	14.04	127	+5
6.2.08	Labour income share	47.3	64.73	77	+24
6.2.09	Labour income inequality	7.9	44.79	105	+2
6.2.10	Women in labour force (ratio of LFPR)	96.5	92.01	6	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	16.4	34.96	121	0
6.2.13	Physical health	9.5	44.83	120	+1
6.2.14	Mental health	5.9	53.78	113	0
7. Adaptive Capacity			23.93	134	0
7.1 Adaptive Capacity Input			33.54	133	+2
7.1.01	Hiring & firing practices	3.7	44.27	90	+39
7.1.02	Ease of hiring foreign labour	3.8	46.12	96	N/A
7.1.03	Effect of taxation on incentive to work	4.0	44.13	65	-15
7.1.04	Time dealing with gvt regulation	12.2	63.55	75	-1
7.1.05	Intensity of local competition	2.6	0.00	136	-4
7.1.06	Trade openness	3.8	46.95	121	+15
7.1.07	Applied tariffs	7.7	38.32	103	+16
7.1.08	Paying taxes	69.5	45.07	78	+32
7.1.09	Enforcing contracts	28.1	9.46	134	+1
7.1.10	Property rights	2.5	25.12	135	-2
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	36.0	34.86	120	-3
7.1.13	Cost to start a business	17.4	74.03	97	N/A
7.1.14	Ease of getting credit	5.0	5.00	135	-2
7.1.15	Logistics Performance Index	2.1	26.25	134	-27

* Rank change from 2016 (5-year change)
Country notes:

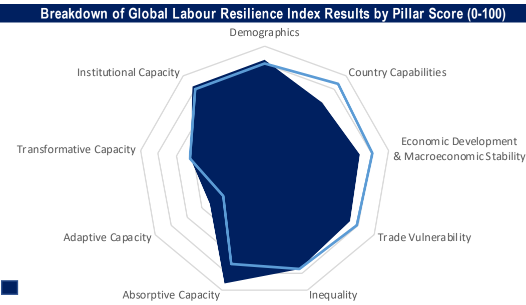
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			14.32	132	-22
7.2.01	ALMP effectiveness	1.5	9.01	135	N/A
7.2.02	Formal & informal education & training	13.8	18.48	45	-4
7.2.03	Extent of staff training	3.0	32.53	130	N/A
7.2.04	High-skilled labour	12.4	18.00	100	0
7.2.05	Skilled labour supply	2.8	29.40	134	N/A
7.2.06	Tertiary education attainment	2.6	5.57	83	-3
7.2.07	Skillset of graduates	2.2	20.01	135	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	12.6	0.91	91	-2
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.2	19.25	130	-15
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	14.9	4.39	130	N/A
8. Transformative Capacity			32.56	115	N/A
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.3	66.67	104	+1
8.1.02	Future orientation of gvt	32.4	19.20	128	N/A
8.1.03	Global Cybersecurity Index	0.1	8.55	129	N/A
8.1.04	Gvt procurement of technology	2.6	26.23	126	+2
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.2	35.63	95	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	26.8	32.80	107	-6
8.1.11	ICT infrastructure per school	25.3	25.34	67	N/A
8.2 Transformative Capacity Output			34.48	73	N/A
8.2.01	ICT access (ICT Development Index)	1.9	8.69	123	-10
8.2.02	ICT usage by firms	3.1	34.17	134	0
8.2.03	ICTs & business model creation	3.3	38.33	126	-6
8.2.04	ICTs & org. model creation	2.7	28.33	132	-1
8.2.05	Scientific & technical journal articles	0.0	0.00	136	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	5	0.00	103	N/A
8.2.08	Quality of research institutions	1.9	14.78	136	-1
8.2.09	Industry-university collaboration	2.0	16.88	135	0
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	2.5	4.86	106	+3
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	3.4	4.00	118	-1
8.2.15	High-tech exports (% of mfg exports)	57.7	80.94	28	+11
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	56.2	66.88	29	+8
8.2.20	CO2 intensity of GDP	0.2	72.91	58	-2
8.2.21	Energy intensity	3.4	78.39	36	-1
8.2.22	Domestic material consumption	8.2	80.57	59	-1
8.2.23	Trademark applications (res + nonres)	0.1	2.91	114	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	2.5	25.64	134	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.1	18.91	135	0
8.2.29	Critical thinking	2.1	18.55	134	N/A
8.2.30	Digital skills	2.4	24.09	133	N/A
8.2.31	STEM graduates	12.0	8.59	103	-6
9. Institutional capacity - cross-cutting driver			23.47	132	0
9.1.01	GLRI statistical fullness	0.7	24.24	124	-4
9.1.02	World Governance Index	-0.9	28.38	123	+3
9.1.03	Statistical Capacity Index	48.9	17.31	95	+1
9.1.04	Social capital	40.0	14.61	131	-3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Argentina

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

68 RANK **(53.97)** (SCORE)
GLRI 2016 Rank 68



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.28**	**76**	-12
1. Demographics			62.43	82	+6
1.1.01	Share of older population	11.2	62.43	82	+6
2. Country Capabilities			50.30	54	-8
2.1.01	Economic complexity (ECI)	0.2	50.30	54	-8
3. Economic Development and Macroeconomic Stability			53.81	84	-24
3.1.01	GDP per capita	22,034	67.21	55	-1
3.1.02	Services share of economy	53.6	61.92	85	-16
3.1.03	Dependence on natural resources	0.5	50.17	87	-5
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			54.54	65	-7
4.1.01	Concentration of exports (HHI)	0.2	79.29	63	-8
4.1.02	Economics diversity (RCAs)	188	40.86	55	+1
4.1.03	Current account balance	-5.2	43.47	100	-30
5. Inequality			57.45	88	+2
5.1.01	Income inequality (Gini coefficient)	41.4	57.45	88	+2
Cyclical Subindex			**53.31**	**61**	
6. Absorptive Capacity			66.13	39	+16
6.1 Absorptive Capacity Input			60.26	51	N/A
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	89.3	89.20	44	N/A
6.1.03	Unemployment coverage	7.2	7.20	60	-1
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			68.08	29	-18
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	48.1	57.59	13	-1
6.2.04	Youth unemployment	25.3	28.35	110	-16
6.2.05	Youth not in EET	19.2	47.11	75	-1
6.2.06	Low-skilled labour	40.9	67.26	51	-4
6.2.07	Growth of medium jobs	0.5	82.39	15	-7
6.2.08	Labour income share	58.5	89.99	20	-3
6.2.09	Labour income inequality	3.5	80.74	46	-6
6.2.10	Women in labour force (ratio of LFPR)	69.7	64.10	93	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.0	82.98	50	-1
6.2.13	Physical health	14.5	78.59	55	-10
6.2.14	Mental health	6.9	69.84	65	-3
7. Adaptive Capacity			35.25	118	+5
7.1 Adaptive Capacity Input			45.51	117	+10
7.1.01	Hiring & firing practices	2.3	22.40	134	-3
7.1.02	Ease of hiring foreign labour	5.0	66.72	11	N/A
7.1.03	Effect of taxation on incentive to work	2.5	7.66	133	+3
7.1.04	Time dealing with gvt regulation	20.8	37.65	104	-4
7.1.05	Intensity of local competition	4.3	47.96	123	-1
7.1.06	Trade openness	4.0	50.71	106	+29
7.1.07	Applied tariffs	7.4	40.47	102	+7
7.1.08	Paying taxes	49.3	7.98	122	+1
7.1.09	Enforcing contracts	55.7	53.67	82	+16
7.1.10	Property rights	3.6	42.56	114	+15
7.1.11	Insolvency framework	40.0	43.19	95	-17
7.1.12	Time to start a business	11.5	79.82	71	+26
7.1.13	Cost to start a business	10.4	84.66	76	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-25
7.1.15	Logistics Performance Index	2.9	47.25	61	-2

* Rank change from 2016 (5-year change)
Country notes:

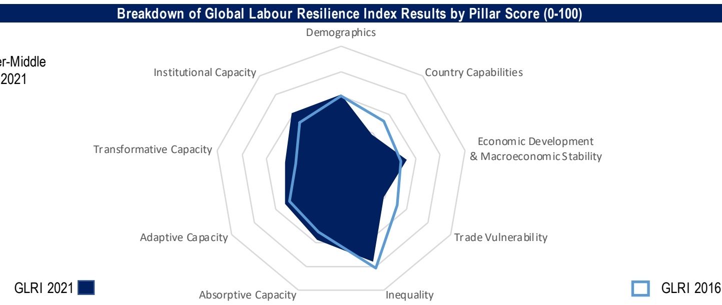
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.99	107	-7
7.2.01	ALMP effectiveness	2.8	29.66	96	-20
7.2.02	Formal & informal education & training	6.5	8.59	52	-6
7.2.03	Extent of staff training	3.8	46.94	81	N/A
7.2.04	High-skilled labour	25.8	40.52	58	0
7.2.05	Skilled labour supply	4.2	53.10	64	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.0	49.98	68	N/A
7.2.08	New corporate registrations	0.2	1.15	109	-9
7.2.09	GEI attitudes & perceptions subindex	24.1	17.74	74	+5
7.2.10	Venture capital investments	2.0	2.00	81	-11
7.2.11	Access to loans	3.1	34.32	113	+14
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	23.8	15.87	110	N/A
8. Transformative Capacity			41.85	78	-3
8.1 Transformative Capacity Input			48.52	77	-6
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	48.7	45.98	89	N/A
8.1.03	Global Cybersecurity Index	0.4	42.54	93	N/A
8.1.04	Gvt procurement of technology	2.8	30.79	102	+28
8.1.05	GERD (% of GDP)	0.5	12.23	56	-1
8.1.06	Int'l Property Rights (IPR) score	5.0	38.46	77	+27
8.1.07	Other R&D incentives	0.0	1.27	44	-3
8.1.08	Gvt exp. on education	5.5	68.27	26	+2
8.1.09	Tertiary education exp. per student	3,924	49.18	6	+38
8.1.10	Pupil-teacher ratio (secondary)	12.2	81.54	51	-8
8.1.11	ICT infrastructure per school	63.4	63.43	57	-28
8.2 Transformative Capacity Output			35.19	64	+4
8.2.01	ICT access (ICT Development Index)	6.8	71.60	44	+2
8.2.02	ICT usage by firms	3.9	48.18	118	-10
8.2.03	ICTs & business model creation	4.2	53.33	90	+11
8.2.04	ICTs & org. model creation	4.0	50.00	80	+10
8.2.05	Scientific & technical journal articles	0.2	7.86	61	-3
8.2.06	Researchers in R&D	1,192	14.30	49	-5
8.2.07	Technicians in R&D	337	10.51	44	-2
8.2.08	Quality of research institutions	4.6	60.27	35	+10
8.2.09	Industry-university collaboration	3.3	38.24	80	-17
8.2.10	Share of creative goods export	0.0	0.30	85	0
8.2.11	ICT Services Exports	12.6	27.24	24	+5
8.2.12	High-technology net exports	1.8	10.59	54	-9
8.2.13	ICT goods exports	0.1	0.65	102	+3
8.2.14	Medium & high-tech mfg in MVA	26.0	33.04	57	+4
8.2.15	High-tech exports (% of mfg exports)	46.2	64.91	45	-2
8.2.16	Robot adoption rate	18.0	4.91	34	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	1.05	62	+12
8.2.19	Renewable energy consumption	11.2	13.38	99	+2
8.2.20	CO2 intensity of GDP	0.2	63.63	78	-2
8.2.21	Energy intensity	4.3	67.78	66	-1
8.2.22	Domestic material consumption	6.3	85.76	45	-1
8.2.23	Trademark applications (res + nonres)	1.6	36.97	31	-1
8.2.24	International co-inventions	7.6	7.62	64	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.95	44	-1
8.2.26	Quality of vocational training	4.8	62.93	26	N/A
8.2.27	PISA scores	395.0	27.62	66	-3
8.2.28	Quality of educational system	3.2	36.22	98	+10
8.2.29	Critical thinking	3.4	40.78	68	N/A
8.2.30	Digital skills	4.0	50.16	78	N/A
8.2.31	STEM graduates	16.1	23.05	89	+5
9. Institutional capacity - cross-cutting driver			62.12	45	+4
9.1.01	GLRI statistical fullness	0.9	87.88	8	+4
9.1.02	World Governance Index	0.0	52.60	61	+23
9.1.03	Statistical Capacity Index	80.0	71.15	26	-25
9.1.04	Social capital	47.0	30.58	97	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Armenia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

71 RANK **(53.69)** (SCORE)
GLRI 2016 Rank 73



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.20**	**93**	-20
1. Demographics			61.53	84	+3
1.1.01	Share of older population	11.5	61.53	84	+3
2. Country Capabilities			38.51	75	-11
2.1.01	Economic complexity (ECI)	-0.2	38.51	75	-11
3. Economic Development and Macroeconomic Stability			53.11	88	+11
3.1.01	GDP per capita	13,654	57.68	75	+12
3.1.02	Services share of economy	54.2	62.83	77	+32
3.1.03	Dependence on natural resources	0.5	46.80	90	-1
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			39.24	111	-34
4.1.01	Concentration of exports (HHI)	0.3	71.04	85	-9
4.1.02	Economics diversity (RCAs)	99	19.71	93	-6
4.1.03	Current account balance	-9.4	26.96	118	-49
5. Inequality			76.06	50	-16
5.1.01	Income inequality (Gini coefficient)	34.4	76.06	50	-16
Cyclical Subindex			**53.93**	**59**	
6. Absorptive Capacity			57.17	75	-2
6.1 Absorptive Capacity Input			52.08	72	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	68.5	68.21	66	N/A
6.1.03	Unemployment coverage	20.8	20.80	43	-3
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			58.86	75	-15
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	24.8	86.62	4	0
6.2.04	Youth unemployment	35.5	0.00	129	-12
6.2.05	Youth not in EET	31.1	11.84	110	-4
6.2.06	Low-skilled labour	51.6	50.95	75	+1
6.2.07	Growth of medium jobs	0.3	62.83	26	-1
6.2.08	Labour income share	46.3	62.47	81	-8
6.2.09	Labour income inequality	4.0	75.07	64	-19
6.2.10	Women in labour force (ratio of LFPR)	71.4	65.88	86	-5
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.1	78.48	72	-2
6.2.13	Physical health	13.3	70.16	92	0
6.2.14	Mental health	7.7	83.18	26	-2
7. Adaptive Capacity			50.83	46	+1
7.1 Adaptive Capacity Input			65.74	43	+16
7.1.01	Hiring & firing practices	4.4	56.00	30	-17
7.1.02	Ease of hiring foreign labour	5.2	70.48	7	N/A
7.1.03	Effect of taxation on incentive to work	4.1	48.02	54	+42
7.1.04	Time dealing with gvt regulation	12.2	63.55	75	-1
7.1.05	Intensity of local competition	5.1	70.59	65	+16
7.1.06	Trade openness	4.4	56.90	67	+6
7.1.07	Applied tariffs	2.2	83.58	58	+3
7.1.08	Paying taxes	74.0	53.20	71	-29
7.1.09	Enforcing contracts	69.7	76.21	26	+68
7.1.10	Property rights	4.4	56.64	58	+27
7.1.11	Insolvency framework	44.6	48.07	83	-6
7.1.12	Time to start a business	4.0	93.58	12	+4
7.1.13	Cost to start a business	0.9	99.09	20	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+3
7.1.15	Logistics Performance Index	2.6	40.25	90	0

* Rank change from 2016 (5-year change)
Country notes:

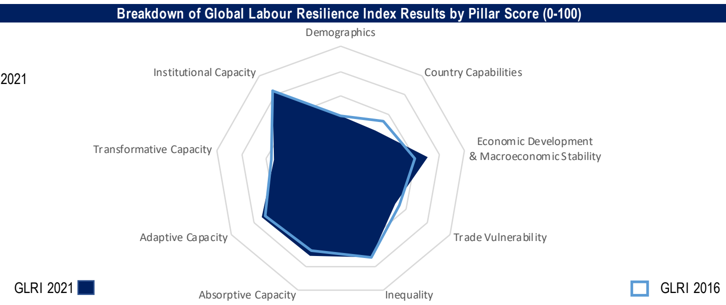
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			35.92	59	-17
7.2.01	ALMP effectiveness	3.2	36.29	67	+20
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.7	44.81	91	N/A
7.2.04	High-skilled labour	30.1	47.72	47	-2
7.2.05	Skilled labour supply	4.0	50.47	81	N/A
7.2.06	Tertiary education attainment	27.3	57.75	19	-4
7.2.07	Skillset of graduates	3.8	47.08	86	N/A
7.2.08	New corporate registrations	3.1	19.73	47	+5
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	10.0	10.00	38	-1
7.2.11	Access to loans	3.9	48.76	64	+28
7.2.13	Microfinance loan portfolio	0.5	0.50	58	-54
7.2.14	Depth of financial system	36.4	32.05	72	N/A
8. Transformative Capacity			45.18	57	+47
8.1 Transformative Capacity Input			56.43	46	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	54.9	56.33	68	N/A
8.1.03	Global Cybersecurity Index	0.5	52.19	79	N/A
8.1.04	Gvt procurement of technology	3.2	36.63	78	+36
8.1.05	GERD (% of GDP)	0.2	5.03	84	-1
8.1.06	Int'l Property Rights (IPR) score	4.7	33.24	91	0
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	28.78	111	0
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	8.0	95.69	11	N/A
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			33.92	81	-1
8.2.01	ICT access (ICT Development Index)	5.8	58.24	65	0
8.2.02	ICT usage by firms	4.7	61.41	68	-13
8.2.03	ICTs & business model creation	4.3	55.00	86	-40
8.2.04	ICTs & org. model creation	4.2	53.33	63	-29
8.2.05	Scientific & technical journal articles	0.2	7.09	64	-4
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.5	41.99	87	+14
8.2.09	Industry-university collaboration	3.2	37.16	87	+21
8.2.10	Share of creative goods export	0.8	7.00	35	0
8.2.11	ICT Services Exports	11.0	23.69	30	+17
8.2.12	High-technology net exports	0.6	3.53	73	+19
8.2.13	ICT goods exports	0.2	1.09	92	+10
8.2.14	Medium & high-tech mfg in MVA	4.6	5.59	113	+1
8.2.15	High-tech exports (% of mfg exports)	14.7	20.66	100	+8
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	0.95	67	-22
8.2.19	Renewable energy consumption	12.5	14.84	94	+4
8.2.20	CO2 intensity of GDP	0.2	73.73	55	-9
8.2.21	Energy intensity	5.2	56.79	88	-3
8.2.22	Domestic material consumption	13.2	66.90	86	-3
8.2.23	Trademark applications (res + nonres)	1.6	37.01	30	-1
8.2.24	International co-inventions	17.8	17.84	48	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.87	69	-4
8.2.26	Quality of vocational training	3.9	48.29	81	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.8	47.45	54	+26
8.2.29	Critical thinking	3.6	43.39	54	N/A
8.2.30	Digital skills	4.5	58.97	48	N/A
8.2.31	STEM graduates	15.2	19.66	98	-3
9. Institutional capacity - cross-cutting driver			60.56	50	+14
9.1.01	GLRI statistical fullness	0.9	60.61	72	+15
9.1.02	World Governance Index	-0.1	48.96	69	+12
9.1.03	Statistical Capacity Index	93.3	94.23	2	+3
9.1.04	Social capital	50.9	39.52	66	+54

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Australia

World Bank Inome Group: High
Global Labour Resilience Index 2021

25 RANK **(65.87)** (SCORE)
GLRI 2016 Rank 25



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**56.78**	**70**	+8
1. Demographics			45.00	102	+3
1.1.01	Share of older population	15.9	45.00	102	+3
2. Country Capabilities			42.36	70	-4
2.1.01	Economic complexity (ECI)	-0.1	42.36	70	-4
3. Economic Development and Macroeconomic Stability			70.47	44	+18
3.1.01	GDP per capita	49,756	83.42	17	-1
3.1.02	Services share of economy	66.1	80.60	21	-4
3.1.03	Dependence on natural resources	0.7	22.93	108	-1
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			50.25	77	-7
4.1.01	Concentration of exports (HHI)	0.3	65.91	95	-28
4.1.02	Economics diversity (RCAs)	136	28.50	78	-7
4.1.03	Current account balance	-2.0	56.32	61	+25
5. Inequality			72.34	58	0
5.1.01	Income inequality (Gini coefficient)	35.8	72.34	58	0
Cyclical Subindex			**70.42**	**18**	
6. Absorptive Capacity			71.07	20	+1
6.1 Absorptive Capacity Input			74.69	25	+1
6.1.01	Workers' rights	82.0	81.88	33	N/A
6.1.02	Pension coverage	71.3	71.04	62	-20
6.1.03	Unemployment coverage	52.7	52.70	13	-1
6.1.04	Coverage of basic health services	87.0	96.72	2	N/A
6.2 Absorptive Capacity Output			69.86	21	-3
6.2.01	Quality of earnings	23.0	65.78	9	0
6.2.02	Quality of working environment	25.6	34.42	26	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	12.1	66.47	66	-2
6.2.05	Youth not in EET	8.9	77.66	25	-1
6.2.06	Low-skilled labour	27.0	88.31	15	0
6.2.07	Growth of medium jobs	-0.1	26.66	99	-2
6.2.08	Labour income share	57.2	87.05	28	-7
6.2.09	Labour income inequality	4.1	74.31	67	+1
6.2.10	Women in labour force (ratio of LFPR)	85.1	80.13	35	+9
6.2.11	Gender pay gap	11.7	63.93	24	-2
6.2.12	Longevity	28.9	97.57	4	-1
6.2.13	Physical health	16.6	93.06	4	+2
6.2.14	Mental health	5.8	52.86	114	+5
7. Adaptive Capacity			72.45	6	+4
7.1 Adaptive Capacity Input			75.09	9	+3
7.1.01	Hiring & firing practices	3.3	39.08	107	+14
7.1.02	Ease of hiring foreign labour	3.0	32.78	131	N/A
7.1.03	Effect of taxation on incentive to work	3.4	30.70	100	+5
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.9	91.45	6	-1
7.1.06	Trade openness	5.3	71.19	7	+34
7.1.07	Applied tariffs	0.9	94.86	8	+42
7.1.08	Paying taxes	85.6	74.65	24	+10
7.1.09	Enforcing contracts	79.0	91.13	5	+3
7.1.10	Property rights	5.8	79.98	17	-2
7.1.11	Insolvency framework	78.9	85.07	19	+3
7.1.12	Time to start a business	2.0	97.25	5	-1
7.1.13	Cost to start a business	0.7	99.39	15	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	0
7.1.15	Logistics Performance Index	3.8	68.75	17	-2

* Rank change from 2016 (5-year change)
Country notes:

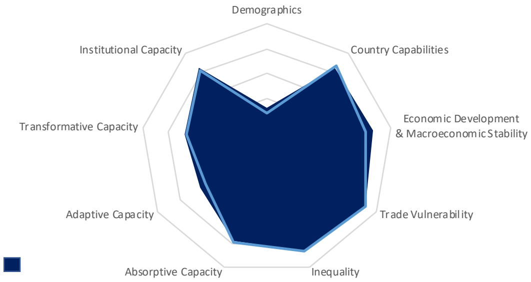
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			69.82	6	+3
7.2.01	ALMP effectiveness	4.8	62.96	16	+9
7.2.02	Formal & informal education & training	54.9	74.32	12	+1
7.2.03	Extent of staff training	4.8	63.45	22	N/A
7.2.04	High-skilled labour	46.4	75.07	16	-3
7.2.05	Skilled labour supply	4.6	59.57	39	N/A
7.2.06	Tertiary education attainment	31.7	67.13	10	-1
7.2.07	Skillset of graduates	5.0	66.89	17	N/A
7.2.08	New corporate registrations	14.5	94.07	8	-7
7.2.09	GEI attitudes & perceptions subindex	79.2	98.69	3	+3
7.2.10	Venture capital investments	21.6	21.60	21	+15
7.2.11	Access to loans	5.0	66.82	13	+23
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	79.2	87.22	12	N/A
8. Transformative Capacity			53.54	28	-1
8.1 Transformative Capacity Input			62.20	28	-10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	67.5	77.18	21	N/A
8.1.03	Global Cybersecurity Index	0.9	95.50	11	N/A
8.1.04	Gvt procurement of technology	3.3	38.09	70	+1
8.1.05	GERD (% of GDP)	1.9	45.04	19	+1
8.1.06	Int'l Property Rights (IPR) score	8.3	93.91	7	+6
8.1.07	Other R&D incentives	0.0	6.00	33	+1
8.1.08	Gvt exp. on education	5.3	66.22	36	+1
8.1.09	Tertiary education exp. per student	11,203	0.03	18	-8
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			44.88	35	0
8.2.01	ICT access (ICT Development Index)	8.2	90.40	13	-1
8.2.02	ICT usage by firms	5.5	75.00	24	+2
8.2.03	ICTs & business model creation	5.2	70.00	29	0
8.2.04	ICTs & org. model creation	5.0	66.67	23	-11
8.2.05	Scientific & technical journal articles	2.1	85.10	4	-1
8.2.06	Researchers in R&D	4,539	54.94	21	-4
8.2.07	Technicians in R&D	1,136	35.77	19	-1
8.2.08	Quality of research institutions	5.7	77.95	10	-1
8.2.09	Industry-university collaboration	4.3	54.90	31	-11
8.2.10	Share of creative goods export	0.4	3.58	44	0
8.2.11	ICT Services Exports	4.3	8.94	81	+5
8.2.12	High-technology net exports	1.7	10.00	55	-3
8.2.13	ICT goods exports	1.1	6.25	58	-1
8.2.14	Medium & high-tech mfg in MVA	28.2	35.86	51	0
8.2.15	High-tech exports (% of mfg exports)	20.6	28.95	90	-6
8.2.16	Robot adoption rate	83.0	26.20	20	N/A
8.2.17	Environmental goods exports & imports	9.9	5.60	28	0
8.2.18	Green patent applications	10.2	34.45	21	-2
8.2.19	Renewable energy consumption	9.5	11.36	109	-4
8.2.20	CO2 intensity of GDP	0.3	35.83	114	-2
8.2.21	Energy intensity	4.8	61.18	81	0
8.2.22	Domestic material consumption	3.2	94.09	26	+1
8.2.23	Trademark applications (res + nonres)	3.1	72.27	9	+1
8.2.24	International co-inventions	58.4	58.36	23	N/A
8.2.25	Patent applications (res + nonres)	1.2	19.45	6	0
8.2.26	Quality of vocational training	4.8	63.79	23	N/A
8.2.27	PISA scores	399.0	29.20	65	-47
8.2.28	Quality of educational system	5.1	67.80	16	+2
8.2.29	Critical thinking	4.9	64.80	11	N/A
8.2.30	Digital skills	5.0	66.99	23	N/A
8.2.31	STEM graduates	17.6	28.32	79	-7
9. Institutional capacity - cross-cutting driver			84.22	11	-2
9.1.01	GLRI statistical fullness	0.9	69.70	54	-8
9.1.02	World Governance Index	1.6	93.81	11	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	66.5	74.93	15	-4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Austria

World Bank Inome Group: High
Global Labour Resilience Index 2021

7 RANK **(75.12)** (SCORE)
GLRI 2016 Rank 8



GLRI 2021 ■ GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**78.65**	**5**	+2
1. Demographics			33.25	116	+7
1.1.01	Share of older population	19.1	33.25	116	+7
2. Country Capabilities			84.01	10	0
2.1.01	Economic complexity (ECI)	1.5	84.01	10	0
3. Economic Development and Macroeconomic Stability			85.85	13	+2
3.1.01	GDP per capita	56,352	85.89	11	+3
3.1.02	Services share of economy	62.5	75.23	31	-3
3.1.03	Dependence on natural resources	0.2	76.98	37	-4
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			90.34	4	0
4.1.01	Concentration of exports (HHI)	0.1	99.21	2	0
4.1.02	Economics diversity (RCAs)	428	97.86	9	-1
4.1.03	Current account balance	2.4	73.95	26	+6
5. Inequality			86.44	21	0
5.1.01	Income inequality (Gini coefficient)	30.5	86.44	21	0
Cyclical Subindex			**73.35**	**10**	
6. Absorptive Capacity			77.91	6	-4
6.1 Absorptive Capacity Input			92.14	5	-4
6.1.01	Workers' rights	100.0	100.00	1	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	100.0	88.87	5	-4
6.1.04	Coverage of basic health services	79.0	83.61	25	N/A
6.2 Absorptive Capacity Output			73.17	12	+1
6.2.01	Quality of earnings	24.3	70.44	8	0
6.2.02	Quality of working environment	28.5	43.07	20	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	8.4	77.07	43	+6
6.2.05	Youth not in EET	7.1	83.10	17	+2
6.2.06	Low-skilled labour	29.9	84.02	28	-4
6.2.07	Growth of medium jobs	-0.2	25.19	108	-15
6.2.08	Labour income share	60.9	95.40	14	-2
6.2.09	Labour income inequality	3.4	82.28	41	+1
6.2.10	Women in labour force (ratio of LFPR)	82.7	77.63	49	-2
6.2.11	Gender pay gap	14.9	54.20	30	+2
6.2.12	Longevity	28.5	95.46	16	+2
6.2.13	Physical health	15.8	87.81	13	-3
6.2.14	Mental health	7.3	75.59	48	-3
7. Adaptive Capacity			61.62	24	+3
7.1 Adaptive Capacity Input			67.95	37	-7
7.1.01	Hiring & firing practices	3.9	47.85	67	+29
7.1.02	Ease of hiring foreign labour	3.7	45.02	100	N/A
7.1.03	Effect of taxation on incentive to work	2.7	13.44	129	+1
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.6	84.03	16	-4
7.1.06	Trade openness	5.0	66.58	22	+18
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	83.5	70.63	36	+13
7.1.09	Enforcing contracts	75.5	85.48	10	-6
7.1.10	Property rights	5.9	80.93	16	-2
7.1.11	Insolvency framework	77.4	83.49	21	-4
7.1.12	Time to start a business	21.0	62.39	105	-12
7.1.13	Cost to start a business	5.1	92.71	56	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	-28
7.1.15	Logistics Performance Index	4.0	75.75	4	+16

* Rank change from 2016 (5-year change)
Country notes:

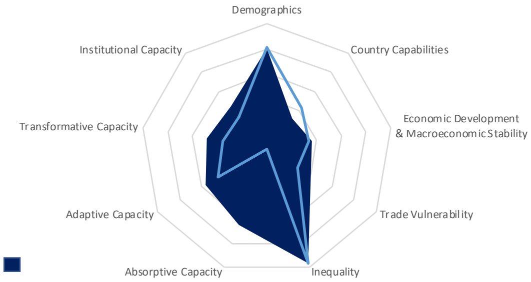
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			55.30	23	+3
7.2.01	ALMP effectiveness	5.7	77.52	3	+3
7.2.02	Formal & informal education & training	59.9	81.13	7	+11
7.2.03	Extent of staff training	5.1	68.43	12	N/A
7.2.04	High-skilled labour	42.3	68.20	25	+1
7.2.05	Skilled labour supply	4.5	57.56	44	N/A
7.2.06	Tertiary education attainment	13.0	27.42	54	-4
7.2.07	Skillset of graduates	5.1	68.37	13	N/A
7.2.08	New corporate registrations	0.6	4.08	89	-7
7.2.09	GEI attitudes & perceptions subindex	67.3	81.24	12	+1
7.2.10	Venture capital investments	6.9	6.90	54	-21
7.2.11	Access to loans	4.7	61.05	24	+40
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	59.4	61.72	30	N/A
8. Transformative Capacity			66.40	11	+1
8.1 Transformative Capacity Input			71.88	9	+2
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	68.2	78.29	20	N/A
8.1.03	Global Cybersecurity Index	0.8	88.49	30	N/A
8.1.04	Gvt procurement of technology	3.3	38.92	65	-13
8.1.05	GERD (% of GDP)	3.1	72.52	6	0
8.1.06	Int'l Property Rights (IPR) score	8.0	88.45	15	-4
8.1.07	Other R&D incentives	0.1	20.79	15	-8
8.1.08	Gvt exp. on education	5.5	68.14	27	+7
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	9.3	91.29	23	-2
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			60.92	11	+4
8.2.01	ICT access (ICT Development Index)	8.0	87.55	18	+4
8.2.02	ICT usage by firms	5.7	79.08	15	0
8.2.03	ICTs & business model creation	5.4	73.33	22	+7
8.2.04	ICTs & org. model creation	4.9	65.00	26	+18
8.2.05	Scientific & technical journal articles	1.4	55.55	19	-2
8.2.06	Researchers in R&D	5,733	69.44	9	+3
8.2.07	Technicians in R&D	2,648	83.61	2	+1
8.2.08	Quality of research institutions	5.4	72.70	17	+6
8.2.09	Industry-university collaboration	4.8	63.54	17	+6
8.2.10	Share of creative goods export	1.9	15.99	26	0
8.2.11	ICT Services Exports	9.8	21.05	39	+1
8.2.12	High-technology net exports	7.5	44.13	21	+3
8.2.13	ICT goods exports	3.5	19.71	31	-2
8.2.14	Medium & high-tech mfg in MVA	46.0	58.68	19	+1
8.2.15	High-tech exports (% of mfg exports)	61.2	85.89	20	-2
8.2.16	Robot adoption rate	144.0	46.17	13	N/A
8.2.17	Environmental goods exports & imports	16.9	11.19	17	0
8.2.18	Green patent applications	29.5	99.90	8	-7
8.2.19	Renewable energy consumption	33.3	39.60	51	0
8.2.20	CO2 intensity of GDP	0.1	79.34	39	-1
8.2.21	Energy intensity	3.5	77.30	41	-2
8.2.22	Domestic material consumption	2.0	97.46	16	0
8.2.23	Trademark applications (res + nonres)	1.0	22.31	55	+1
8.2.24	International co-inventions	100.0	100.00	1	N/A
8.2.25	Patent applications (res + nonres)	0.2	5.49	18	-2
8.2.26	Quality of vocational training	5.7	78.88	2	N/A
8.2.27	PISA scores	491.0	65.45	25	-1
8.2.28	Quality of educational system	4.2	53.81	40	-11
8.2.29	Critical thinking	4.1	50.96	35	N/A
8.2.30	Digital skills	4.8	63.00	39	N/A
8.2.31	STEM graduates	30.3	72.70	11	+3
9. Institutional capacity - cross-cutting driver			84.65	9	+4
9.1.01	GLRI statistical fullness	0.9	75.76	38	0
9.1.02	World Governance Index	1.5	90.81	14	+2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	67.7	77.74	11	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Azerbaijan

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

58 RANK **(55.31)** (SCORE)
GLRI 2016 Rank 96



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.61**	**74**	**+18**
1. Demographics			80.30	57	0
1.1.01	Share of older population	6.4	80.30	57	0
2. Country Capabilities			31.26	87	+3
2.1.01	Economic complexity (ECI)	-0.5	31.26	87	+3
3. Economic Development and Macroeconomic Stability			36.45	122	+1
3.1.01	GDP per capita	14,404	58.75	73	-14
3.1.02	Services share of economy	37.4	37.67	132	-7
3.1.03	Dependence on natural resources	1.0	0.00	136	-6
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			40.49	107	+16
4.1.01	Concentration of exports (HHI)	0.8	13.87	132	+1
4.1.02	Economics diversity (RCAs)	48	7.60	123	+5
4.1.03	Current account balance	12.9	100.00	1	+41
5. Inequality			96.81	6	-1
5.1.01	Income inequality (Gini coefficient)	26.6	96.81	6	-1
Cyclical Subindex			**55.17**	**55**	
6. Absorptive Capacity			64.82	46	N/A
6.1 Absorptive Capacity Input			47.73	80	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	81.1	80.93	52	N/A
6.1.03	Unemployment coverage	1.6	1.60	74	-11
6.1.04	Coverage of basic health services	65.0	60.66	89	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	14.6	59.31	78	-12
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	58.0	41.26	89	-2
6.2.07	Growth of medium jobs	0.0	42.61	57	-4
6.2.08	Labour income share	51.2	73.52	53	+41
6.2.09	Labour income inequality	4.0	75.10	63	0
6.2.10	Women in labour force (ratio of LFPR)	90.9	86.21	12	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.3	74.41	81	+3
6.2.13	Physical health	15.5	85.42	23	+3
6.2.14	Mental health	8.6	96.81	2	0
7. Adaptive Capacity			56.19	35	+17
7.1 Adaptive Capacity Input			72.91	15	+37
7.1.01	Hiring & firing practices	5.3	72.47	3	+22
7.1.02	Ease of hiring foreign labour	5.5	75.01	3	N/A
7.1.03	Effect of taxation on incentive to work	4.6	61.07	18	+81
7.1.04	Time dealing with gvt regulation	0.3	99.40	2	0
7.1.05	Intensity of local competition	4.7	57.62	105	+7
7.1.06	Trade openness	5.0	66.35	23	+38
7.1.07	Applied tariffs	5.2	58.96	95	-2
7.1.08	Paying taxes	84.6	72.82	30	0
7.1.09	Enforcing contracts	65.7	69.72	40	-15
7.1.10	Property rights	4.8	63.22	39	+57
7.1.11	Insolvency framework	63.5	68.55	42	+40
7.1.12	Time to start a business	3.5	94.50	7	0
7.1.13	Cost to start a business	1.8	97.72	36	N/A
7.1.14	Ease of getting credit	100.0	100.00	1	+87
7.1.15	Logistics Performance Index	2.4	36.21	111	+8

* Rank change from 2016 (5-year change)
Country notes:

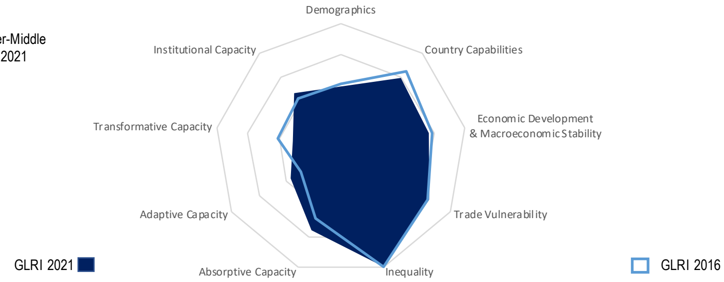
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			39.48	51	+2
7.2.01	ALMP effectiveness	4.2	53.22	35	+1
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.6	59.85	32	N/A
7.2.04	High-skilled labour	23.2	36.14	69	-1
7.2.05	Skilled labour supply	4.8	63.17	27	N/A
7.2.06	Tertiary education attainment	15.7	33.29	48	-4
7.2.07	Skillset of graduates	4.7	61.78	31	N/A
7.2.08	New corporate registrations	1.7	10.65	62	+15
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.0	50.16	57	+19
7.2.13	Microfinance loan portfolio	0.2	0.20	64	-48
7.2.14	Depth of financial system	32.0	26.33	89	N/A
8. Transformative Capacity			48.68	41	+66
8.1 Transformative Capacity Input			62.52	26	+70
8.1.01	Internet & telephony competition laws	1.7	86.36	91	+13
8.1.02	Frutire orientation of gvt	55.3	56.96	64	N/A
8.1.03	Global Cybersecurity Index	0.7	69.52	56	N/A
8.1.04	Gvt procurement of technology	4.3	54.52	14	+4
8.1.05	GERD (% of GDP)	0.2	4.03	90	-3
8.1.06	Int'l Property Rights (IPR) score	5.0	38.66	76	+23
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.63	122	-16
8.1.09	Tertiary education exp. per student	7,677	96.32	3	+38
8.1.10	Pupil-teacher ratio (secondary)	7.6	97.06	6	N/A
8.1.11	ICT infrastructure per school	97.1	97.13	37	N/A
8.2 Transformative Capacity Output			34.85	69	+14
8.2.01	ICT access (ICT Development Index)	6.2	63.94	56	+3
8.2.02	ICT usage by firms	5.2	70.55	36	+4
8.2.03	ICTs & business model creation	5.0	66.67	37	-1
8.2.04	ICTs & org. model creation	4.8	63.33	31	-8
8.2.05	Scientific & technical journal articles	0.1	3.00	81	+1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.2	53.19	46	+38
8.2.09	Industry-university collaboration	4.2	54.16	32	+68
8.2.10	Share of creative goods export	0.1	0.77	68	0
8.2.11	ICT Services Exports	1.4	2.49	121	-6
8.2.12	High-technology net exports	0.1	0.59	100	-16
8.2.13	ICT goods exports	0.0	0.12	125	-1
8.2.14	Medium & high-tech mfg in MVA	19.0	24.12	77	-29
8.2.15	High-tech exports (% of mfg exports)	23.2	32.60	85	+12
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-4
8.2.19	Renewable energy consumption	1.9	2.27	124	0
8.2.20	CO2 intensity of GDP	0.3	47.14	104	-2
8.2.21	Energy intensity	3.8	73.39	53	-9
8.2.22	Domestic material consumption	9.1	77.94	66	-3
8.2.23	Trademark applications (res + nonres)	0.5	11.47	93	-9
8.2.24	International co-inventions	1.2	1.18	90	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.42	88	+3
8.2.26	Quality of vocational training	4.5	58.42	41	N/A
8.2.27	PISA scores	402.3	30.51	59	+8
8.2.28	Quality of educational system	4.4	56.67	31	+69
8.2.29	Critical thinking	4.5	58.26	20	N/A
8.2.30	Digital skills	5.1	68.24	17	N/A
8.2.31	STEM graduates	23.5	48.95	40	-3
9. Institutional capacity - cross-cutting driver			45.03	93	+19
9.1.01	GLRI statistical fullness	0.8	54.55	90	+5
9.1.02	World Governance Index	-0.7	34.42	109	+1
9.1.03	Statistical Capacity Index	76.7	65.38	38	+30
9.1.04	Social capital	45.8	27.75	107	+8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

B&H

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

93 **(49.76)**
RANK (SCORE)
GLRI 2016 Rank 90



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**61.50**	**54**	-2
1. Demographics			40.23	107	0
1.1.01	Share of older population	17.2	40.23	107	0
2. Country Capabilities			59.26	39	+3
2.1.01	Economic complexity (ECI)	0.6	59.26	39	+3
3. Economic Development and Macroeconomic Stability			57.00	75	-10
3.1.01	GDP per capita	14,895	59.41	69	+7
3.1.02	Services share of economy	55.5	64.71	68	-4
3.1.03	Dependence on natural resources	0.4	57.73	74	+2
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			64.97	42	+9
4.1.01	Concentration of exports (HHI)	0.1	94.04	22	-3
4.1.02	Economics diversity (RCAs)	232	51.31	39	0
4.1.03	Current account balance	-3.7	49.57	84	+8
5. Inequality			79.79	39	+1
5.1.01	Income inequality (Gini coefficient)	33.0	79.79	39	+1
Cyclical Subindex			**43.89**	**98**	
6. Absorptive Capacity			54.88	85	-2
6.1 Absorptive Capacity Input			34.54	95	-48
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	29.6	28.96	84	-29
6.1.03	Unemployment coverage	2.0	2.00	71	-7
6.1.04	Coverage of basic health services	61.0	54.10	96	N/A
6.2 Absorptive Capacity Output			61.66	64	+9
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	17.1	96.07	2	0
6.2.04	Youth unemployment	39.7	0.00	129	0
6.2.05	Youth not in EET	21.2	41.34	82	+22
6.2.06	Low-skilled labour	42.0	65.54	55	+4
6.2.07	Growth of medium jobs	-0.1	33.55	77	+26
6.2.08	Labour income share	41.7	52.10	103	-1
6.2.09	Labour income inequality	3.0	86.69	28	+1
6.2.10	Women in labour force (ratio of LFPR)	61.0	54.94	106	+4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.4	84.82	42	0
6.2.13	Physical health	13.6	72.36	85	+8
6.2.14	Mental health	8.2	90.91	6	0
7. Adaptive Capacity			36.86	110	+7
7.1 Adaptive Capacity Input			48.81	106	+17
7.1.01	Hiring & firing practices	2.9	31.05	126	-9
7.1.02	Ease of hiring foreign labour	3.2	37.43	129	N/A
7.1.03	Effect of taxation on incentive to work	3.0	19.19	122	+7
7.1.04	Time dealing with gvt regulation	14.5	56.63	83	-1
7.1.05	Intensity of local competition	4.5	52.47	116	+17
7.1.06	Trade openness	4.7	61.88	37	+69
7.1.07	Applied tariffs	2.8	79.11	62	-53
7.1.08	Paying taxes	60.4	28.35	102	+9
7.1.09	Enforcing contracts	57.8	57.14	74	+5
7.1.10	Property rights	3.2	36.28	125	-4
7.1.11	Insolvency framework	68.2	73.59	34	+3
7.1.12	Time to start a business	80.0	0.00	130	0
7.1.13	Cost to start a business	7.7	88.76	71	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	2.8	45.25	68	+13

* Rank change from 2016 (5-year change)
Country notes:

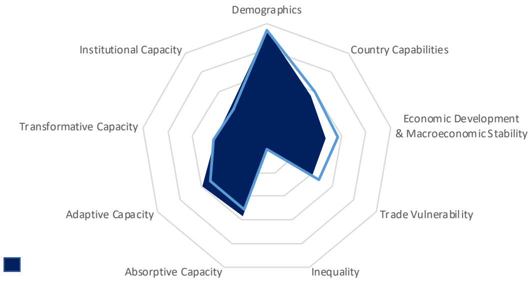
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.90	108	-15
7.2.01	ALMP effectiveness	2.7	27.98	98	+8
7.2.02	Formal & informal education & training	8.7	11.59	48	+21
7.2.03	Extent of staff training	3.1	34.88	126	N/A
7.2.04	High-skilled labour	23.4	36.51	67	-2
7.2.05	Skilled labour supply	3.3	38.18	124	N/A
7.2.06	Tertiary education attainment	8.4	17.71	70	-2
7.2.07	Skillset of graduates	3.2	35.99	128	N/A
7.2.08	New corporate registrations	1.1	6.96	81	N/A
7.2.09	GEI attitudes & perceptions subindex	12.3	0.45	93	-1
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.6	43.83	82	+38
7.2.13	Microfinance loan portfolio	13.3	13.30	23	+4
7.2.14	Depth of financial system	35.9	31.46	76	N/A
8. Transformative Capacity			30.84	122	-37
8.1 Transformative Capacity Input			36.06	102	N/A
8.1.01	Internet & telephony competition laws	1.9	92.86	79	-3
8.1.02	Futrure orientation of gvt	42.2	35.26	111	N/A
8.1.03	Global Cybersecurity Index	0.2	20.29	113	N/A
8.1.04	Gvt procurement of technology	2.6	26.87	122	-44
8.1.05	GERD (% of GDP)	0.2	4.36	89	+1
8.1.06	Int'l Property Rights (IPR) score	4.4	28.26	104	-17
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.63	122	N/A
8.1.09	Tertiary education exp. per student	4,112	0.02	44	N/A
8.1.10	Pupil-teacher ratio (secondary)	9.1	91.98	21	+4
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			25.62	122	-19
8.2.01	ICT access (ICT Development Index)	5.4	53.44	70	-3
8.2.02	ICT usage by firms	4.0	49.51	114	-25
8.2.03	ICTs & business model creation	3.6	43.33	118	-39
8.2.04	ICTs & org. model creation	3.3	38.33	120	-47
8.2.05	Scientific & technical journal articles	0.2	8.65	60	+1
8.2.06	Researchers in R&D	471	5.55	70	-1
8.2.07	Technicians in R&D	51	1.45	72	-6
8.2.08	Quality of research institutions	3.2	36.69	104	-41
8.2.09	Industry-university collaboration	2.8	30.04	109	-76
8.2.10	Share of creative goods export	5.2	44.77	12	0
8.2.11	ICT Services Exports	8.0	17.13	51	+2
8.2.12	High-technology net exports	2.4	14.12	49	+16
8.2.13	ICT goods exports	0.2	0.86	97	-12
8.2.14	Medium & high-tech mfg in MVA	17.3	21.86	81	-1
8.2.15	High-tech exports (% of mfg exports)	26.7	37.46	77	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.51	76	+8
8.2.19	Renewable energy consumption	18.8	22.38	79	-13
8.2.20	CO2 intensity of GDP	0.5	0.00	128	-5
8.2.21	Energy intensity	6.9	36.04	112	-2
8.2.22	Domestic material consumption	12.4	68.92	82	0
8.2.23	Trademark applications (res + nonres)	1.2	26.83	49	-9
8.2.24	International co-inventions	4.3	4.31	70	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.72	71	+22
8.2.26	Quality of vocational training	3.1	34.99	127	N/A
8.2.27	PISA scores	402.3	30.51	59	+2
8.2.28	Quality of educational system	2.4	22.90	129	-8
8.2.29	Critical thinking	2.5	24.64	126	N/A
8.2.30	Digital skills	3.7	44.97	99	N/A
8.2.31	STEM graduates	23.5	48.95	40	+38
9. Institutional capacity - cross-cutting driver			46.22	91	+3
9.1.01	GLRI statistical fullness	0.9	60.61	72	-3
9.1.02	World Governance Index	-0.4	42.48	92	-7
9.1.03	Statistical Capacity Index	64.4	44.23	67	+1
9.1.04	Social capital	49.6	36.41	78	+17

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Bahrain

World Bank Inome Group: High
Global Labour Resilience Index 2021

79 **(52.10)**
RANK (SCORE)
GLRI 2016 Rank 69



GLRI 2021 ■ ☐ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.71**	**91**	-23
1. Demographics			94.93	12	-5
1.1.01	Share of older population	2.5	94.93	12	-5
2. Country Capabilities			54.92	47	+7
2.1.01	Economic complexity (ECI)	0.4	54.92	47	+7
3. Economic Development and Macroeconomic Stability			47.58	99	-28
3.1.01	GDP per capita	45,026	81.43	23	-5
3.1.02	Services share of economy	54.9	63.87	71	-19
3.1.03	Dependence on natural resources	0.8	16.58	119	-14
3.1.04	Debt dynamics	36.6	36.59	129	N/A
4. Trade Vulnerability			41.63	102	-15
4.1.01	Concentration of exports (HHI)	0.3	71.51	83	+10
4.1.02	Economics diversity (RCAs)	78	14.73	105	-8
4.1.03	Current account balance	-6.4	38.65	108	-44
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**51.30**	**74**	
6. Absorptive Capacity			56.93	80	-6
6.1 Absorptive Capacity Input			45.66	86	-41
6.1.01	Workers' rights	63.0	60.27	99	N/A
6.1.02	Pension coverage	40.1	39.56	78	-27
6.1.03	Unemployment coverage	9.8	9.80	57	-6
6.1.04	Coverage of basic health services	77.0	80.33	34	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	4.6	87.82	18	0
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	65.5	29.73	106	-3
6.2.07	Growth of medium jobs	0.1	48.54	50	-1
6.2.08	Labour income share	30.0	25.71	129	-2
6.2.09	Labour income inequality	3.9	76.41	60	-2
6.2.10	Women in labour force (ratio of LFPR)	51.6	45.15	118	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	27.1	88.66	32	+1
6.2.13	Physical health	14.4	77.92	59	-8
6.2.14	Mental health	6.7	66.26	77	0
7. Adaptive Capacity			59.18	31	+4
7.1 Adaptive Capacity Input			70.37	27	0
7.1.01	Hiring & firing practices	4.6	59.77	18	+4
7.1.02	Ease of hiring foreign labour	5.2	70.28	8	N/A
7.1.03	Effect of taxation on incentive to work	5.3	77.12	6	-2
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.2	72.35	61	-19
7.1.06	Trade openness	5.1	68.12	14	+1
7.1.07	Applied tariffs	4.3	66.51	80	-12
7.1.08	Paying taxes	93.9	89.80	4	+2
7.1.09	Enforcing contracts	57.3	56.31	76	+20
7.1.10	Property rights	5.5	74.36	24	+3
7.1.11	Insolvency framework	58.2	62.76	53	+20
7.1.12	Time to start a business	8.3	85.69	51	-3
7.1.13	Cost to start a business	1.0	98.94	22	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	+5
7.1.15	Logistics Performance Index	2.9	48.25	59	-9

* Rank change from 2016 (5-year change)
Country notes:

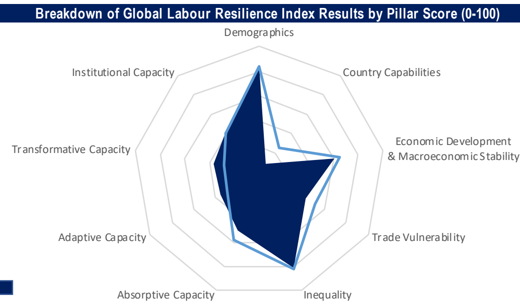
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			47.98	30	N/A
7.2.01	ALMP effectiveness	4.4	56.27	33	-9
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.8	63.10	23	N/A
7.2.04	High-skilled labour	21.6	33.41	75	-4
7.2.05	Skilled labour supply	4.9	65.15	16	N/A
7.2.06	Tertiary education attainment	21.6	45.68	28	+33
7.2.07	Skillset of graduates	4.7	61.92	30	N/A
7.2.08	New corporate registrations	3.1	20.10	44	+15
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	16.7	16.70	28	N/A
7.2.11	Access to loans	4.7	61.61	20	-13
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	54.8	55.84	37	N/A
8. Transformative Capacity			41.62	80	-10
8.1 Transformative Capacity Input			53.86	53	-13
8.1.01	Internet & telephony competition laws	1.9	95.00	68	-2
8.1.02	Futrure orientation of gvt	56.4	58.79	61	N/A
8.1.03	Global Cybersecurity Index	0.6	62.06	70	N/A
8.1.04	Gvt procurement of technology	4.0	50.05	21	+2
8.1.05	GERD (% of GDP)	0.1	2.04	109	-1
8.1.06	Int'l Property Rights (IPR) score	6.2	57.74	43	+3
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.63	122	-5
8.1.09	Tertiary education exp. per student	14,619	0.03	16	-7
8.1.10	Pupil-teacher ratio (secondary)	10.2	88.24	33	-10
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			29.38	105	+9
8.2.01	ICT access (ICT Development Index)	7.6	82.10	27	-3
8.2.02	ICT usage by firms	5.4	72.85	29	+10
8.2.03	ICTs & business model creation	5.0	66.67	37	-8
8.2.04	ICTs & org. model creation	4.5	58.33	47	-21
8.2.05	Scientific & technical journal articles	0.2	7.61	62	+8
8.2.06	Researchers in R&D	369	4.31	73	-5
8.2.07	Technicians in R&D	17	0.38	91	-5
8.2.08	Quality of research institutions	3.7	45.72	73	+25
8.2.09	Industry-university collaboration	3.7	45.44	43	+43
8.2.10	Share of creative goods export	0.2	1.41	58	0
8.2.11	ICT Services Exports	6.7	14.19	61	+2
8.2.12	High-technology net exports	0.1	0.59	100	+13
8.2.13	ICT goods exports	1.8	10.03	53	-16
8.2.14	Medium & high-tech mfg in MVA	22.2	28.13	66	+5
8.2.15	High-tech exports (% of mfg exports)	13.1	18.33	104	-4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.4	4.74	40	+57
8.2.19	Renewable energy consumption	0.0	0.00	133	0
8.2.20	CO2 intensity of GDP	0.5	3.02	126	+1
8.2.21	Energy intensity	9.1	9.31	126	+2
8.2.22	Domestic material consumption	7.7	81.84	56	0
8.2.23	Trademark applications (res + nonres)	4.4	100.00	1	0
8.2.24	International co-inventions	8.3	8.26	62	N/A
8.2.25	Patent applications (res + nonres)	0.1	3.17	30	+8
8.2.26	Quality of vocational training	4.7	61.01	31	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.6	60.65	23	+13
8.2.29	Critical thinking	4.1	51.30	33	N/A
8.2.30	Digital skills	4.9	65.66	27	N/A
8.2.31	STEM graduates	16.1	23.09	88	-19
9. Institutional capacity - cross-cutting driver			44.00	99	-4
9.1.01	GLRI statistical fullness	0.8	27.27	121	-1
9.1.02	World Governance Index	-0.2	46.47	75	-12
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	63.3	67.59	19	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Bangladesh

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

102 **(46.11)**
RANK (SCORE)
GLRI 2016 Rank 93



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.01**	**88**	-23
1. Demographics			85.01	47	+2
1.1.01	Share of older population	5.2	85.01	47	+2
2. Country Capabilities			8.65	116	0
2.1.01	Economic complexity (ECI)	-1.4	8.65	116	0
3. Economic Development and Macroeconomic Stability			60.96	62	-7
3.1.01	GDP per capita	4,754	36.69	109	+1
3.1.02	Services share of economy	52.8	60.77	87	-8
3.1.03	Dependence on natural resources	0.1	96.31	3	0
3.1.04	Debt dynamics	50.0	49.97	79	N/A
4. Trade Vulnerability			43.15	97	-14
4.1.01	Concentration of exports (HHI)	0.4	58.01	107	-3
4.1.02	Economics diversity (RCAs)	92	18.05	96	-7
4.1.03	Current account balance	-2.8	53.38	70	-35
5. Inequality			81.38	32	-1
5.1.01	Income inequality (Gini coefficient)	32.4	81.38	32	-1
Cyclical Subindex			**42.16**	**105**	
6. Absorptive Capacity			49.99	98	-50
6.1 Absorptive Capacity Input			37.83	91	N/A
6.1.01	Workers' rights	61.0	58.00	106	N/A
6.1.02	Pension coverage	33.4	32.80	82	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	48.0	32.79	111	N/A
6.2 Absorptive Capacity Output			54.05	87	-11
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	91.3	4.02	57	-21
6.2.04	Youth unemployment	11.9	67.03	65	-13
6.2.05	Youth not in EET	27.4	22.88	99	-21
6.2.06	Low-skilled labour	64.7	31.02	103	+5
6.2.07	Growth of medium jobs	0.8	100.00	1	+8
6.2.08	Labour income share	42.2	53.23	99	-3
6.2.09	Labour income inequality	3.1	85.71	33	-1
6.2.10	Women in labour force (ratio of LFPR)	44.6	37.83	123	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.4	69.80	89	+5
6.2.13	Physical health	12.7	66.63	98	-11
6.2.14	Mental health	6.1	56.36	106	-19
7. Adaptive Capacity			35.85	115	+1
7.1 Adaptive Capacity Input			46.28	115	+2
7.1.01	Hiring & firing practices	3.8	46.87	73	-39
7.1.02	Ease of hiring foreign labour	4.0	50.76	78	N/A
7.1.03	Effect of taxation on incentive to work	4.3	53.26	35	+17
7.1.04	Time dealing with gvt regulation	3.3	90.36	26	+4
7.1.05	Intensity of local competition	5.0	65.71	76	-1
7.1.06	Trade openness	4.4	56.32	70	-46
7.1.07	Applied tariffs	10.7	13.12	125	+2
7.1.08	Paying taxes	56.1	20.44	110	-6
7.1.09	Enforcing contracts	22.2	0.00	136	0
7.1.10	Property rights	4.0	50.83	83	+31
7.1.11	Insolvency framework	28.1	30.35	123	-1
7.1.12	Time to start a business	19.5	65.14	101	-12
7.1.13	Cost to start a business	22.3	66.58	103	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	+17
7.1.15	Logistics Performance Index	2.6	39.50	96	+8

* Rank change from 2016 (5-year change)
Country notes:

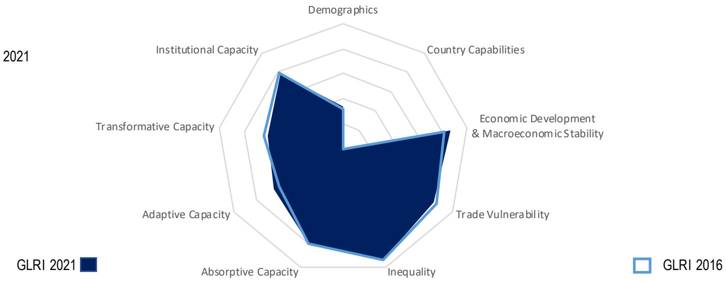
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			25.43	106	-5
7.2.01	ALMP effectiveness	2.6	26.76	103	-1
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.3	38.72	121	N/A
7.2.04	High-skilled labour	8.9	12.05	113	0
7.2.05	Skilled labour supply	3.7	44.55	107	N/A
7.2.06	Tertiary education attainment	9.4	19.80	66	+1
7.2.07	Skillset of graduates	3.4	40.07	117	N/A
7.2.08	New corporate registrations	0.0	0.13	119	-12
7.2.09	GEI attitudes & perceptions subindex	12.0	0.00	94	-1
7.2.10	Venture capital investments	0.8	0.80	100	N/A
7.2.11	Access to loans	3.6	43.27	84	+12
7.2.13	Microfinance loan portfolio	52.0	52.00	9	+13
7.2.14	Depth of financial system	32.5	26.97	87	N/A
8. Transformative Capacity			36.71	97	+27
8.1 Transformative Capacity Input			43.11	90	N/A
8.1.01	Internet & telephony competition laws	1.3	66.67	104	+6
8.1.02	Frutre orientation of gvt	46.8	42.97	97	N/A
8.1.03	Global Cybersecurity Index	0.5	55.48	78	N/A
8.1.04	Gvt procurement of technology	3.0	34.07	90	+41
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	3.4	10.61	119	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.63	122	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	35.1	27.18	115	-2
8.1.11	ICT infrastructure per school	83.2	83.25	48	N/A
8.2 Transformative Capacity Output			30.31	101	-1
8.2.01	ICT access (ICT Development Index)	2.5	16.34	115	+1
8.2.02	ICT usage by firms	3.8	46.80	121	-1
8.2.03	ICTs & business model creation	4.0	50.00	104	+5
8.2.04	ICTs & org. model creation	3.5	41.67	110	-11
8.2.05	Scientific & technical journal articles	0.0	0.73	102	+1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.9	30.84	115	+4
8.2.09	Industry-university collaboration	2.5	25.68	127	-1
8.2.10	Share of creative goods export	0.1	0.58	76	0
8.2.11	ICT Services Exports	13.6	29.47	22	-6
8.2.12	High-technology net exports	0.2	1.18	90	+5
8.2.13	ICT goods exports	0.0	0.28	117	+1
8.2.14	Medium & high-tech mfg in MVA	9.8	12.19	96	+3
8.2.15	High-tech exports (% of mfg exports)	1.9	2.59	123	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	32.0	38.08	53	-4
8.2.20	CO2 intensity of GDP	0.1	78.18	44	-1
8.2.21	Energy intensity	2.9	84.38	18	+9
8.2.22	Domestic material consumption	15.3	61.09	95	0
8.2.23	Trademark applications (res + nonres)	0.1	1.71	118	-3
8.2.24	International co-inventions	0.6	0.58	97	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.06	105	-2
8.2.26	Quality of vocational training	3.4	39.38	118	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.4	39.94	81	+9
8.2.29	Critical thinking	2.9	31.50	110	N/A
8.2.30	Digital skills	3.5	42.49	111	N/A
8.2.31	STEM graduates	11.2	5.84	106	N/A
9. Institutional capacity - cross-cutting driver			41.27	107	-9
9.1.01	GLRI statistical fullness	0.9	63.64	65	+14
9.1.02	World Governance Index	-0.8	31.02	116	+1
9.1.03	Statistical Capacity Index	62.2	40.38	69	-28
9.1.04	Social capital	50.8	39.30	69	-2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Belgium

World Bank Inome Group: High
Global Labour Resilience Index 2021

11 **(72.98)**
RANK (SCORE)
GLRI 2016 Rank 11



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.02**	**16**	+4
1. Demographics			33.51	115	+4
1.1.01	Share of older population	19.0	33.51	115	+4
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			86.89	10	+1
3.1.01	GDP per capita	51,708	84.18	15	+5
3.1.02	Services share of economy	69.7	85.95	12	+2
3.1.03	Dependence on natural resources	0.2	76.97	38	-8
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			83.78	12	-3
4.1.01	Concentration of exports (HHI)	0.1	94.55	19	-4
4.1.02	Economics diversity (RCAs)	421	96.20	10	0
4.1.03	Current account balance	-1.0	60.59	50	-16
5. Inequality			93.88	11	0
5.1.01	Income inequality (Gini coefficient)	27.7	93.88	11	0
Cyclical Subindex			**71.97**	**12**	
6. Absorptive Capacity			80.10	3	-2
6.1 Absorptive Capacity Input			96.21	1	0
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	100.0	100.00	1	0
6.1.04	Coverage of basic health services	84.0	91.80	10	N/A
6.2 Absorptive Capacity Output			74.73	4	0
6.2.01	Quality of earnings	31.4	96.48	2	0
6.2.02	Quality of working environment	25.8	35.02	25	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	15.7	56.10	84	+16
6.2.05	Youth not in EET	9.3	76.74	26	+14
6.2.06	Low-skilled labour	24.2	92.58	7	0
6.2.07	Growth of medium jobs	-0.2	23.77	109	-3
6.2.08	Labour income share	62.5	99.01	8	-7
6.2.09	Labour income inequality	2.2	98.51	2	0
6.2.10	Women in labour force (ratio of LFPR)	82.8	77.74	47	+6
6.2.11	Gender pay gap	3.7	88.60	4	+2
6.2.12	Longevity	28.1	93.68	24	+1
6.2.13	Physical health	14.8	80.52	47	-10
6.2.14	Mental health	5.8	52.68	116	+1
7. Adaptive Capacity			63.82	21	+1
7.1 Adaptive Capacity Input			69.12	32	-4
7.1.01	Hiring & firing practices	3.2	37.47	111	+9
7.1.02	Ease of hiring foreign labour	4.7	61.12	25	N/A
7.1.03	Effect of taxation on incentive to work	2.8	14.24	128	+3
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.8	88.83	9	-5
7.1.06	Trade openness	4.4	56.44	69	-46
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	77.5	59.66	55	+6
7.1.09	Enforcing contracts	64.3	67.46	46	-39
7.1.10	Property rights	5.7	79.08	18	+6
7.1.11	Insolvency framework	84.1	90.69	9	-2
7.1.12	Time to start a business	5.0	91.74	24	-13
7.1.13	Cost to start a business	5.6	91.95	59	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	+15
7.1.15	Logistics Performance Index	4.0	76.00	3	0

* Rank change from 2016 (5-year change)
Country notes:

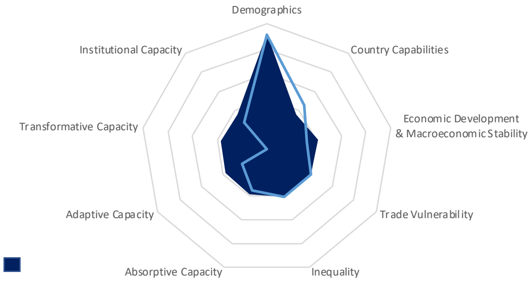
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			58.53	19	+1
7.2.01	ALMP effectiveness	4.6	59.19	24	-9
7.2.02	Formal & informal education & training	45.2	61.16	27	-2
7.2.03	Extent of staff training	5.0	66.57	14	N/A
7.2.04	High-skilled labour	47.9	77.59	12	0
7.2.05	Skilled labour supply	4.7	62.08	30	N/A
7.2.06	Tertiary education attainment	32.2	68.02	9	-4
7.2.07	Skillset of graduates	5.0	67.47	14	N/A
7.2.08	New corporate registrations	3.4	21.78	40	+2
7.2.09	GEI attitudes & perceptions subindex	52.7	59.79	22	-2
7.2.10	Venture capital investments	19.7	19.70	24	+11
7.2.11	Access to loans	4.7	61.11	23	+11
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	71.9	77.88	19	N/A
8. Transformative Capacity			60.90	17	-2
8.1 Transformative Capacity Input			66.63	19	-13
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	62.1	68.26	35	N/A
8.1.03	Global Cybersecurity Index	0.8	87.17	32	N/A
8.1.04	Gvt procurement of technology	3.6	42.79	42	+19
8.1.05	GERD (% of GDP)	2.5	58.39	11	0
8.1.06	Int'l Property Rights (IPR) score	7.7	82.98	17	+2
8.1.07	Other R&D incentives	0.1	16.73	18	-7
8.1.08	Gvt exp. on education	6.6	84.19	15	0
8.1.09	Tertiary education exp. per student	15,612	0.03	15	-7
8.1.10	Pupil-teacher ratio (secondary)	9.0	92.43	19	-1
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			55.16	19	-1
8.2.01	ICT access (ICT Development Index)	7.8	84.82	23	-4
8.2.02	ICT usage by firms	5.7	78.26	18	+2
8.2.03	ICTs & business model creation	5.5	75.00	16	+4
8.2.04	ICTs & org. model creation	5.3	71.67	15	+5
8.2.05	Scientific & technical journal articles	1.4	54.78	20	-5
8.2.06	Researchers in R&D	5,023	60.82	16	-2
8.2.07	Technicians in R&D	1,378	43.43	12	0
8.2.08	Quality of research institutions	5.8	79.96	6	-1
8.2.09	Industry-university collaboration	5.3	71.11	9	-3
8.2.10	Share of creative goods export	2.9	25.00	18	0
8.2.11	ICT Services Exports	10.7	23.17	34	+1
8.2.12	High-technology net exports	8.1	47.66	20	+1
8.2.13	ICT goods exports	1.9	10.81	48	+1
8.2.14	Medium & high-tech mfg in MVA	49.6	63.35	13	+3
8.2.15	High-tech exports (% of mfg exports)	53.4	74.91	37	-5
8.2.16	Robot adoption rate	184.0	59.27	9	N/A
8.2.17	Environmental goods exports & imports	27.0	19.26	12	0
8.2.18	Green patent applications	16.5	55.70	15	-1
8.2.19	Renewable energy consumption	9.6	11.47	108	-4
8.2.20	CO2 intensity of GDP	0.2	70.10	65	+5
8.2.21	Energy intensity	4.8	62.04	76	+1
8.2.22	Domestic material consumption	2.2	96.88	18	0
8.2.23	Trademark applications (res + nonres)	2.0	47.36	18	-2
8.2.24	International co-inventions	98.6	98.61	7	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.29	41	-1
8.2.26	Quality of vocational training	5.1	67.79	13	N/A
8.2.27	PISA scores	500.0	69.00	18	-1
8.2.28	Quality of educational system	5.1	68.13	15	-9
8.2.29	Critical thinking	4.0	49.32	39	N/A
8.2.30	Digital skills	4.8	63.84	36	N/A
8.2.31	STEM graduates	17.1	26.28	82	-9
9. Institutional capacity - cross-cutting driver			78.05	17	-1
9.1.01	GLRI statistical fullness	0.9	81.82	17	-5
9.1.02	World Governance Index	1.2	83.48	20	-2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	55.0	48.79	42	-18

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Benin

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

116 RANK **(41.06)** (SCORE)
GLRI 2016 Rank 130



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.59**	**117**	+7
1. Demographics			92.15	30	0
1.1.01	Share of older population	3.3	92.15	30	0
2. Country Capabilities			36.52	78	+6
2.1.01	Economic complexity (ECI)	-0.3	36.52	78	+6
3. Economic Development and Macroeconomic Stability			41.45	115	+10
3.1.01	GDP per capita	3,287	29.35	118	+4
3.1.02	Services share of economy	48.0	53.57	110	+5
3.1.03	Dependence on natural resources	0.6	38.94	98	+5
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			40.51	106	-5
4.1.01	Concentration of exports (HHI)	0.4	64.12	97	-8
4.1.02	Economics diversity (RCAs)	63	11.16	112	+4
4.1.03	Current account balance	-4.6	46.25	91	+7
5. Inequality			40.43	112	+1
5.1.01	Income inequality (Gini coefficient)	47.8	40.43	112	+1
Cyclical Subindex			**37.79**	**118**	
6. Absorptive Capacity			38.84	123	-19
6.1 Absorptive Capacity Input			24.91	106	N/A
6.1.01	Workers' rights	67.0	64.82	84	N/A
6.1.02	Pension coverage	11.0	10.19	106	-42
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	40.0	19.67	128	N/A
6.2 Absorptive Capacity Output			43.49	110	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	94.5	0.00	58	-9
6.2.04	Youth unemployment	4.4	88.47	17	+2
6.2.05	Youth not in EET	17.2	53.03	64	-4
6.2.06	Low-skilled labour	76.8	12.55	116	-1
6.2.07	Growth of medium jobs	0.0	40.91	62	+10
6.2.08	Labour income share	46.6	63.15	80	-2
6.2.09	Labour income inequality	14.2	16.06	122	0
6.2.10	Women in labour force (ratio of LFPR)	94.3	89.71	8	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	15.8	31.97	124	-2
6.2.13	Physical health	8.4	36.79	130	-12
6.2.14	Mental health	5.4	45.75	125	-1
7. Adaptive Capacity			38.27	104	+26
7.1 Adaptive Capacity Input			50.21	101	+32
7.1.01	Hiring & firing practices	4.7	61.25	13	+90
7.1.02	Ease of hiring foreign labour	4.8	63.27	16	N/A
7.1.03	Effect of taxation on incentive to work	4.1	47.64	55	-7
7.1.04	Time dealing with gvt regulation	5.7	83.13	43	+61
7.1.05	Intensity of local competition	4.8	59.66	97	+36
7.1.06	Trade openness	4.1	51.32	102	+29
7.1.07	Applied tariffs	15.3	6.77	130	-3
7.1.08	Paying taxes	49.3	7.86	124	-5
7.1.09	Enforcing contracts	37.3	24.16	128	0
7.1.10	Property rights	4.0	49.89	89	+5
7.1.11	Insolvency framework	41.0	44.22	92	+2
7.1.12	Time to start a business	8.5	85.32	53	+13
7.1.13	Cost to start a business	3.6	94.99	49	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	-18
7.1.15	Logistics Performance Index	2.8	43.75	76	+29

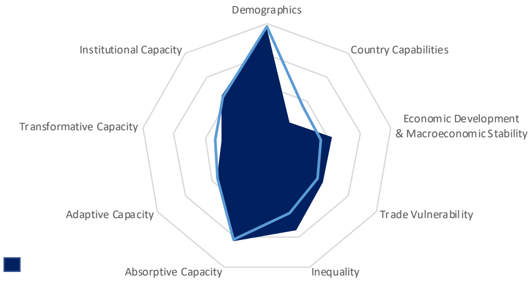
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			26.33	103	N/A
7.2.01	ALMP effectiveness	1.9	15.76	126	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.5	41.85	113	N/A
7.2.04	High-skilled labour	6.4	7.85	118	-1
7.2.05	Skilled labour supply	4.6	60.82	32	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	48.55	75	N/A
7.2.08	New corporate registrations	0.5	3.34	91	-10
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	13.7	13.67	30	N/A
7.2.11	Access to loans	2.3	22.02	129	-20
7.2.13	Microfinance loan portfolio	38.5	38.50	10	+16
7.2.14	Depth of financial system	20.0	10.94	120	N/A
8. Transformative Capacity			37.17	94	N/A
8.1 Transformative Capacity Input			49.12	73	+2
8.1.01	Internet & telephony competition laws	0.9	45.45	124	+5
8.1.02	Futrure orientation of gvt	50.5	49.08	78	N/A
8.1.03	Global Cybersecurity Index	0.5	51.10	80	N/A
8.1.04	Gvt procurement of technology	3.1	35.51	84	+6
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.5	29.82	101	-30
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	7.4	96.26	2	+65
8.1.09	Tertiary education exp. per student	3,341	0.01	52	-4
8.1.10	Pupil-teacher ratio (secondary)	11.0	85.71	38	-9
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			25.21	124	N/A
8.2.01	ICT access (ICT Development Index)	1.9	8.69	123	-2
8.2.02	ICT usage by firms	4.3	54.80	98	+18
8.2.03	ICTs & business model creation	4.0	50.00	104	-14
8.2.04	ICTs & org. model creation	3.4	40.00	116	+7
8.2.05	Scientific & technical journal articles	0.0	0.72	103	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.8	46.89	70	+42
8.2.09	Industry-university collaboration	2.8	30.62	108	+14
8.2.10	Share of creative goods export	0.0	0.00	119	0
8.2.11	ICT Services Exports	8.0	17.17	50	-6
8.2.12	High-technology net exports	0.1	0.59	100	N/A
8.2.13	ICT goods exports	0.1	0.37	113	+8
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	45.6	54.31	36	-2
8.2.20	CO2 intensity of GDP	0.2	63.18	81	-6
8.2.21	Energy intensity	9.2	7.35	127	-1
8.2.22	Domestic material consumption	35.1	6.74	127	-1
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.3	55.83	47	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.6	26.21	123	-31
8.2.29	Critical thinking	3.6	43.47	53	N/A
8.2.30	Digital skills	3.7	44.71	101	N/A
8.2.31	STEM graduates	20.7	39.09	61	-3
9. Institutional capacity - cross-cutting driver			36.25	117	+6
9.1.01	GLRI statistical fullness	0.7	18.18	129	+3
9.1.02	World Governance Index	-0.3	44.39	81	+6
9.1.03	Statistical Capacity Index	68.9	51.92	54	+18
9.1.04	Social capital	37.3	8.44	134	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Bolivia

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021



GLRI 2021 | GLRI 2016

104 RANK **(45.74)** (SCORE)
GLRI 2016 Rank 105

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**45.78**	**123**	+8
1. Demographics			76.97	64	-1
1.1.01	Share of older population	7.3	76.97	64	-1
2. Country Capabilities			22.07	101	-1
2.1.01	Economic complexity (ECI)	-0.9	22.07	101	-1
3. Economic Development and Macroeconomic Stability			42.16	113	+5
3.1.01	GDP per capita	8,724	48.77	93	+2
3.1.02	Services share of economy	50.7	57.59	95	+24
3.1.03	Dependence on natural resources	0.8	21.58	110	+8
3.1.04	Debt dynamics	48.4	48.40	100	N/A
4. Trade Vulnerability			41.57	103	+3
4.1.01	Concentration of exports (HHI)	0.4	63.37	100	+8
4.1.02	Economics diversity (RCAs)	79	14.96	104	+1
4.1.03	Current account balance	-4.5	46.39	90	+7
5. Inequality			55.32	92	+15
5.1.01	Income inequality (Gini coefficient)	42.2	55.32	92	+15
Cyclical Subindex			**45.71**	**97**	
6. Absorptive Capacity			62.49	55	-15
6.1 Absorptive Capacity Input			58.24	56	N/A
6.1.01	Workers' rights	72.0	70.50	64	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	3.0	3.00	69	N/A
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			63.91	51	+14
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	73.2	26.46	36	-2
6.2.04	Youth unemployment	6.9	81.26	29	-1
6.2.05	Youth not in EET	10.8	71.99	35	+13
6.2.06	Low-skilled labour	56.2	43.92	87	-5
6.2.07	Growth of medium jobs	0.1	50.54	42	-14
6.2.08	Labour income share	54.4	80.74	37	+25
6.2.09	Labour income inequality	4.3	72.50	70	+1
6.2.10	Women in labour force (ratio of LFPR)	78.5	73.21	66	+24
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	22.6	66.04	96	0
6.2.13	Physical health	13.8	74.16	74	+14
6.2.14	Mental health	6.4	62.22	89	+4
7. Adaptive Capacity			36.65	111	-23
7.1 Adaptive Capacity Input			38.40	130	-1
7.1.01	Hiring & firing practices	2.2	20.51	135	-16
7.1.02	Ease of hiring foreign labour	3.7	44.53	102	N/A
7.1.03	Effect of taxation on incentive to work	3.4	29.85	102	-9
7.1.04	Time dealing with gvt regulation	15.1	54.82	85	+21
7.1.05	Intensity of local competition	4.9	64.85	81	+47
7.1.06	Trade openness	4.0	49.53	112	+16
7.1.07	Applied tariffs	4.7	62.78	85	+3
7.1.08	Paying taxes	21.6	0.00	130	0
7.1.09	Enforcing contracts	55.6	53.53	83	-14
7.1.10	Property rights	3.0	34.13	127	-11
7.1.11	Insolvency framework	42.3	45.62	88	-7
7.1.12	Time to start a business	39.5	28.44	123	+2
7.1.13	Cost to start a business	54.0	18.43	124	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	-21
7.1.15	Logistics Performance Index	2.4	34.00	121	-5

* Rank change from 2016 (5-year change)
Country notes:

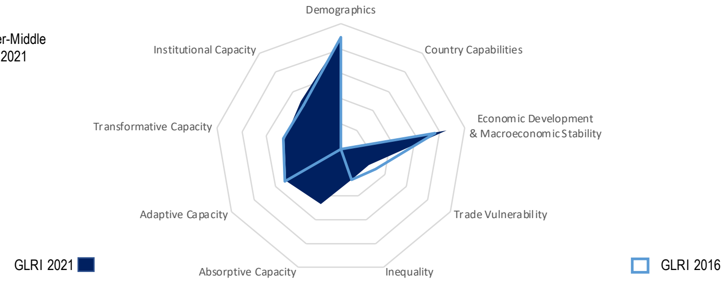
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			34.90	64	-23
7.2.01	ALMP effectiveness	1.8	13.77	129	-19
7.2.02	Formal & informal education & training	5.4	7.08	56	-9
7.2.03	Extent of staff training	3.2	36.98	124	N/A
7.2.04	High-skilled labour	14.8	22.04	92	-2
7.2.05	Skilled labour supply	3.7	44.60	106	N/A
7.2.06	Tertiary education attainment	19.6	41.51	36	-3
7.2.07	Skillset of graduates	3.6	43.26	101	N/A
7.2.08	New corporate registrations	0.5	3.19	95	N/A
7.2.09	GEI attitudes & perceptions subindex	23.2	16.45	76	-2
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.5	57.92	32	-9
7.2.13	Microfinance loan portfolio	100.0	100.00	1	+2
7.2.14	Depth of financial system	36.3	31.99	73	N/A
8. Transformative Capacity			29.11	126	-11
8.1 Transformative Capacity Input			35.85	103	-17
8.1.01	Internet & telephony competition laws	0.8	40.00	128	-1
8.1.02	Futrure orientation of gvt	38.1	28.55	120	N/A
8.1.03	Global Cybersecurity Index	0.1	13.16	123	N/A
8.1.04	Gvt procurement of technology	3.3	38.24	69	-7
8.1.05	GERD (% of GDP)	0.2	3.36	93	+1
8.1.06	Int'l Property Rights (IPR) score	4.0	20.78	113	-20
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	7.3	94.90	4	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	18.5	60.54	87	0
8.1.11	ICT infrastructure per school	23.1	23.08	68	-32
8.2 Transformative Capacity Output			22.38	130	-11
8.2.01	ICT access (ICT Development Index)	4.3	39.43	93	-2
8.2.02	ICT usage by firms	3.7	44.69	126	+1
8.2.03	ICTs & business model creation	3.3	38.33	126	-28
8.2.04	ICTs & org. model creation	2.9	31.67	128	-38
8.2.05	Scientific & technical journal articles	0.0	0.32	116	0
8.2.06	Researchers in R&D	166	1.84	83	-1
8.2.07	Technicians in R&D	26	0.66	86	-4
8.2.08	Quality of research institutions	2.8	30.70	116	-19
8.2.09	Industry-university collaboration	2.4	23.81	131	-62
8.2.10	Share of creative goods export	0.1	0.45	79	0
8.2.11	ICT Services Exports	4.6	9.56	80	-18
8.2.12	High-technology net exports	0.2	1.18	90	-13
8.2.13	ICT goods exports	0.0	0.00	130	0
8.2.14	Medium & high-tech mfg in MVA	9.7	12.12	98	+2
8.2.15	High-tech exports (% of mfg exports)	4.6	6.43	117	+4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	13.4	15.99	92	-11
8.2.20	CO2 intensity of GDP	0.2	54.51	95	+1
8.2.21	Energy intensity	4.9	60.09	82	-2
8.2.22	Domestic material consumption	23.0	39.92	110	0
8.2.23	Trademark applications (res + nonres)	0.7	16.37	76	-2
8.2.24	International co-inventions	0.3	0.32	109	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.72	72	+6
8.2.26	Quality of vocational training	3.6	43.93	98	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.1	35.17	99	-11
8.2.29	Critical thinking	2.6	27.27	121	N/A
8.2.30	Digital skills	3.2	37.02	123	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			44.28	97	-5
9.1.01	GLRI statistical fullness	0.9	60.61	72	-3
9.1.02	World Governance Index	-0.5	38.04	99	+5
9.1.03	Statistical Capacity Index	66.7	48.08	61	-26
9.1.04	Social capital	46.3	28.97	102	-9

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Botswana

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

78 RANK **(52.12)** (SCORE)
GLRI 2016 Rank 84



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**60.60**	**58**	+14
1. Demographics			88.05	39	-4
1.1.01	Share of older population	4.4	88.05	39	-4
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			85.46	16	+7
3.1.01	GDP per capita	17,766	62.92	64	-3
3.1.02	Services share of economy	60.6	72.35	41	+14
3.1.03	Dependence on natural resources	0.0	100.00	1	+6
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			25.23	128	-9
4.1.01	Concentration of exports (HHI)	0.9	0.00	136	-2
4.1.02	Economics diversity (RCAs)	32	3.80	130	-3
4.1.03	Current account balance	1.9	71.88	31	-3
5. Inequality			25.80	118	+2
5.1.01	Income inequality (Gini coefficient)	53.3	25.80	118	+2
Cyclical Subindex			**47.89**	**87**	
6. Absorptive Capacity			46.65	105	N/A
6.1 Absorptive Capacity Input			62.94	46	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	31.5	31.50	30	N/A
6.1.04	Coverage of basic health services	61.0	54.10	96	N/A
6.2 Absorptive Capacity Output			41.22	116	+3
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	37.3	0.00	129	-6
6.2.05	Youth not in EET	35.5	0.97	117	+1
6.2.06	Low-skilled labour	59.0	39.74	93	-4
6.2.07	Growth of medium jobs	-0.3	16.00	125	+4
6.2.08	Labour income share	46.2	62.25	83	0
6.2.09	Labour income inequality	4.7	68.60	79	+1
6.2.10	Women in labour force (ratio of LFPR)	85.0	80.04	36	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.0	57.80	103	+3
6.2.13	Physical health	7.5	30.87	132	+2
6.2.14	Mental health	6.0	55.89	109	+3
7. Adaptive Capacity			49.89	53	-15
7.1 Adaptive Capacity Input			59.27	68	-13
7.1.01	Hiring & firing practices	4.0	49.57	58	+20
7.1.02	Ease of hiring foreign labour	3.3	38.89	123	N/A
7.1.03	Effect of taxation on incentive to work	4.6	60.36	19	0
7.1.04	Time dealing with gvt regulation	10.2	69.58	66	0
7.1.05	Intensity of local competition	5.0	65.80	75	+16
7.1.06	Trade openness	4.2	53.23	91	-31
7.1.07	Applied tariffs	0.3	99.25	2	+1
7.1.08	Paying taxes	80.0	64.31	47	+7
7.1.09	Enforcing contracts	50.0	44.57	101	-49
7.1.10	Property rights	5.1	68.13	32	+4
7.1.11	Insolvency framework	48.2	52.00	74	-7
7.1.12	Time to start a business	48.0	12.84	127	-3
7.1.13	Cost to start a business	0.7	99.39	15	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	3.0	51.14	50	+64

* Rank change from 2016 (5-year change)
Country notes:

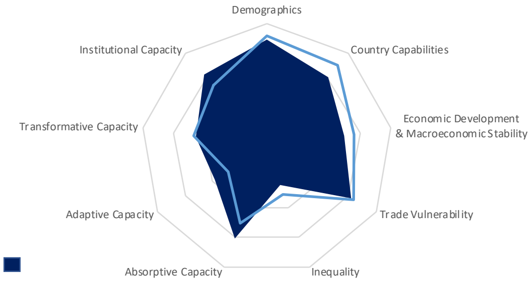
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			40.51	46	-17
7.2.01	ALMP effectiveness	2.9	31.30	85	-15
7.2.02	Formal & informal education & training	3.3	4.29	62	-6
7.2.03	Extent of staff training	4.0	50.05	62	N/A
7.2.04	High-skilled labour	19.3	29.56	79	0
7.2.05	Skilled labour supply	4.0	49.69	85	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.4	40.36	115	N/A
7.2.08	New corporate registrations	20.1	100.00	1	0
7.2.09	GEI attitudes & perceptions subindex	47.6	52.24	28	-2
7.2.10	Venture capital investments	8.5	8.49	45	N/A
7.2.11	Access to loans	3.8	47.24	74	-22
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	36.6	32.35	71	N/A
8. Transformative Capacity			45.50	55	-3
8.1 Transformative Capacity Input			62.33	27	-5
8.1.01	Internet & telephony competition laws	1.2	60.71	111	-2
8.1.02	Futrure orientation of gvt	62.4	68.75	33	N/A
8.1.03	Global Cybersecurity Index	0.4	46.16	87	N/A
8.1.04	Gvt procurement of technology	3.8	46.75	29	+15
8.1.05	GERD (% of GDP)	0.5	12.34	54	+3
8.1.06	Int'l Property Rights (IPR) score	6.0	54.81	47	-9
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	9.6	95.24	3	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.8	76.22	64	-7
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			28.67	108	+2
8.2.01	ICT access (ICT Development Index)	4.6	43.06	88	+6
8.2.02	ICT usage by firms	4.5	57.76	83	+7
8.2.03	ICTs & business model creation	4.0	50.00	104	+5
8.2.04	ICTs & org. model creation	3.5	41.67	110	+8
8.2.05	Scientific & technical journal articles	0.1	4.79	74	+3
8.2.06	Researchers in R&D	179	2.01	82	-2
8.2.07	Technicians in R&D	121	3.67	59	-2
8.2.08	Quality of research institutions	3.5	41.22	91	+5
8.2.09	Industry-university collaboration	3.3	37.97	82	+19
8.2.10	Share of creative goods export	0.0	0.04	103	0
8.2.11	ICT Services Exports	2.2	4.16	111	+13
8.2.12	High-technology net exports	0.8	4.71	69	+15
8.2.13	ICT goods exports	0.2	1.03	95	+5
8.2.14	Medium & high-tech mfg in MVA	5.8	7.10	109	+1
8.2.15	High-tech exports (% of mfg exports)	4.4	6.20	118	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	28.6	34.01	59	+1
8.2.20	CO2 intensity of GDP	0.2	70.01	66	-11
8.2.21	Energy intensity	3.3	80.23	29	+5
8.2.22	Domestic material consumption	23.0	40.03	108	+3
8.2.23	Trademark applications (res + nonres)	0.8	19.66	64	-4
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.07	104	-3
8.2.26	Quality of vocational training	3.8	46.76	86	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.6	43.16	72	+5
8.2.29	Critical thinking	3.3	37.95	82	N/A
8.2.30	Digital skills	3.7	44.89	100	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			50.27	80	+4
9.1.01	GLRI statistical fullness	0.8	51.52	96	-27
9.1.02	World Governance Index	0.6	67.56	39	0
9.1.03	Statistical Capacity Index	51.1	21.15	89	+8
9.1.04	Social capital	49.8	36.88	75	+5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Brazil

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

76 RANK **(52.77)** (SCORE)
GLRI 2016 Rank 87



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**52.33**	**98**	-22
1. Demographics			69.85	78	-3
1.1.01	Share of older population	9.3	69.85	78	-3
2. Country Capabilities			60.42	36	-4
2.1.01	Economic complexity (ECI)	0.6	60.42	36	-4
3. Economic Development and Macroeconomic Stability			50.31	93	-19
3.1.01	GDP per capita	14,652	59.08	72	-8
3.1.02	Services share of economy	63.3	76.28	29	+1
3.1.03	Dependence on natural resources	0.6	40.09	94	-3
3.1.04	Debt dynamics	38.8	38.76	125	N/A
4. Trade Vulnerability			62.02	51	+1
4.1.01	Concentration of exports (HHI)	0.2	87.42	41	-10
4.1.02	Economics diversity (RCAs)	197	42.99	52	-5
4.1.03	Current account balance	-2.2	55.65	62	+9
5. Inequality			24.20	119	0
5.1.01	Income inequality (Gini coefficient)	53.9	24.20	119	0
Cyclical Subindex			**52.99**	**64**	
6. Absorptive Capacity			60.66	64	+13
6.1 Absorptive Capacity Input			56.88	58	N/A
6.1.01	Workers' rights	62.0	59.13	101	N/A
6.1.02	Pension coverage	78.3	78.10	56	N/A
6.1.03	Unemployment coverage	7.8	7.80	59	-2
6.1.04	Coverage of basic health services	79.0	83.61	25	N/A
6.2 Absorptive Capacity Output			61.92	62	-22
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	38.3	69.84	10	-1
6.2.04	Youth unemployment	27.4	22.49	113	-23
6.2.05	Youth not in EET	23.5	34.35	84	+2
6.2.06	Low-skilled labour	46.5	58.72	64	-2
6.2.07	Growth of medium jobs	0.0	36.36	70	-4
6.2.08	Labour income share	60.4	94.27	15	+3
6.2.09	Labour income inequality	4.6	69.34	77	-2
6.2.10	Women in labour force (ratio of LFPR)	73.2	67.66	83	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.2	79.26	67	+4
6.2.13	Physical health	13.9	74.58	72	-1
6.2.14	Mental health	7.2	74.18	51	+4
7. Adaptive Capacity			38.45	102	+16
7.1 Adaptive Capacity Input			48.09	111	+17
7.1.01	Hiring & firing practices	2.8	29.27	128	+5
7.1.02	Ease of hiring foreign labour	3.6	43.92	106	N/A
7.1.03	Effect of taxation on incentive to work	2.2	0.00	136	-2
7.1.04	Time dealing with gvt regulation	14.2	57.53	82	-1
7.1.05	Intensity of local competition	5.3	74.31	52	-4
7.1.06	Trade openness	3.4	40.38	130	-25
7.1.07	Applied tariffs	8.0	36.08	107	+6
7.1.08	Paying taxes	34.4	0.00	130	-5
7.1.09	Enforcing contracts	64.1	67.18	48	+55
7.1.10	Property rights	4.3	55.18	65	+25
7.1.11	Insolvency framework	50.4	54.38	67	-11
7.1.12	Time to start a business	16.6	70.46	94	+36
7.1.13	Cost to start a business	5.0	92.86	55	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-18
7.1.15	Logistics Performance Index	3.0	49.75	56	+8

* Rank change from 2016 (5-year change)
Country notes:

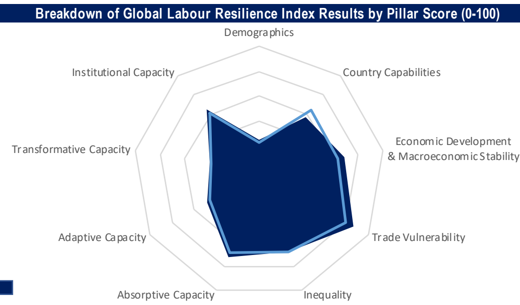
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			28.81	94	-11
7.2.01	ALMP effectiveness	2.7	27.64	101	-4
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	47.11	78	N/A
7.2.04	High-skilled labour	23.5	36.59	66	0
7.2.05	Skilled labour supply	3.4	39.74	122	N/A
7.2.06	Tertiary education attainment	16.5	34.98	44	N/A
7.2.07	Skillset of graduates	3.4	39.68	120	N/A
7.2.08	New corporate registrations	1.3	8.28	74	-13
7.2.09	GEI attitudes & perceptions subindex	31.3	28.32	52	+2
7.2.10	Venture capital investments	1.8	1.80	85	-24
7.2.11	Access to loans	3.6	43.20	86	-6
7.2.13	Microfinance loan portfolio	0.1	0.10	74	-16
7.2.14	Depth of financial system	41.2	38.30	59	N/A
8. Transformative Capacity			45.85	51	-2
8.1 Transformative Capacity Input			55.67	50	-6
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	49.1	46.78	85	N/A
8.1.03	Global Cybersecurity Index	0.6	61.18	71	N/A
8.1.04	Gvt procurement of technology	2.7	28.25	117	-42
8.1.05	GERD (% of GDP)	1.3	29.53	25	0
8.1.06	Int'l Property Rights (IPR) score	5.7	50.56	53	+9
8.1.07	Other R&D incentives	0.1	21.69	13	0
8.1.08	Gvt exp. on education	6.2	79.65	19	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	16.7	66.48	77	-4
8.1.11	ICT infrastructure per school	72.6	72.61	52	-22
8.2 Transformative Capacity Output			36.02	57	-1
8.2.01	ICT access (ICT Development Index)	6.1	62.91	57	-2
8.2.02	ICT usage by firms	4.6	59.63	76	+4
8.2.03	ICTs & business model creation	4.7	61.67	55	+17
8.2.04	ICTs & org. model creation	4.2	53.33	63	+10
8.2.05	Scientific & technical journal articles	0.3	11.42	52	0
8.2.06	Researchers in R&D	881	10.53	53	-3
8.2.07	Technicians in R&D	437	13.65	36	-1
8.2.08	Quality of research institutions	3.7	44.41	77	-30
8.2.09	Industry-university collaboration	3.4	40.27	69	-17
8.2.10	Share of creative goods export	0.3	2.85	46	0
8.2.11	ICT Services Exports	6.3	13.41	64	+17
8.2.12	High-technology net exports	4.5	26.48	32	+12
8.2.13	ICT goods exports	0.4	2.02	80	-1
8.2.14	Medium & high-tech mfg in MVA	35.4	45.10	39	+1
8.2.15	High-tech exports (% of mfg exports)	43.2	60.60	53	+3
8.2.16	Robot adoption rate	10.0	2.29	38	N/A
8.2.17	Environmental goods exports & imports	16.2	10.63	18	0
8.2.18	Green patent applications	0.5	1.52	56	-1
8.2.19	Renewable energy consumption	45.3	53.93	37	+3
8.2.20	CO2 intensity of GDP	0.2	73.76	54	+6
8.2.21	Energy intensity	4.1	69.85	58	-2
8.2.22	Domestic material consumption	6.8	84.22	47	-2
8.2.23	Trademark applications (res + nonres)	1.0	22.41	54	+14
8.2.24	International co-inventions	8.2	8.20	63	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.77	34	-4
8.2.26	Quality of vocational training	3.3	38.63	122	N/A
8.2.27	PISA scores	400.3	29.72	63	+2
8.2.28	Quality of educational system	2.6	26.44	122	-3
8.2.29	Critical thinking	2.7	27.63	120	N/A
8.2.30	Digital skills	3.1	34.79	126	N/A
8.2.31	STEM graduates	17.7	28.66	78	+7
9. Institutional capacity - cross-cutting driver			62.29	44	+17
9.1.01	GLRI statistical fullness	1.0	96.97	2	+4
9.1.02	World Governance Index	-0.2	46.15	77	-9
9.1.03	Statistical Capacity Index	84.4	78.85	17	+39
9.1.04	Social capital	44.3	24.34	114	-3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Bulgaria

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

41 **(60.16)**
RANK (SCORE)
GLRI 2016 Rank 44



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**63.59**	**46**	+10
1. Demographics			25.14	130	+1
1.1.01	Share of older population	21.3	25.14	130	+1
2. Country Capabilities			57.28	44	0
2.1.01	Economic complexity (ECI)	0.5	57.28	44	0
3. Economic Development and Macroeconomic Stability			69.29	46	+10
3.1.01	GDP per capita	23,091	68.14	53	+5
3.1.02	Services share of economy	60.7	72.45	40	+14
3.1.03	Dependence on natural resources	0.4	58.14	73	-2
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			86.83	8	+14
4.1.01	Concentration of exports (HHI)	0.1	96.43	12	0
4.1.02	Economics diversity (RCAs)	345	78.15	18	0
4.1.03	Current account balance	5.4	85.92	18	+21
5. Inequality			68.09	68	0
5.1.01	Income inequality (Gini coefficient)	37.4	68.09	68	0
Cyclical Subindex			**58.44**	**39**	
6. Absorptive Capacity			72.20	14	+2
6.1 Absorptive Capacity Input			66.20	42	-20
6.1.01	Workers' rights	80.0	79.60	39	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	29.6	29.60	33	-3
6.1.04	Coverage of basic health services	66.0	62.30	86	N/A
6.2 Absorptive Capacity Output			74.20	7	+8
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	9.9	72.77	53	+46
6.2.05	Youth not in EET	13.7	63.47	48	+24
6.2.06	Low-skilled labour	36.1	74.57	41	-3
6.2.07	Growth of medium jobs	-0.1	33.96	73	+6
6.2.08	Labour income share	51.4	73.97	50	+5
6.2.09	Labour income inequality	2.6	92.11	14	-1
6.2.10	Women in labour force (ratio of LFPR)	79.4	74.22	60	-6
6.2.11	Gender pay gap	4.1	87.49	7	-2
6.2.12	Longevity	24.9	77.74	73	-5
6.2.13	Physical health	14.7	79.66	50	+11
6.2.14	Mental health	7.9	86.27	19	+1
7. Adaptive Capacity			48.11	60	-9
7.1 Adaptive Capacity Input			59.27	67	-2
7.1.01	Hiring & firing practices	4.0	50.40	51	+31
7.1.02	Ease of hiring foreign labour	4.1	52.25	70	N/A
7.1.03	Effect of taxation on incentive to work	3.5	32.19	94	-10
7.1.04	Time dealing with gvt regulation	16.1	51.81	89	-4
7.1.05	Intensity of local competition	4.8	61.40	91	-20
7.1.06	Trade openness	4.3	54.23	86	+2
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	72.0	49.59	74	-7
7.1.09	Enforcing contracts	67.0	71.94	35	+13
7.1.10	Property rights	3.5	41.83	116	-9
7.1.11	Insolvency framework	57.8	62.37	54	-7
7.1.12	Time to start a business	23.0	58.72	108	-10
7.1.13	Cost to start a business	1.2	98.63	29	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	3.0	50.75	51	-6

* Rank change from 2016 (5-year change)
Country notes:

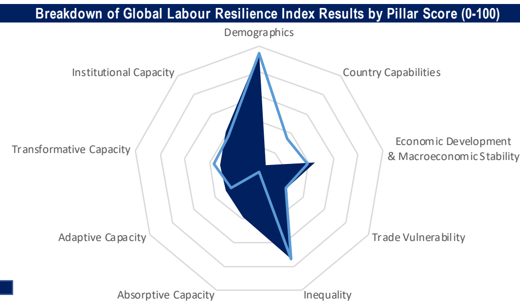
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			36.94	56	-10
7.2.01	ALMP effectiveness	3.4	40.59	62	-9
7.2.02	Formal & informal education & training	24.6	33.18	38	-4
7.2.03	Extent of staff training	3.8	47.03	79	N/A
7.2.04	High-skilled labour	31.9	50.73	42	-1
7.2.05	Skilled labour supply	3.6	43.71	110	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.6	43.83	98	N/A
7.2.08	New corporate registrations	10.1	65.62	13	-2
7.2.09	GEI attitudes & perceptions subindex	28.8	24.60	57	+12
7.2.10	Venture capital investments	2.0	2.00	81	-5
7.2.11	Access to loans	3.9	49.02	62	-11
7.2.13	Microfinance loan portfolio	7.7	7.70	30	+1
7.2.14	Depth of financial system	38.9	35.27	65	N/A
8. Transformative Capacity			40.08	88	+3
8.1 Transformative Capacity Input			44.58	87	-3
8.1.01	Internet & telephony competition laws	1.3	66.67	104	+1
8.1.02	Futrure orientation of gvt	63.0	69.69	32	N/A
8.1.03	Global Cybersecurity Index	0.7	76.97	48	N/A
8.1.04	Gvt procurement of technology	3.3	39.13	64	+28
8.1.05	GERD (% of GDP)	0.8	18.07	46	-8
8.1.06	Int'l Property Rights (IPR) score	5.4	44.71	61	+5
8.1.07	Other R&D incentives	0.0	2.57	40	0
8.1.08	Gvt exp. on education	4.1	47.82	72	+8
8.1.09	Tertiary education exp. per student	5,123	0.02	43	-6
8.1.10	Pupil-teacher ratio (secondary)	12.6	80.19	54	-4
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			35.59	59	+23
8.2.01	ICT access (ICT Development Index)	6.9	72.50	43	+1
8.2.02	ICT usage by firms	4.9	65.63	52	-1
8.2.03	ICTs & business model creation	4.5	58.33	71	+8
8.2.04	ICTs & org. model creation	4.2	53.33	63	+15
8.2.05	Scientific & technical journal articles	0.5	19.26	44	+1
8.2.06	Researchers in R&D	2,343	28.27	35	+3
8.2.07	Technicians in R&D	444	13.87	34	-1
8.2.08	Quality of research institutions	3.9	48.78	59	+18
8.2.09	Industry-university collaboration	3.4	39.30	73	+36
8.2.10	Share of creative goods export	0.2	1.62	55	0
8.2.11	ICT Services Exports	12.3	26.63	26	+5
8.2.12	High-technology net exports	3.8	22.36	37	+5
8.2.13	ICT goods exports	2.8	15.58	39	0
8.2.14	Medium & high-tech mfg in MVA	29.2	37.16	48	+7
8.2.15	High-tech exports (% of mfg exports)	44.7	62.73	49	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.6	5.35	39	-2
8.2.19	Renewable energy consumption	17.1	20.30	80	0
8.2.20	CO2 intensity of GDP	0.3	43.72	106	+5
8.2.21	Energy intensity	6.0	47.27	102	+5
8.2.22	Domestic material consumption	13.9	64.91	90	0
8.2.23	Trademark applications (res + nonres)	0.8	19.48	65	-6
8.2.24	International co-inventions	21.9	21.90	41	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.70	73	-9
8.2.26	Quality of vocational training	3.8	46.68	87	N/A
8.2.27	PISA scores	426.7	40.10	47	-4
8.2.28	Quality of educational system	3.4	39.80	84	+2
8.2.29	Critical thinking	3.5	42.27	61	N/A
8.2.30	Digital skills	4.7	60.91	44	N/A
8.2.31	STEM graduates	19.7	35.43	70	-13
9. Institutional capacity - cross-cutting driver			64.91	39	+6
9.1.01	GLRI statistical fullness	0.9	81.82	17	+3
9.1.02	World Governance Index	0.2	58.58	51	+3
9.1.03	Statistical Capacity Index	84.4	78.85	16	+4
9.1.04	Social capital	46.1	28.56	105	-21

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Burkina Faso

World Bank Inome Group: Low
Global Labour Resilience Index 2021

124 **(39.26)**
RANK (SCORE)
GLRI 2016 Rank 118



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**46.68**	**122**	-14
1. Demographics			95.34	7	+2
1.1.01	Share of older population	2.4	95.34	7	+2
2. Country Capabilities			7.52	117	-14
2.1.01	Economic complexity (ECI)	-1.5	7.52	117	-14
3. Economic Development and Macroeconomic Stability			45.22	105	+8
3.1.01	GDP per capita	2,190	21.26	128	0
3.1.02	Services share of economy	44.0	47.51	119	-37
3.1.03	Dependence on natural resources	0.4	63.24	62	+26
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			25.98	126	+1
4.1.01	Concentration of exports (HHI)	0.7	25.90	130	-1
4.1.02	Economics diversity (RCAs)	43	6.41	125	-12
4.1.03	Current account balance	-4.7	45.63	92	+17
5. Inequality			73.67	51	+2
5.1.01	Income inequality (Gini coefficient)	35.3	73.67	51	+2
Cyclical Subindex			**35.55**	**125**	
6. Absorptive Capacity			37.83	124	N/A
6.1 Absorptive Capacity Input			24.52	109	N/A
6.1.01	Workers' rights	80.0	79.60	39	N/A
6.1.02	Pension coverage	2.7	1.82	119	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	40.0	19.67	128	N/A
6.2 Absorptive Capacity Output			42.27	114	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	8.3	77.25	41	-4
6.2.05	Youth not in EET	41.0	10.44	111	N/A
6.2.06	Low-skilled labour	91.6	0.00	129	0
6.2.07	Growth of medium jobs	0.3	66.18	24	+2
6.2.08	Labour income share	48.5	67.43	68	+4
6.2.09	Labour income inequality	17.8	4.71	127	0
6.2.10	Women in labour force (ratio of LFPR)	77.9	72.64	68	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	15.6	30.68	125	-1
6.2.13	Physical health	9.5	44.79	121	+2
6.2.14	Mental health	5.6	48.54	121	+1
7. Adaptive Capacity			30.43	128	0
7.1 Adaptive Capacity Input			43.29	122	-10
7.1.01	Hiring & firing practices	3.8	45.99	82	-37
7.1.02	Ease of hiring foreign labour	4.9	65.75	12	N/A
7.1.03	Effect of taxation on incentive to work	3.7	38.67	79	-3
7.1.04	Time dealing with gvt regulation	22.2	33.43	105	-3
7.1.05	Intensity of local competition	4.6	54.50	112	-9
7.1.06	Trade openness	4.3	54.31	85	-9
7.1.07	Applied tariffs	7.8	37.41	105	-1
7.1.08	Paying taxes	55.9	20.00	111	+1
7.1.09	Enforcing contracts	41.1	30.23	123	-5
7.1.10	Property rights	3.5	41.64	118	-6
7.1.11	Insolvency framework	40.8	44.04	93	+2
7.1.12	Time to start a business	13.0	77.06	79	-11
7.1.13	Cost to start a business	42.6	35.75	119	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	-18
7.1.15	Logistics Performance Index	2.6	40.50	89	+7

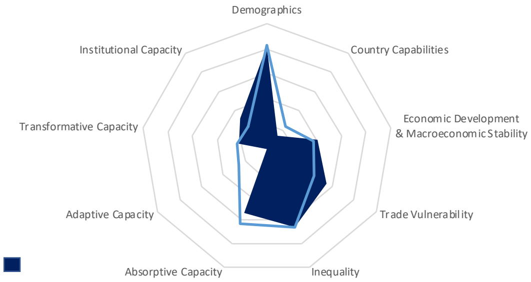
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			17.58	129	-15
7.2.01	ALMP effectiveness	1.9	14.71	127	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	2.9	31.96	131	N/A
7.2.04	High-skilled labour	1.7	0.00	135	0
7.2.05	Skilled labour supply	3.9	47.68	98	N/A
7.2.06	Tertiary education attainment	0.0	0.00	89	-2
7.2.07	Skillset of graduates	3.8	47.13	84	N/A
7.2.08	New corporate registrations	0.3	2.00	105	N/A
7.2.09	GEI attitudes & perceptions subindex	16.6	6.77	86	+4
7.2.10	Venture capital investments	10.0	10.00	38	+5
7.2.11	Access to loans	1.6	10.69	134	-3
7.2.13	Microfinance loan portfolio	31.7	31.70	13	+18
7.2.14	Depth of financial system	18.0	8.35	126	N/A
8. Transformative Capacity			31.48	120	-17
8.1 Transformative Capacity Input			35.25	104	-23
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	45.2	40.25	101	N/A
8.1.03	Global Cybersecurity Index	0.4	41.78	97	N/A
8.1.04	Gvt procurement of technology	3.2	35.91	82	+9
8.1.05	GERD (% of GDP)	0.2	4.89	85	+3
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.2	49.34	69	+5
8.1.09	Tertiary education exp. per student	3,332	0.01	53	-4
8.1.10	Pupil-teacher ratio (secondary)	23.1	45.03	98	0
8.1.11	ICT infrastructure per school	0.0	0.00	74	N/A
8.2 Transformative Capacity Output			27.71	115	-8
8.2.01	ICT access (ICT Development Index)	1.9	8.17	125	+2
8.2.02	ICT usage by firms	4.2	53.26	105	-2
8.2.03	ICTs & business model creation	4.0	50.00	104	-36
8.2.04	ICTs & org. model creation	3.4	40.00	116	-8
8.2.05	Scientific & technical journal articles	0.0	0.45	111	-4
8.2.06	Researchers in R&D	48	0.41	95	-2
8.2.07	Technicians in R&D	37	1.01	78	-2
8.2.08	Quality of research institutions	3.4	39.79	94	-7
8.2.09	Industry-university collaboration	3.2	36.14	93	+6
8.2.10	Share of creative goods export	0.0	0.00	116	0
8.2.11	ICT Services Exports	10.8	23.20	33	-3
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	0.0	0.21	120	+3
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	70.0	83.37	19	0
8.2.20	CO2 intensity of GDP	0.1	88.32	18	-1
8.2.21	Energy intensity	5.7	50.56	96	+4
8.2.22	Domestic material consumption	37.0	1.72	129	0
8.2.23	Trademark applications (res + nonres)	0.0	0.04	126	-4
8.2.24	International co-inventions	0.2	0.23	111	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.00	122	-5
8.2.26	Quality of vocational training	3.8	47.49	83	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.9	31.15	110	+3
8.2.29	Critical thinking	2.8	30.71	111	N/A
8.2.30	Digital skills	2.9	31.52	128	N/A
8.2.31	STEM graduates	19.7	35.48	69	+14
9. Institutional capacity - cross-cutting driver			41.08	108	-1
9.1.01	GLRI statistical fullness	0.8	48.48	100	+3
9.1.02	World Governance Index	-0.4	40.98	95	-4
9.1.03	Statistical Capacity Index	62.2	40.38	69	-1
9.1.04	Social capital	45.9	28.05	106	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Myanmar

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021



119 RANK **(40.59)** (SCORE)
GLRI 2016 Rank 117

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**49.60**	**108**	+13
1. Demographics			81.91	53	+1
1.1.01	Share of older population	6.0	81.91	53	+1
2. Country Capabilities			13.29	112	+6
2.1.01	Economic complexity (ECI)	-1.2	13.29	112	+6
3. Economic Development and Macroeconomic Stability			41.17	116	-1
3.1.01	GDP per capita	5,142	38.25	107	-5
3.1.02	Services share of economy	43.2	46.30	123	+8
3.1.03	Dependence on natural resources	0.6	41.52	93	+5
3.1.04	Debt dynamics	n/a	N/A	N/A	N/A
4. Trade Vulnerability			54.91	64	+31
4.1.01	Concentration of exports (HHI)	0.2	79.02	65	+38
4.1.02	Economics diversity (RCAs)	156	33.25	71	+15
4.1.03	Current account balance	-3.0	52.45	73	+16
5. Inequality			66.22	72	0
5.1.01	Income inequality (Gini coefficient)	38.1	66.22	72	0
Cyclical Subindex			**36.08**	**123**	
6. Absorptive Capacity			54.07	88	-54
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	0.9	0.00	123	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	61.0	54.10	96	N/A
6.2 Absorptive Capacity Output			63.07	54	-3
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	78.9	19.35	42	-7
6.2.04	Youth unemployment	4.0	89.60	16	-12
6.2.05	Youth not in EET	14.9	59.88	54	+13
6.2.06	Low-skilled labour	75.9	13.98	115	-1
6.2.07	Growth of medium jobs	2.2	100.00	1	0
6.2.08	Labour income share	44.4	58.19	90	+3
6.2.09	Labour income inequality	3.2	84.43	36	+2
6.2.10	Women in labour force (ratio of LFPR)	61.4	55.39	105	-4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	20.3	54.56	105	-2
6.2.13	Physical health	12.3	63.48	105	-5
6.2.14	Mental health	8.5	94.96	3	0
7. Adaptive Capacity			N/R	N/A	N/A
7.1 Adaptive Capacity Input			45.92	116	-7
7.1.01	Hiring & firing practices	3.8	46.76	75	-10
7.1.02	Ease of hiring foreign labour	n/a	N/A	N/A	N/A
7.1.03	Effect of taxation on incentive to work	3.8	39.26	76	-6
7.1.04	Time dealing with gvt regulation	0.8	97.89	3	+16
7.1.05	Intensity of local competition	4.4	49.42	122	-27
7.1.06	Trade openness	4.0	50.78	105	-1
7.1.07	Applied tariffs	1.7	87.73	48	-31
7.1.08	Paying taxes	63.9	34.78	93	-16
7.1.09	Enforcing contracts	24.5	3.73	135	-1
7.1.10	Property rights	3.0	34.10	128	-2
7.1.11	Insolvency framework	20.4	21.99	129	-1
7.1.12	Time to start a business	7.0	88.07	38	+42
7.1.13	Cost to start a business	n/a	N/A	N/A	N/A
7.1.14	Ease of getting credit	10.0	10.00	133	-7
7.1.15	Logistics Performance Index	2.3	32.50	124	+4

* Rank change from 2016 (5-year change)
Country notes:

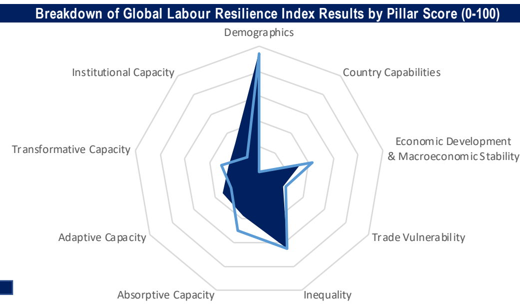
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			N/R	N/A	N/A
7.2.01	ALMP effectiveness	n/a	N/A	N/A	N/A
7.2.02	Formal & informal education & training	0.4	0.25	87	-24
7.2.03	Extent of staff training	n/a	N/A	N/A	N/A
7.2.04	High-skilled labour	5.7	6.61	122	0
7.2.05	Skilled labour supply	n/a	N/A	N/A	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	n/a	N/A	N/A	N/A
7.2.08	New corporate registrations	0.4	2.37	101	0
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	1.4	6.11	136	0
7.2.13	Microfinance loan portfolio	0.2	0.20	64	N/A
7.2.14	Depth of financial system	n/a	N/A	N/A	N/A
8. Transformative Capacity			22.48	134	-7
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	0.0	0.00	132	0
8.1.02	Futrure orientation of gvt	n/a	N/A	N/A	N/A
8.1.03	Global Cybersecurity Index	0.2	16.78	120	N/A
8.1.04	Gvt procurement of technology	2.8	29.59	113	+19
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	0.8	0.00	133	-5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	27.2	31.19	109	+2
8.1.11	ICT infrastructure per school	2.7	2.66	72	N/A
8.2 Transformative Capacity Output			31.59	93	-24
8.2.01	ICT access (ICT Development Index)	3.0	22.44	106	+8
8.2.02	ICT usage by firms	3.3	37.56	133	-3
8.2.03	ICTs & business model creation	3.1	35.00	132	-3
8.2.04	ICTs & org. model creation	2.9	31.67	128	0
8.2.05	Scientific & technical journal articles	0.0	0.13	131	+2
8.2.06	Researchers in R&D	29	0.18	105	N/A
8.2.07	Technicians in R&D	19	0.43	90	N/A
8.2.08	Quality of research institutions	2.4	23.60	132	-2
8.2.09	Industry-university collaboration	2.2	20.82	134	-3
8.2.10	Share of creative goods export	0.0	0.01	111	0
8.2.11	ICT Services Exports	2.9	5.82	103	-62
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.2	1.06	93	+26
8.2.14	Medium & high-tech mfg in MVA	7.6	9.44	102	+1
8.2.15	High-tech exports (% of mfg exports)	13.3	18.61	103	+4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	60.6	72.13	24	-3
8.2.20	CO2 intensity of GDP	0.1	85.03	26	-4
8.2.21	Energy intensity	3.2	81.08	26	-8
8.2.22	Domestic material consumption	17.4	55.43	100	0
8.2.23	Trademark applications (res + nonres)	0.2	3.64	109	-6
8.2.24	International co-inventions	n/a	N/A	N/A	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	n/a	N/A	N/A	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.5	25.79	125	-2
8.2.29	Critical thinking	n/a	N/A	N/A	N/A
8.2.30	Digital skills	n/a	N/A	N/A	N/A
8.2.31	STEM graduates	33.7	84.53	7	-4
9. Institutional capacity - cross-cutting driver			32.21	122	+7
9.1.01	GLRI statistical fullness	0.7	0.00	136	-18
9.1.02	World Governance Index	-0.9	27.70	125	+5
9.1.03	Statistical Capacity Index	74.4	61.54	42	+47
9.1.04	Social capital	58.2	56.01	30	-5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Burundi

World Bank Inome Group: Low
Global Labour Resilience Index 2021

129 RANK **(38.70)** (SCORE)
GLRI 2016 Rank 122



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**52.49**	**97**	-9
1. Demographics			95.70	6	+6
1.1.01	Share of older population	2.3	95.70	6	+6
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			32.95	128	-20
3.1.01	GDP per capita	752	0.00	136	-1
3.1.02	Services share of economy	47.9	53.45	111	-6
3.1.03	Dependence on natural resources	0.5	51.14	84	-33
3.1.04	Debt dynamics	37.4	37.45	128	N/A
4. Trade Vulnerability			22.71	132	-4
4.1.01	Concentration of exports (HHI)	0.5	46.69	121	-4
4.1.02	Economics diversity (RCAs)	36	4.75	128	-7
4.1.03	Current account balance	-11.9	16.68	123	-1
5. Inequality			64.89	73	0
5.1.01	Income inequality (Gini coefficient)	38.6	64.89	73	0
Cyclical Subindex			**31.80**	**133**	
6. Absorptive Capacity			36.90	127	-47
6.1 Absorptive Capacity Input			10.43	118	N/A
6.1.01	Workers' rights	3.0	0.00	113	N/A
6.1.02	Pension coverage	4.0	3.13	117	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	42.0	22.95	124	N/A
6.2 Absorptive Capacity Output			45.72	106	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	89.4	6.33	52	-8
6.2.04	Youth unemployment	2.7	93.36	7	+2
6.2.05	Youth not in EET	6.2	85.83	12	-7
6.2.06	Low-skilled labour	95.1	0.00	129	0
6.2.07	Growth of medium jobs	-0.5	0.00	135	-26
6.2.08	Labour income share	57.0	86.60	29	+1
6.2.09	Labour income inequality	17.7	5.09	126	-2
6.2.10	Women in labour force (ratio of LFPR)	103.4	99.18	2	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	14.2	23.85	129	0
6.2.13	Physical health	11.0	55.03	111	-4
6.2.14	Mental health	5.5	47.68	122	-8
7. Adaptive Capacity			33.42	125	+1
7.1 Adaptive Capacity Input			44.45	121	-6
7.1.01	Hiring & firing practices	4.1	51.24	46	+62
7.1.02	Ease of hiring foreign labour	4.2	52.51	66	N/A
7.1.03	Effect of taxation on incentive to work	3.8	39.88	74	+53
7.1.04	Time dealing with gvt regulation	2.3	93.37	18	+4
7.1.05	Intensity of local competition	3.9	36.27	131	-7
7.1.06	Trade openness	3.7	45.47	125	+5
7.1.07	Applied tariffs	7.9	36.58	106	-7
7.1.08	Paying taxes	60.9	29.16	101	-19
7.1.09	Enforcing contracts	43.0	33.31	118	+3
7.1.10	Property rights	3.0	33.76	129	+1
7.1.11	Insolvency framework	30.6	33.03	117	-4
7.1.12	Time to start a business	5.0	91.74	24	-13
7.1.13	Cost to start a business	33.9	48.96	112	N/A
7.1.14	Ease of getting credit	15.0	15.00	130	-4
7.1.15	Logistics Performance Index	2.1	26.50	133	-30

* Rank change from 2016 (5-year change)
Country notes:

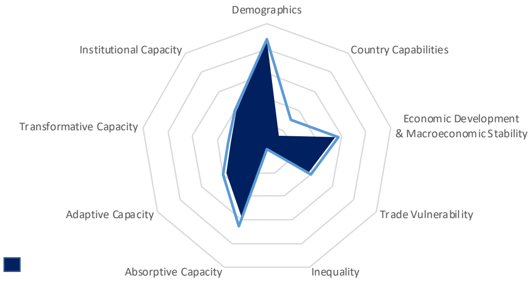
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			22.39	119	N/A
7.2.01	ALMP effectiveness	2.4	23.06	108	N/A
7.2.02	Formal & informal education & training	1.5	1.85	76	-6
7.2.03	Extent of staff training	3.5	42.02	111	N/A
7.2.04	High-skilled labour	2.5	1.28	134	0
7.2.05	Skilled labour supply	4.6	60.46	34	N/A
7.2.06	Tertiary education attainment	0.8	1.70	88	-2
7.2.07	Skillset of graduates	3.9	47.74	79	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.8	30.58	121	+3
7.2.13	Microfinance loan portfolio	3.4	3.40	39	-16
7.2.14	Depth of financial system	20.7	11.79	119	N/A
8. Transformative Capacity			24.80	132	-12
8.1 Transformative Capacity Input			25.56	115	-13
8.1.01	Internet & telephony competition laws	1.5	76.92	98	0
8.1.02	Futrure orientation of gvt	38.9	29.94	117	N/A
8.1.03	Global Cybersecurity Index	0.1	7.46	130	N/A
8.1.04	Gvt procurement of technology	2.9	31.92	100	+21
8.1.05	GERD (% of GDP)	0.1	2.52	101	0
8.1.06	Int'l Property Rights (IPR) score	3.8	17.54	116	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.6	55.94	58	-41
8.1.09	Tertiary education exp. per student	2,007	0.01	63	-3
8.1.10	Pupil-teacher ratio (secondary)	26.6	33.36	106	+10
8.1.11	ICT infrastructure per school	0.0	0.00	74	N/A
8.2 Transformative Capacity Output			24.03	127	-14
8.2.01	ICT access (ICT Development Index)	1.5	2.72	133	0
8.2.02	ICT usage by firms	2.9	32.20	135	0
8.2.03	ICTs & business model creation	3.2	36.67	129	+3
8.2.04	ICTs & org. model creation	3.0	33.33	126	+8
8.2.05	Scientific & technical journal articles	0.0	0.03	134	0
8.2.06	Researchers in R&D	23	0.11	107	N/A
8.2.07	Technicians in R&D	7	0.04	99	N/A
8.2.08	Quality of research institutions	2.7	28.95	122	+6
8.2.09	Industry-university collaboration	3.0	33.84	102	+16
8.2.10	Share of creative goods export	0.0	0.00	129	0
8.2.11	ICT Services Exports	3.2	6.51	97	-79
8.2.12	High-technology net exports	0.0	0.00	115	-23
8.2.13	ICT goods exports	0.1	0.54	105	-29
8.2.14	Medium & high-tech mfg in MVA	2.6	2.97	121	-1
8.2.15	High-tech exports (% of mfg exports)	12.7	17.79	105	-20
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	88.2	100.00	1	0
8.2.20	CO2 intensity of GDP	0.1	95.84	3	0
8.2.21	Energy intensity	8.7	13.34	124	0
8.2.22	Domestic material consumption	45.7	0.00	130	0
8.2.23	Trademark applications (res + nonres)	0.0	0.00	127	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.1	52.48	68	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.1	34.32	102	+25
8.2.29	Critical thinking	3.6	42.73	56	N/A
8.2.30	Digital skills	3.2	37.06	122	N/A
8.2.31	STEM graduates	16.2	23.37	87	+11
9. Institutional capacity - cross-cutting driver			28.96	130	+3
9.1.01	GLRI statistical fullness	0.8	42.42	110	+10
9.1.02	World Governance Index	-1.4	14.73	134	0
9.1.03	Statistical Capacity Index	67.8	50.00	55	+32
9.1.04	Social capital	41.0	16.88	128	+4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Cambodia

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

113 RANK **(43.12)** (SCORE)
GLRI 2016 Rank 91



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**43.76**	**130**	-11
1. Demographics			86.73	42	-3
1.1.01	Share of older population	4.7	86.73	42	-3
2. Country Capabilities			14.32	109	+3
2.1.01	Economic complexity (ECI)	-1.2	14.32	109	+3
3. Economic Development and Macroeconomic Stability			55.36	80	-11
3.1.01	GDP per capita	4,389	35.10	111	-3
3.1.02	Services share of economy	38.8	39.89	130	-3
3.1.03	Dependence on natural resources	0.1	88.83	9	+1
3.1.04	Debt dynamics	49.9	49.89	81	N/A
4. Trade Vulnerability			37.51	112	-12
4.1.01	Concentration of exports (HHI)	0.2	77.63	69	+17
4.1.02	Economics diversity (RCAs)	97	19.24	94	-3
4.1.03	Current account balance	-12.2	15.67	124	-12
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**42.81**	**104**	
6. Absorptive Capacity			57.52	72	-45
6.1 Absorptive Capacity Input			33.78	96	N/A
6.1.01	Workers' rights	59.0	55.72	108	N/A
6.1.02	Pension coverage	5.0	4.14	115	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	60.0	52.46	100	N/A
6.2 Absorptive Capacity Output			65.44	39	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	90.6	4.94	56	-9
6.2.04	Youth unemployment	1.1	97.94	2	0
6.2.05	Youth not in EET	6.1	86.13	11	-10
6.2.06	Low-skilled labour	56.0	44.29	86	+14
6.2.07	Growth of medium jobs	2.9	100.00	1	0
6.2.08	Labour income share	37.6	42.85	113	+1
6.2.09	Labour income inequality	6.3	55.40	96	0
6.2.10	Women in labour force (ratio of LFPR)	85.9	80.92	32	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.9	62.35	98	+2
6.2.13	Physical health	12.4	64.01	103	+5
6.2.14	Mental health	7.6	81.00	30	+5
7. Adaptive Capacity			37.12	109	-34
7.1 Adaptive Capacity Input			41.70	126	-31
7.1.01	Hiring & firing practices	4.0	50.67	49	-29
7.1.02	Ease of hiring foreign labour	4.4	56.48	48	N/A
7.1.03	Effect of taxation on incentive to work	3.9	42.91	66	-17
7.1.04	Time dealing with gvt regulation	16.4	50.90	90	-80
7.1.05	Intensity of local competition	4.8	60.77	93	-11
7.1.06	Trade openness	4.4	56.56	68	+12
7.1.07	Applied tariffs	9.8	20.99	119	-29
7.1.08	Paying taxes	61.3	29.91	99	-30
7.1.09	Enforcing contracts	31.7	15.30	133	-2
7.1.10	Property rights	3.8	46.59	100	+8
7.1.11	Insolvency framework	48.5	52.33	72	-8
7.1.12	Time to start a business	99.0	0.00	130	0
7.1.13	Cost to start a business	51.3	22.53	123	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	-8
7.1.15	Logistics Performance Index	2.6	39.50	96	-14

* Rank change from 2016 (5-year change)
Country notes:

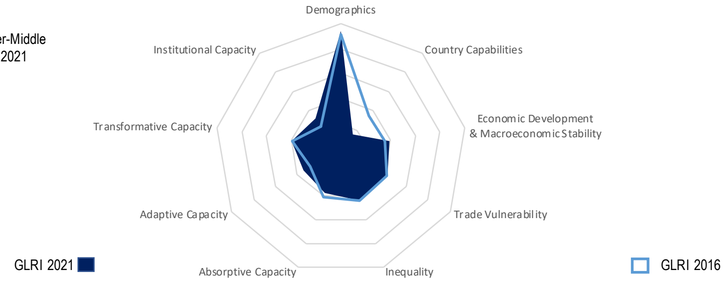
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			32.54	74	-15
7.2.01	ALMP effectiveness	2.9	31.16	86	-19
7.2.02	Formal & informal education & training	1.2	1.38	78	-3
7.2.03	Extent of staff training	3.9	48.40	70	N/A
7.2.04	High-skilled labour	5.5	6.29	124	0
7.2.05	Skilled labour supply	3.5	41.70	116	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	41.85	107	N/A
7.2.08	New corporate registrations	0.7	4.23	88	+2
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	5.7	5.70	55	N/A
7.2.11	Access to loans	3.8	47.32	73	+4
7.2.13	Microfinance loan portfolio	100.0	100.00	1	+1
7.2.14	Depth of financial system	34.7	29.90	79	N/A
8. Transformative Capacity			28.91	128	-9
8.1 Transformative Capacity Input			29.95	113	-12
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	47.3	43.68	96	N/A
8.1.03	Global Cybersecurity Index	0.2	15.57	121	N/A
8.1.04	Gvt procurement of technology	3.2	35.95	81	+17
8.1.05	GERD (% of GDP)	0.1	2.45	104	-1
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	1.9	16.39	132	-6
8.1.09	Tertiary education exp. per student	2,432	0.01	61	-3
8.1.10	Pupil-teacher ratio (secondary)	28.9	25.57	118	-12
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			27.88	114	-3
8.2.01	ICT access (ICT Development Index)	3.3	26.07	100	+5
8.2.02	ICT usage by firms	4.5	58.64	80	-1
8.2.03	ICTs & business model creation	4.6	60.00	59	+13
8.2.04	ICTs & org. model creation	4.6	60.00	40	+17
8.2.05	Scientific & technical journal articles	0.0	0.32	117	+1
8.2.06	Researchers in R&D	30	0.20	104	-2
8.2.07	Technicians in R&D	61	1.76	70	0
8.2.08	Quality of research institutions	2.9	31.79	112	+2
8.2.09	Industry-university collaboration	3.1	35.78	95	+16
8.2.10	Share of creative goods export	0.0	0.29	86	0
8.2.11	ICT Services Exports	1.4	2.55	119	-6
8.2.12	High-technology net exports	1.1	6.47	63	+6
8.2.13	ICT goods exports	1.9	10.77	49	-3
8.2.14	Medium & high-tech mfg in MVA	0.3	0.00	125	0
8.2.15	High-tech exports (% of mfg exports)	9.2	12.84	113	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	61.5	73.19	22	0
8.2.20	CO2 intensity of GDP	0.2	70.70	63	-5
8.2.21	Energy intensity	5.8	49.34	98	-3
8.2.22	Domestic material consumption	28.3	25.41	118	+2
8.2.23	Trademark applications (res + nonres)	0.5	11.52	92	+2
8.2.24	International co-inventions	0.3	0.35	108	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.10	103	-4
8.2.26	Quality of vocational training	3.5	42.06	107	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.5	41.65	76	+21
8.2.29	Critical thinking	3.4	39.88	73	N/A
8.2.30	Digital skills	3.6	42.79	109	N/A
8.2.31	STEM graduates	15.4	20.57	95	-11
9. Institutional capacity - cross-cutting driver			38.61	113	-14
9.1.01	GLRI statistical fullness	0.8	54.55	90	-3
9.1.02	World Governance Index	-0.8	32.13	114	-6
9.1.03	Statistical Capacity Index	60.0	36.54	74	-31
9.1.04	Social capital	49.7	36.81	76	+15

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Cameroon

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

130 RANK **(38.68)** (SCORE)
GLRI 2016 Rank 128



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**43.96**	**129**	-3
1. Demographics			94.16	16	+13
1.1.01	Share of older population	2.7	94.16	16	+13
2. Country Capabilities			14.83	108	-2
2.1.01	Economic complexity (ECI)	-1.2	14.83	108	-2
3. Economic Development and Macroeconomic Stability			39.32	119	-2
3.1.01	GDP per capita	3,653	31.44	113	-1
3.1.02	Services share of economy	49.3	55.40	107	-17
3.1.03	Dependence on natural resources	0.7	28.68	104	+5
3.1.04	Debt dynamics	49.8	49.82	85	N/A
4. Trade Vulnerability			42.64	99	-2
4.1.01	Concentration of exports (HHI)	0.4	64.02	98	+2
4.1.02	Economics diversity (RCAs)	75	14.01	109	-1
4.1.03	Current account balance	-3.6	49.88	83	+2
5. Inequality			43.62	107	-1
5.1.01	Income inequality (Gini coefficient)	46.6	43.62	107	-1
Cyclical Subindex			**36.04**	**124**	
6. Absorptive Capacity			37.46	125	-28
6.1 Absorptive Capacity Input			29.65	101	N/A
6.1.01	Workers' rights	67.0	64.82	84	N/A
6.1.02	Pension coverage	13.0	12.21	104	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	46.0	29.51	116	N/A
6.2 Absorptive Capacity Output			40.07	120	0
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	82.4	15.08	44	-8
6.2.04	Youth unemployment	5.8	84.39	23	0
6.2.05	Youth not in EET	17.0	53.68	62	-4
6.2.06	Low-skilled labour	70.5	22.23	111	0
6.2.07	Growth of medium jobs	0.0	40.52	65	-3
6.2.08	Labour income share	36.4	40.14	119	-2
6.2.09	Labour income inequality	14.4	15.53	123	0
6.2.10	Women in labour force (ratio of LFPR)	87.7	82.82	27	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	12.8	16.87	132	0
6.2.13	Physical health	7.2	28.77	133	0
6.2.14	Mental health	5.1	40.71	130	+1
7. Adaptive Capacity			34.06	121	-1
7.1 Adaptive Capacity Input			45.18	119	-1
7.1.01	Hiring & firing practices	3.9	47.92	66	-16
7.1.02	Ease of hiring foreign labour	4.4	56.11	50	N/A
7.1.03	Effect of taxation on incentive to work	4.4	54.62	29	+9
7.1.04	Time dealing with gvt regulation	17.9	46.39	92	-39
7.1.05	Intensity of local competition	4.9	62.83	85	+17
7.1.06	Trade openness	4.2	53.24	90	+21
7.1.07	Applied tariffs	12.7	15.35	124	-1
7.1.08	Paying taxes	36.3	0.00	130	0
7.1.09	Enforcing contracts	39.9	28.40	125	-3
7.1.10	Property rights	4.1	51.03	82	+7
7.1.11	Insolvency framework	36.6	39.51	109	-7
7.1.12	Time to start a business	13.5	76.15	82	-1
7.1.13	Cost to start a business	35.8	46.08	114	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	+27
7.1.15	Logistics Performance Index	2.6	40.00	91	+35

* Rank change from 2016 (5-year change)
Country notes:

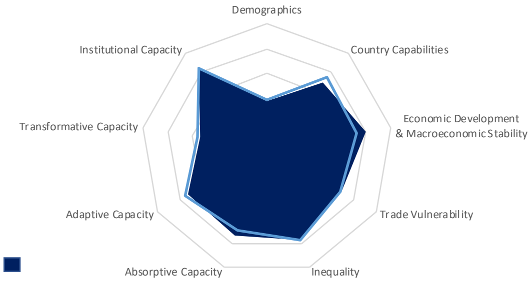
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			22.94	118	N/A
7.2.01	ALMP effectiveness	2.6	25.83	104	N/A
7.2.02	Formal & informal education & training	1.8	2.25	71	-4
7.2.03	Extent of staff training	3.5	41.70	115	N/A
7.2.04	High-skilled labour	11.5	16.37	105	-2
7.2.05	Skilled labour supply	4.4	56.96	48	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	48.70	74	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	17.3	7.77	85	-1
7.2.10	Venture capital investments	3.8	3.76	65	N/A
7.2.11	Access to loans	3.2	36.77	106	-18
7.2.13	Microfinance loan portfolio	2.7	2.70	45	-12
7.2.14	Depth of financial system	19.0	9.58	123	N/A
8. Transformative Capacity			39.78	89	0
8.1 Transformative Capacity Input			41.71	98	-3
8.1.01	Internet & telephony competition laws	1.2	61.11	109	+2
8.1.02	Frutrure orientation of gvt	50.1	48.36	79	N/A
8.1.03	Global Cybersecurity Index	0.4	45.29	90	N/A
8.1.04	Gvt procurement of technology	3.2	36.04	80	-40
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.3	26.68	106	+2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.7	27.75	113	+3
8.1.09	Tertiary education exp. per student	1,448	0.00	64	-3
8.1.10	Pupil-teacher ratio (secondary)	19.3	57.99	91	-6
8.1.11	ICT infrastructure per school	72.2	72.19	53	N/A
8.2 Transformative Capacity Output			37.85	52	-8
8.2.01	ICT access (ICT Development Index)	2.4	14.40	117	+1
8.2.02	ICT usage by firms	4.4	56.63	90	-8
8.2.03	ICTs & business model creation	4.1	51.67	99	-27
8.2.04	ICTs & org. model creation	3.5	41.67	110	-32
8.2.05	Scientific & technical journal articles	0.0	1.30	93	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.6	43.89	80	-1
8.2.09	Industry-university collaboration	3.3	37.60	85	-6
8.2.10	Share of creative goods export	0.0	0.00	127	0
8.2.11	ICT Services Exports	6.8	14.40	59	+5
8.2.12	High-technology net exports	0.2	1.18	90	N/A
8.2.13	ICT goods exports	0.0	0.28	115	+7
8.2.14	Medium & high-tech mfg in MVA	7.6	9.44	103	+1
8.2.15	High-tech exports (% of mfg exports)	12.4	17.43	106	-4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.51	76	+21
8.2.19	Renewable energy consumption	78.7	93.66	12	+4
8.2.20	CO2 intensity of GDP	0.1	86.87	22	-2
8.2.21	Energy intensity	4.8	61.79	77	+5
8.2.22	Domestic material consumption	16.6	57.54	97	0
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.5	0.53	100	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.1	51.38	70	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.5	41.10	79	-21
8.2.29	Critical thinking	3.5	41.66	64	N/A
8.2.30	Digital skills	3.9	48.30	83	N/A
8.2.31	STEM graduates	21.3	41.29	55	-2
9. Institutional capacity - cross-cutting driver			31.97	123	+5
9.1.01	GLRI statistical fullness	0.8	51.52	96	+7
9.1.02	World Governance Index	-1.1	24.77	128	-3
9.1.03	Statistical Capacity Index	56.7	30.77	78	+9
9.1.04	Social capital	44.2	24.08	115	+8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Canada

World Bank Inome Group: High
Global Labour Resilience Index 2021

16 RANK **(70.29)** (SCORE)
GLRI 2016 Rank 16



GLRI 2021 ■   □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**68.49**	**30**	**+6**
1. Demographics			38.57	109	0
1.1.01	Share of older population	17.6	38.57	109	0
2. Country Capabilities			69.64	24	+1
2.1.01	Economic complexity (ECI)	1.0	69.64	24	+1
3. Economic Development and Macroeconomic Stability			80.01	27	+5
3.1.01	GDP per capita	49,031	83.12	18	+1
3.1.02	Services share of economy	66.7	81.49	19	0
3.1.03	Dependence on natural resources	0.4	56.17	77	-4
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			68.28	35	+4
4.1.01	Concentration of exports (HHI)	0.2	88.67	39	-2
4.1.02	Economics diversity (RCAs)	276	61.76	29	+1
4.1.03	Current account balance	-2.5	54.42	66	+16
5. Inequality			77.13	46	+2
5.1.01	Income inequality (Gini coefficient)	34.0	77.13	46	+2
Cyclical Subindex			**71.19**	**16**	
6. Absorptive Capacity			73.10	12	+5
6.1 Absorptive Capacity Input			79.15	16	+3
6.1.01	Workers' rights	79.0	78.46	43	N/A
6.1.02	Pension coverage	100.0	100.00	1	+29
6.1.03	Unemployment coverage	37.8	37.80	23	-3
6.1.04	Coverage of basic health services	89.0	100.00	1	N/A
6.2 Absorptive Capacity Output			71.08	17	-1
6.2.01	Quality of earnings	20.1	55.27	14	0
6.2.02	Quality of working environment	30.1	47.70	14	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	10.8	70.20	57	+8
6.2.05	Youth not in EET	12.4	67.52	41	+4
6.2.06	Low-skilled labour	24.9	91.64	9	-1
6.2.07	Growth of medium jobs	-0.1	27.30	96	+2
6.2.08	Labour income share	61.0	95.62	12	+1
6.2.09	Labour income inequality	2.9	88.75	24	0
6.2.10	Women in labour force (ratio of LFPR)	87.6	82.77	28	+3
6.2.11	Gender pay gap	17.6	45.83	34	+1
6.2.12	Longevity	28.7	96.79	10	0
6.2.13	Physical health	16.0	88.90	10	-3
6.2.14	Mental health	6.7	65.79	80	-9
7. Adaptive Capacity			72.40	7	-4
7.1 Adaptive Capacity Input			75.62	8	-2
7.1.01	Hiring & firing practices	4.7	60.85	15	+4
7.1.02	Ease of hiring foreign labour	4.2	53.61	61	N/A
7.1.03	Effect of taxation on incentive to work	4.5	58.43	21	+1
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.4	79.03	32	-3
7.1.06	Trade openness	4.6	59.36	49	+25
7.1.07	Applied tariffs	1.5	89.80	15	0
7.1.08	Paying taxes	88.1	79.08	17	-9
7.1.09	Enforcing contracts	57.1	56.03	78	-18
7.1.10	Property rights	6.0	83.81	10	0
7.1.11	Insolvency framework	81.0	87.42	12	+1
7.1.12	Time to start a business	1.5	98.17	3	-1
7.1.13	Cost to start a business	0.4	99.85	9	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	-8
7.1.15	Logistics Performance Index	3.7	68.25	19	-7

* Rank change from 2016 (5-year change)
Country notes:

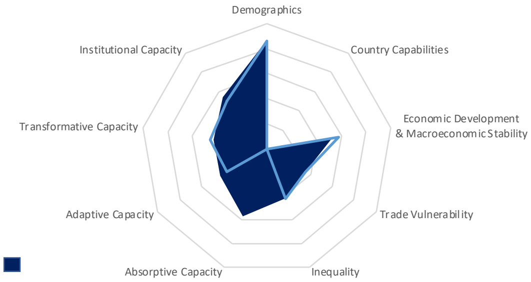
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			69.18	9	-6
7.2.01	ALMP effectiveness	4.7	61.89	21	-8
7.2.02	Formal & informal education & training	57.7	78.20	9	+1
7.2.03	Extent of staff training	4.9	64.38	21	N/A
7.2.04	High-skilled labour	44.8	72.46	19	+1
7.2.05	Skilled labour supply	4.9	64.51	19	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	5.0	66.37	19	N/A
7.2.08	New corporate registrations	0.2	0.92	111	N/A
7.2.09	GEI attitudes & perceptions subindex	77.9	96.77	5	0
7.2.10	Venture capital investments	100.0	100.00	1	+3
7.2.11	Access to loans	4.9	65.38	17	0
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	81.4	90.07	9	N/A
8. Transformative Capacity			53.66	27	-1
8.1 Transformative Capacity Input			56.79	44	-17
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	69.1	79.75	17	N/A
8.1.03	Global Cybersecurity Index	0.9	95.72	9	N/A
8.1.04	Gvt procurement of technology	3.3	38.75	66	-20
8.1.05	GERD (% of GDP)	1.5	23.03	34	-12
8.1.06	Int'l Property Rights (IPR) score	8.3	93.32	10	-2
8.1.07	Other R&D incentives	0.1	15.00	21	+7
8.1.08	Gvt exp. on education	5.3	65.53	38	0
8.1.09	Tertiary education exp. per student	16,121	0.03	12	-9
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			50.52	25	+2
8.2.01	ICT access (ICT Development Index)	7.8	84.31	25	-4
8.2.02	ICT usage by firms	5.6	77.24	22	-1
8.2.03	ICTs & business model creation	5.5	75.00	16	+4
8.2.04	ICTs & org. model creation	5.6	76.67	9	+3
8.2.05	Scientific & technical journal articles	1.6	64.31	11	0
8.2.06	Researchers in R&D	4,326	52.35	24	-8
8.2.07	Technicians in R&D	1,268	39.96	16	-2
8.2.08	Quality of research institutions	5.7	78.51	9	+6
8.2.09	Industry-university collaboration	4.6	60.00	22	-4
8.2.10	Share of creative goods export	2.6	21.92	21	0
8.2.11	ICT Services Exports	8.3	17.79	46	+2
8.2.12	High-technology net exports	4.9	28.83	31	-2
8.2.13	ICT goods exports	2.0	11.05	47	+1
8.2.14	Medium & high-tech mfg in MVA	38.0	48.45	35	-2
8.2.15	High-tech exports (% of mfg exports)	55.7	78.23	30	-9
8.2.16	Robot adoption rate	145.0	46.50	12	N/A
8.2.17	Environmental goods exports & imports	30.7	22.22	11	0
8.2.18	Green patent applications	15.4	52.15	16	+1
8.2.19	Renewable energy consumption	23.2	27.57	72	+3
8.2.20	CO2 intensity of GDP	0.3	36.64	111	+2
8.2.21	Energy intensity	7.6	27.86	115	+1
8.2.22	Domestic material consumption	3.3	93.86	28	0
8.2.23	Trademark applications (res + nonres)	1.7	38.93	26	+7
8.2.24	International co-inventions	85.2	85.24	13	N/A
8.2.25	Patent applications (res + nonres)	1.0	16.82	8	-1
8.2.26	Quality of vocational training	5.1	67.57	14	N/A
8.2.27	PISA scores	516.7	75.57	6	-2
8.2.28	Quality of educational system	5.4	73.20	8	+3
8.2.29	Critical thinking	4.9	64.49	12	N/A
8.2.30	Digital skills	5.1	67.88	18	N/A
8.2.31	STEM graduates	21.3	41.17	56	+9
9. Institutional capacity - cross-cutting driver			84.42	10	0
9.1.01	GLRI statistical fullness	0.9	66.67	60	-1
9.1.02	World Governance Index	1.6	94.19	10	-2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	69.1	80.90	10	+2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Cape Verde

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

80 RANK **(51.98)** (SCORE)
GLRI 2016 Rank 76



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.12**	**78**	+5
1. Demographics			86.81	41	+2
1.1.01	Share of older population	4.7	86.81	41	+2
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			53.46	87	-19
3.1.01	GDP per capita	7,172	44.87	98	-2
3.1.02	Services share of economy	61.4	73.50	35	+2
3.1.03	Dependence on natural resources	0.3	65.48	58	+11
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			35.36	116	-5
4.1.01	Concentration of exports (HHI)	0.5	52.45	115	+8
4.1.02	Economics diversity (RCAs)	53	8.79	120	-3
4.1.03	Current account balance	-4.9	44.83	98	-23
5. Inequality			42.02	111	-1
5.1.01	Income inequality (Gini coefficient)	47.2	42.02	111	-1
Cyclical Subindex			**50.41**	**77**	
6. Absorptive Capacity			57.00	78	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	85.8	85.67	46	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			50.52	98	-12
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	57.8	45.59	20	-2
6.2.04	Youth unemployment	28.0	20.71	114	-1
6.2.05	Youth not in EET	30.3	14.37	104	N/A
6.2.06	Low-skilled labour	55.5	45.04	85	+1
6.2.07	Growth of medium jobs	0.1	44.81	55	+14
6.2.08	Labour income share	42.2	53.23	99	+1
6.2.09	Labour income inequality	5.1	64.49	89	-2
6.2.10	Women in labour force (ratio of LFPR)	79.0	73.72	65	-36
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.4	75.16	79	+3
6.2.13	Physical health	13.1	69.33	94	+2
6.2.14	Mental health	5.6	49.27	119	+1
7. Adaptive Capacity			43.12	87	+3
7.1 Adaptive Capacity Input			51.67	97	+10
7.1.01	Hiring & firing practices	3.8	46.59	77	+20
7.1.02	Ease of hiring foreign labour	4.6	60.13	28	N/A
7.1.03	Effect of taxation on incentive to work	3.8	40.80	73	+25
7.1.04	Time dealing with gvt regulation	3.9	88.55	28	+5
7.1.05	Intensity of local competition	4.4	51.15	118	-10
7.1.06	Trade openness	4.1	51.12	103	-13
7.1.07	Applied tariffs	10.9	11.89	128	-1
7.1.08	Paying taxes	75.0	55.14	65	+5
7.1.09	Enforcing contracts	64.8	68.39	43	-14
7.1.10	Property rights	4.2	53.16	73	+6
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	9.0	84.40	57	+30
7.1.13	Cost to start a business	15.4	77.06	92	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	-21
7.1.15	Logistics Performance Index	n/a	N/A	N/A	N/A

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			34.58	66	N/A
7.2.01	ALMP effectiveness	2.8	29.96	94	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.5	41.93	112	N/A
7.2.04	High-skilled labour	17.8	27.04	86	-5
7.2.05	Skilled labour supply	4.2	53.45	62	N/A
7.2.06	Tertiary education attainment	6.9	14.65	71	-2
7.2.07	Skillset of graduates	3.8	47.11	85	N/A
7.2.08	New corporate registrations	4.0	25.81	36	-1
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.0	34.00	114	-20
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	40.4	37.26	63	N/A
8. Transformative Capacity			42.98	71	-18
8.1 Transformative Capacity Input			53.38	58	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	47.9	44.70	94	N/A
8.1.03	Global Cybersecurity Index	0.1	3.51	132	N/A
8.1.04	Gvt procurement of technology	3.4	39.77	60	-25
8.1.05	GERD (% of GDP)	0.1	1.37	113	-1
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.4	66.87	34	+7
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	15.4	70.86	72	-1
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			32.58	84	-7
8.2.01	ICT access (ICT Development Index)	4.9	47.34	78	+3
8.2.02	ICT usage by firms	4.4	57.49	86	+11
8.2.03	ICTs & business model creation	4.4	56.67	78	-15
8.2.04	ICTs & org. model creation	4.0	50.00	80	-7
8.2.05	Scientific & technical journal articles	0.0	0.60	105	-10
8.2.06	Researchers in R&D	49	0.43	94	-2
8.2.07	Technicians in R&D	8	0.08	98	-5
8.2.08	Quality of research institutions	3.4	40.07	92	+12
8.2.09	Industry-university collaboration	3.2	37.05	89	+4
8.2.10	Share of creative goods export	0.0	0.00	119	0
8.2.11	ICT Services Exports	5.0	10.39	74	+5
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.3	1.97	81	0
8.2.14	Medium & high-tech mfg in MVA	27.1	34.45	55	+2
8.2.15	High-tech exports (% of mfg exports)	0.0	0.00	125	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.6	2.10	52	-10
8.2.19	Renewable energy consumption	22.9	27.25	73	-9
8.2.20	CO2 intensity of GDP	0.2	73.21	57	-7
8.2.21	Energy intensity	2.9	85.23	15	-2
8.2.22	Domestic material consumption	11.7	70.85	79	-1
8.2.23	Trademark applications (res + nonres)	0.6	14.42	81	N/A
8.2.24	International co-inventions	8.5	8.47	59	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.13	100	N/A
8.2.26	Quality of vocational training	4.0	50.08	74	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.0	49.28	51	+1
8.2.29	Critical thinking	3.6	42.70	58	N/A
8.2.30	Digital skills	5.1	67.88	18	N/A
8.2.31	STEM graduates	16.4	24.04	84	+17
9. Institutional capacity - cross-cutting driver			54.47	74	-4
9.1.01	GLRI statistical fullness	0.8	45.45	106	+6
9.1.02	World Governance Index	0.5	65.71	40	0
9.1.03	Statistical Capacity Index	64.4	44.23	68	+4
9.1.04	Social capital	54.7	48.06	44	+5

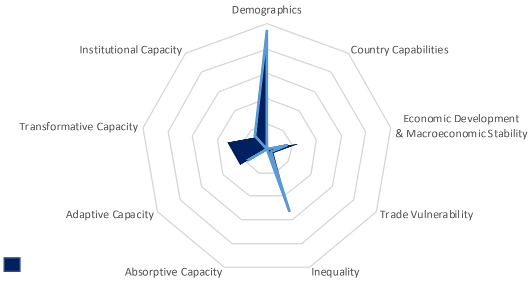
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Chad

World Bank Inome Group: Low
Global Labour Resilience Index 2021

136 **(30.24)**
RANK (SCORE)
GLRI 2016 Rank 134



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**32.62**	**135**	+1
1. Demographics			95.03	10	0
1.1.01	Share of older population	2.5	95.03	10	0
2. Country Capabilities			1.42	119	+2
2.1.01	Economic complexity (ECI)	-1.7	1.42	119	+2
3. Economic Development and Macroeconomic Stability			26.12	135	-1
3.1.01	GDP per capita	1,580	14.77	132	-11
3.1.02	Services share of economy	40.5	42.30	128	+6
3.1.03	Dependence on natural resources	0.9	5.50	129	+5
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			6.50	136	0
4.1.01	Concentration of exports (HHI)	0.8	13.00	133	+2
4.1.02	Economics diversity (RCAs)	16	0.00	136	-1
4.1.03	Current account balance	n/a	N/A	N/A	N/A
5. Inequality			52.39	98	0
5.1.01	Income inequality (Gini coefficient)	43.3	52.39	98	0
Cyclical Subindex			**29.05**	**134**	
6. Absorptive Capacity			N/R	N/A	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	68.0	65.96	83	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	28.0	0.00	135	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	3.1	92.23	9	+1
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	80.9	6.39	120	-3
6.2.07	Growth of medium jobs	0.7	97.83	8	-7
6.2.08	Labour income share	55.6	83.45	33	+4
6.2.09	Labour income inequality	46.1	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	82.5	77.37	52	-4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	9.5	0.00	136	0
6.2.13	Physical health	6.4	23.53	134	-3
6.2.14	Mental health	4.7	35.14	132	0
7. Adaptive Capacity			24.59	132	+3
7.1 Adaptive Capacity Input			28.99	135	-1
7.1.01	Hiring & firing practices	3.5	42.01	101	-10
7.1.02	Ease of hiring foreign labour	4.2	52.80	65	N/A
7.1.03	Effect of taxation on incentive to work	3.4	29.84	103	-6
7.1.04	Time dealing with gvt regulation	13.3	63.78	74	+26
7.1.05	Intensity of local competition	3.7	29.37	133	-6
7.1.06	Trade openness	3.4	39.18	131	+3
7.1.07	Applied tariffs	16.4	12.94	126	+1
7.1.08	Paying taxes	17.9	0.00	130	0
7.1.09	Enforcing contracts	45.5	37.38	114	0
7.1.10	Property rights	2.9	31.67	131	-3
7.1.11	Insolvency framework	28.1	30.34	124	-5
7.1.12	Time to start a business	58.0	0.00	130	-3
7.1.13	Cost to start a business	171.3	0.00	128	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	-18
7.1.15	Logistics Performance Index	2.4	35.50	113	-5

* Rank change from 2016 (5-year change)
Country notes:

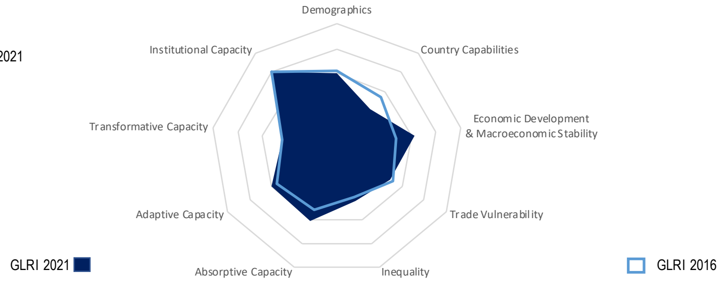
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			20.20	124	N/A
7.2.01	ALMP effectiveness	2.2	19.78	114	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.0	33.90	128	N/A
7.2.04	High-skilled labour	5.3	5.93	126	0
7.2.05	Skilled labour supply	3.9	47.58	99	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.0	49.29	70	N/A
7.2.08	New corporate registrations	0.1	0.59	115	-12
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.5	24.35	127	-10
7.2.13	Microfinance loan portfolio	0.1	0.10	74	-16
7.2.14	Depth of financial system	11.7	0.26	133	N/A
8. Transformative Capacity			31.84	119	N/A
8.1 Transformative Capacity Input			24.30	117	-14
8.1.01	Internet & telephony competition laws	1.5	75.00	100	0
8.1.02	Futrure orientation of gvt	30.8	16.56	130	N/A
8.1.03	Global Cybersecurity Index	0.1	8.66	128	N/A
8.1.04	Gvt procurement of technology	2.7	27.83	119	+7
8.1.05	GERD (% of GDP)	0.3	7.26	75	0
8.1.06	Int'l Property Rights (IPR) score	3.8	17.40	117	-14
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.1	34.43	97	+13
8.1.09	Tertiary education exp. per student	3,062	0.01	56	-3
8.1.10	Pupil-teacher ratio (secondary)	27.1	31.56	108	-6
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			N/R	N/A	N/A
8.2.01	ICT access (ICT Development Index)	1.3	0.00	134	0
8.2.02	ICT usage by firms	2.9	31.81	136	0
8.2.03	ICTs & business model creation	2.8	30.00	134	-2
8.2.04	ICTs & org. model creation	2.2	20.00	135	-2
8.2.05	Scientific & technical journal articles	0.0	0.00	135	+1
8.2.06	Researchers in R&D	58	0.54	92	-2
8.2.07	Technicians in R&D	8	0.10	97	-5
8.2.08	Quality of research institutions	2.9	31.85	111	+21
8.2.09	Industry-university collaboration	2.6	25.85	125	+7
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	85.4	100.00	1	0
8.2.20	CO2 intensity of GDP	0.0	100.00	1	0
8.2.21	Energy intensity	3.3	80.35	28	-16
8.2.22	Domestic material consumption	19.3	50.12	103	-2
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	3.4	39.87	116	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.5	24.77	127	+2
8.2.29	Critical thinking	3.0	34.16	98	N/A
8.2.30	Digital skills	2.9	31.48	129	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			12.77	135	-1
9.1.01	GLRI statistical fullness	0.7	6.06	134	0
9.1.02	World Governance Index	-1.4	16.09	133	0
9.1.03	Statistical Capacity Index	50.0	19.23	90	-16
9.1.04	Social capital	33.6	0.00	136	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Chile

World Bank Inome Group: High
Global Labour Resilience Index 2021

48 RANK **(57.84)** (SCORE)
GLRI 2016 Rank 51



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**50.92**	**103**	+6
1. Demographics			60.05	85	0
1.1.01	Share of older population	11.9	60.05	85	0
2. Country Capabilities			41.56	71	-9
2.1.01	Economic complexity (ECI)	-0.1	41.56	71	-9
3. Economic Development and Macroeconomic Stability			62.84	57	+43
3.1.01	GDP per capita	24,226	69.09	52	-3
3.1.02	Services share of economy	58.7	69.51	52	+6
3.1.03	Dependence on natural resources	0.8	16.10	121	-4
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			49.24	81	0
4.1.01	Concentration of exports (HHI)	0.3	67.75	89	+2
4.1.02	Economics diversity (RCAs)	133	27.79	80	-3
4.1.03	Current account balance	-3.1	52.18	75	-13
5. Inequality			43.62	107	+5
5.1.01	Income inequality (Gini coefficient)	46.6	43.62	107	+5
Cyclical Subindex			**61.31**	**31**	
6. Absorptive Capacity			60.97	62	+8
6.1 Absorptive Capacity Input			64.85	45	-2
6.1.01	Workers' rights	70.0	68.23	75	N/A
6.1.02	Pension coverage	78.6	78.41	54	-2
6.1.03	Unemployment coverage	45.6	45.60	17	+9
6.1.04	Coverage of basic health services	70.0	68.85	70	N/A
6.2 Absorptive Capacity Output			59.67	70	+12
6.2.01	Quality of earnings	6.8	6.91	36	0
6.2.02	Quality of working environment	28.2	42.19	21	0
6.2.03	Share of informal employment	27.7	82.98	5	N/A
6.2.04	Youth unemployment	19.0	46.65	98	-24
6.2.05	Youth not in EET	16.5	55.19	59	+12
6.2.06	Low-skilled labour	41.5	66.37	52	+2
6.2.07	Growth of medium jobs	0.0	34.69	72	-4
6.2.08	Labour income share	62.1	98.11	9	+4
6.2.09	Labour income inequality	4.3	72.57	69	+1
6.2.10	Women in labour force (ratio of LFPR)	70.0	64.39	90	+3
6.2.11	Gender pay gap	21.1	35.18	38	+1
6.2.12	Longevity	27.3	89.82	30	0
6.2.13	Physical health	14.2	76.71	64	+3
6.2.14	Mental health	6.5	63.64	86	-2
7. Adaptive Capacity			59.61	29	+1
7.1 Adaptive Capacity Input			68.67	35	-9
7.1.01	Hiring & firing practices	3.1	34.39	120	-15
7.1.02	Ease of hiring foreign labour	4.5	58.89	34	N/A
7.1.03	Effect of taxation on incentive to work	4.7	63.81	17	+1
7.1.04	Time dealing with gvt regulation	9.9	70.48	64	0
7.1.05	Intensity of local competition	5.2	72.83	60	-36
7.1.06	Trade openness	5.2	70.08	12	+6
7.1.07	Applied tariffs	0.5	97.93	3	+1
7.1.08	Paying taxes	75.3	55.61	64	-36
7.1.09	Enforcing contracts	64.7	68.12	44	+5
7.1.10	Property rights	5.2	70.69	29	+4
7.1.11	Insolvency framework	60.1	64.80	47	+6
7.1.12	Time to start a business	4.0	93.58	12	+24
7.1.13	Cost to start a business	3.0	95.90	46	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	-28
7.1.15	Logistics Performance Index	3.3	58.00	32	+8

* Rank change from 2016 (5-year change)
Country notes:

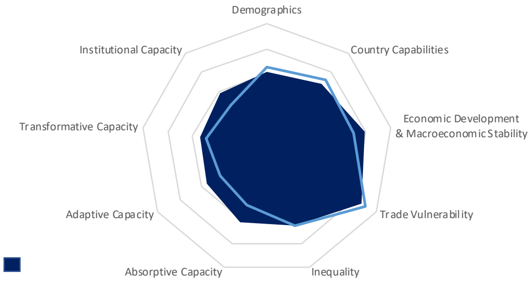
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			50.55	27	+6
7.2.01	ALMP effectiveness	3.0	32.74	78	-13
7.2.02	Formal & informal education & training	47.1	63.73	22	-3
7.2.03	Extent of staff training	4.1	52.05	54	N/A
7.2.04	High-skilled labour	26.8	42.24	55	+6
7.2.05	Skilled labour supply	4.9	64.41	21	N/A
7.2.06	Tertiary education attainment	13.1	27.71	51	-2
7.2.07	Skillset of graduates	4.5	59.04	37	N/A
7.2.08	New corporate registrations	10.3	67.00	11	+4
7.2.09	GEI attitudes & perceptions subindex	70.3	85.66	10	-2
7.2.10	Venture capital investments	3.0	3.00	73	+10
7.2.11	Access to loans	5.0	66.71	14	+5
7.2.13	Microfinance loan portfolio	15.2	15.20	20	+19
7.2.14	Depth of financial system	71.8	77.71	20	N/A
8. Transformative Capacity			44.53	62	-1
8.1 Transformative Capacity Input			52.87	61	+1
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutture orientation of gvt	64.1	71.45	29	N/A
8.1.03	Global Cybersecurity Index	0.5	49.45	82	N/A
8.1.04	Gvt procurement of technology	2.8	30.39	108	-69
8.1.05	GERD (% of GDP)	0.4	8.21	70	-2
8.1.06	Int'l Property Rights (IPR) score	6.9	69.61	27	-2
8.1.07	Other R&D incentives	0.0	4.19	36	+2
8.1.08	Gvt exp. on education	3.1	34.43	97	-39
8.1.09	Tertiary education exp. per student	7,970	100.00	1	+30
8.1.10	Pupil-teacher ratio (secondary)	18.4	60.97	83	+1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			36.18	56	+1
8.2.01	ICT access (ICT Development Index)	6.6	68.74	48	+1
8.2.02	ICT usage by firms	5.2	70.56	35	-2
8.2.03	ICTs & business model creation	5.3	71.67	27	-3
8.2.04	ICTs & org. model creation	4.5	58.33	47	-13
8.2.05	Scientific & technical journal articles	0.4	15.05	48	0
8.2.06	Researchers in R&D	493	5.82	68	-3
8.2.07	Technicians in R&D	303	9.44	46	-3
8.2.08	Quality of research institutions	4.4	56.04	41	+7
8.2.09	Industry-university collaboration	3.5	42.08	56	-19
8.2.10	Share of creative goods export	0.1	0.67	74	0
8.2.11	ICT Services Exports	3.4	6.99	94	+5
8.2.12	High-technology net exports	0.8	4.71	69	0
8.2.13	ICT goods exports	0.4	2.05	79	-2
8.2.14	Medium & high-tech mfg in MVA	21.0	26.57	70	-5
8.2.15	High-tech exports (% of mfg exports)	9.2	12.87	112	-6
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.3	4.33	42	-4
8.2.19	Renewable energy consumption	23.5	27.98	68	-1
8.2.20	CO2 intensity of GDP	0.2	63.75	75	+4
8.2.21	Energy intensity	3.9	72.41	55	-10
8.2.22	Domestic material consumption	12.1	69.80	81	0
8.2.23	Trademark applications (res + nonres)	1.8	42.08	24	-2
8.2.24	International co-inventions	7.5	7.46	65	N/A
8.2.25	Patent applications (res + nonres)	0.2	3.76	27	-3
8.2.26	Quality of vocational training	4.9	65.27	18	N/A
8.2.27	PISA scores	437.7	44.44	43	-1
8.2.28	Quality of educational system	3.4	39.86	83	-17
8.2.29	Critical thinking	3.3	38.05	81	N/A
8.2.30	Digital skills	4.3	54.41	62	N/A
8.2.31	STEM graduates	20.5	38.24	65	-1
9. Institutional capacity - cross-cutting driver			80.32	15	0
9.1.01	GLRI statistical fullness	0.9	93.94	5	+1
9.1.02	World Governance Index	1.0	78.84	24	-2
9.1.03	Statistical Capacity Index	90.0	88.46	7	-6
9.1.04	Social capital	52.4	42.75	57	+3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

China

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

33 RANK **(63.02)** (SCORE)
GLRI 2016 Rank 48



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**72.72**	**21**	+1
1. Demographics			61.57	83	-1
1.1.01	Share of older population	11.5	61.57	83	-1
2. Country Capabilities			67.47	29	0
2.1.01	Economic complexity (ECI)	0.9	67.47	29	0
3. Economic Development and Macroeconomic Stability			79.18	30	+9
3.1.01	GDP per capita	16,117	60.98	67	+2
3.1.02	Services share of economy	53.9	62.36	82	+18
3.1.03	Dependence on natural resources	0.1	87.44	10	+4
3.1.04	Debt dynamics	97.6	97.55	39	N/A
4. Trade Vulnerability			87.21	7	-1
4.1.01	Concentration of exports (HHI)	0.1	95.72	15	+8
4.1.02	Economics diversity (RCAs)	546	100.00	1	0
4.1.03	Current account balance	0.4	65.91	40	-15
5. Inequality			64.89	73	0
5.1.01	Income inequality (Gini coefficient)	38.6	64.89	73	0
Cyclical Subindex			**58.17**	**42**	
6. Absorptive Capacity			62.57	54	+27
6.1 Absorptive Capacity Input			67.83	38	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	23.1	23.10	40	+13
6.1.04	Coverage of basic health services	79.0	83.61	25	N/A
6.2 Absorptive Capacity Output			60.81	67	-3
6.2.01	Quality of earnings	6.8	6.91	36	0
6.2.02	Quality of working environment	28.9	44.28	17	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	10.3	71.43	56	-3
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	53.6	47.96	81	+2
6.2.07	Growth of medium jobs	0.1	47.11	52	-9
6.2.08	Labour income share	51.3	73.75	52	+3
6.2.09	Labour income inequality	7.7	45.49	103	+2
6.2.10	Women in labour force (ratio of LFPR)	80.3	75.13	58	-6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.1	83.38	49	-1
6.2.13	Physical health	16.5	91.99	6	-4
6.2.14	Mental health	7.6	81.50	29	+7
7. Adaptive Capacity			55.18	38	+18
7.1 Adaptive Capacity Input			69.77	29	+15
7.1.01	Hiring & firing practices	4.5	57.74	24	-9
7.1.02	Ease of hiring foreign labour	4.5	58.02	39	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.06	41	+14
7.1.04	Time dealing with gvt regulation	0.9	97.59	6	-1
7.1.05	Intensity of local competition	5.5	79.36	31	+9
7.1.06	Trade openness	4.5	58.09	56	-9
7.1.07	Applied tariffs	3.4	73.88	68	+18
7.1.08	Paying taxes	67.9	42.05	83	+13
7.1.09	Enforcing contracts	79.0	91.07	6	+27
7.1.10	Property rights	4.6	59.60	50	-3
7.1.11	Insolvency framework	62.1	66.97	45	+3
7.1.12	Time to start a business	8.5	85.32	53	+55
7.1.13	Cost to start a business	0.6	99.54	13	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-4
7.1.15	Logistics Performance Index	3.6	65.25	24	+2

* Rank change from 2016 (5-year change)
Country notes:

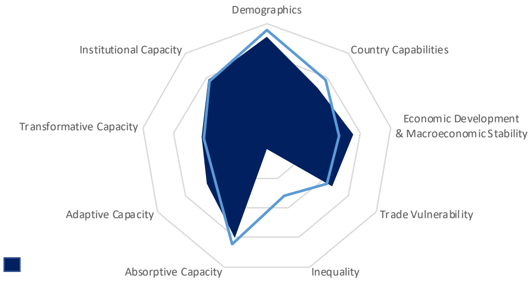
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			40.58	45	+25
7.2.01	ALMP effectiveness	4.5	58.23	27	-8
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.5	58.27	36	N/A
7.2.04	High-skilled labour	17.0	25.73	88	+3
7.2.05	Skilled labour supply	4.6	59.70	37	N/A
7.2.06	Tertiary education attainment	3.6	7.56	79	-3
7.2.07	Skillset of graduates	4.5	59.12	36	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	31.4	28.40	51	+6
7.2.10	Venture capital investments	19.5	19.50	25	+17
7.2.11	Access to loans	4.5	57.78	33	-13
7.2.13	Microfinance loan portfolio	0.2	0.20	64	+7
7.2.14	Depth of financial system	67.3	71.89	25	N/A
8. Transformative Capacity			53.87	26	+13
8.1 Transformative Capacity Input			60.73	30	+29
8.1.01	Internet & telephony competition laws	1.1	57.14	116	-2
8.1.02	Future orientation of gvt	65.3	73.49	27	N/A
8.1.03	Global Cybersecurity Index	0.8	88.71	29	N/A
8.1.04	Gvt procurement of technology	4.5	58.79	10	0
8.1.05	GERD (% of GDP)	2.1	49.42	14	+2
8.1.06	Int'l Property Rights (IPR) score	5.9	53.21	50	0
8.1.07	Other R&D incentives	0.1	15.19	20	-2
8.1.08	Gvt exp. on education	3.1	34.43	97	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.3	78.11	58	-3
8.1.11	ICT infrastructure per school	98.8	98.83	36	N/A
8.2 Transformative Capacity Output			47.01	29	+3
8.2.01	ICT access (ICT Development Index)	5.6	56.16	68	+2
8.2.02	ICT usage by firms	4.9	64.73	55	+3
8.2.03	ICTs & business model creation	4.7	61.67	55	-9
8.2.04	ICTs & org. model creation	4.6	60.00	40	-14
8.2.05	Scientific & technical journal articles	0.4	14.83	49	0
8.2.06	Researchers in R&D	1,307	15.70	47	-1
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.6	60.54	34	+2
8.2.09	Industry-university collaboration	4.4	56.50	26	+4
8.2.10	Share of creative goods export	63.6	100.00	1	0
8.2.11	ICT Services Exports	12.7	27.41	23	+5
8.2.12	High-technology net exports	27.9	100.00	1	0
8.2.13	ICT goods exports	27.1	94.88	2	-1
8.2.14	Medium & high-tech mfg in MVA	41.5	52.88	29	-3
8.2.15	High-tech exports (% of mfg exports)	60.5	84.97	21	+1
8.2.16	Robot adoption rate	68.0	21.28	22	N/A
8.2.17	Environmental goods exports & imports	124.0	96.80	3	0
8.2.18	Green patent applications	2.1	7.11	34	+5
8.2.19	Renewable energy consumption	12.8	15.21	93	+3
8.2.20	CO2 intensity of GDP	0.5	0.00	128	0
8.2.21	Energy intensity	6.1	46.05	105	+6
8.2.22	Domestic material consumption	21.7	43.40	106	0
8.2.23	Trademark applications (res + nonres)	1.5	34.06	35	-4
8.2.24	International co-inventions	19.7	19.70	46	N/A
8.2.25	Patent applications (res + nonres)	1.1	18.23	7	+3
8.2.26	Quality of vocational training	4.5	58.88	39	N/A
8.2.27	PISA scores	578.7	100.00	1	+6
8.2.28	Quality of educational system	4.5	58.61	28	+21
8.2.29	Critical thinking	4.4	56.06	25	N/A
8.2.30	Digital skills	4.7	60.98	43	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			58.34	62	+24
9.1.01	GLRI statistical fullness	0.9	75.76	38	+21
9.1.02	World Governance Index	-0.3	44.34	82	+13
9.1.03	Statistical Capacity Index	80.0	71.15	26	+39
9.1.04	Social capital	57.2	53.89	32	+12

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Colombia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

74 RANK **(52.78)** (SCORE)
GLRI 2016 Rank 72



GLRI 2021 ■   GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.78**	**89**	**+24**
1. Demographics			71.66	76	-6
1.1.01	Share of older population	8.8	71.66	76	-6
2. Country Capabilities			50.52	53	+4
2.1.01	Economic complexity (ECI)	0.2	50.52	53	+4
3. Economic Development and Macroeconomic Stability			55.89	78	+26
3.1.01	GDP per capita	14,731	59.19	70	0
3.1.02	Services share of economy	57.5	67.74	60	+6
3.1.03	Dependence on natural resources	0.8	22.57	109	+1
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			48.05	89	+4
4.1.01	Concentration of exports (HHI)	0.3	67.19	90	+6
4.1.02	Economics diversity (RCAs)	135	28.27	79	-1
4.1.03	Current account balance	-3.9	48.69	87	+15
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	5=na().4	N/A	N/A	N/A
Cyclical Subindex			**52.28**	**67**	
6. Absorptive Capacity			60.19	65	-37
6.1 Absorptive Capacity Input			45.75	85	N/A
6.1.01	Workers' rights	55.0	51.17	112	N/A
6.1.02	Pension coverage	51.7	51.26	75	N/A
6.1.03	Unemployment coverage	4.6	4.60	65	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			65.01	43	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	57.3	46.28	19	0
6.2.04	Youth unemployment	19.0	46.46	99	-18
6.2.05	Youth not in EET	24.0	33.07	85	-4
6.2.06	Low-skilled labour	50.3	52.86	73	-1
6.2.07	Growth of medium jobs	0.1	48.99	47	-5
6.2.08	Labour income share	53.0	77.58	44	-2
6.2.09	Labour income inequality	4.3	71.71	72	+13
6.2.10	Women in labour force (ratio of LFPR)	70.9	65.30	89	-5
6.2.11	Gender pay gap	4.0	87.68	6	+13
6.2.12	Longevity	25.2	79.16	68	+1
6.2.13	Physical health	14.9	81.33	39	-15
6.2.14	Mental health	8.1	89.66	10	-3
7. Adaptive Capacity			43.96	84	-3
7.1 Adaptive Capacity Input			56.30	80	+2
7.1.01	Hiring & firing practices	3.2	36.72	113	-25
7.1.02	Ease of hiring foreign labour	4.1	51.76	74	N/A
7.1.03	Effect of taxation on incentive to work	3.1	22.12	117	-9
7.1.04	Time dealing with gvt regulation	12.9	61.45	77	-1
7.1.05	Intensity of local competition	5.5	81.82	20	+32
7.1.06	Trade openness	3.9	47.65	120	-10
7.1.07	Applied tariffs	3.3	74.80	66	+36
7.1.08	Paying taxes	57.9	23.61	107	+6
7.1.09	Enforcing contracts	34.3	19.37	132	-5
7.1.10	Property rights	3.9	48.02	97	-19
7.1.11	Insolvency framework	71.4	76.99	30	+3
7.1.12	Time to start a business	10.0	82.57	60	+2
7.1.13	Cost to start a business	14.0	79.19	88	N/A
7.1.14	Ease of getting credit	90.0	90.00	9	-6
7.1.15	Logistics Performance Index	2.9	48.50	58	+37

* Rank change from 2016 (5-year change)
Country notes:

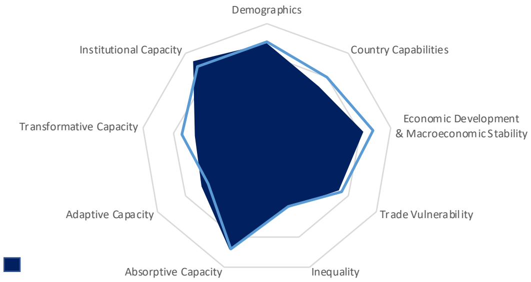
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.61	80	-5
7.2.01	ALMP effectiveness	2.8	30.54	88	-14
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.7	44.25	95	N/A
7.2.04	High-skilled labour	17.7	26.94	87	-3
7.2.05	Skilled labour supply	4.3	55.15	55	N/A
7.2.06	Tertiary education attainment	11.8	24.86	58	+1
7.2.07	Skillset of graduates	4.3	54.38	51	N/A
7.2.08	New corporate registrations	2.0	13.00	55	-4
7.2.09	GEI attitudes & perceptions subindex	38.3	38.59	35	+8
7.2.10	Venture capital investments	1.1	1.10	93	-19
7.2.11	Access to loans	4.0	49.35	60	+14
7.2.13	Microfinance loan portfolio	2.1	2.10	50	-25
7.2.14	Depth of financial system	41.9	39.13	58	N/A
8. Transformative Capacity			42.11	75	+11
8.1 Transformative Capacity Input			45.26	84	+3
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	44.7	39.53	104	N/A
8.1.03	Global Cybersecurity Index	0.6	59.87	74	N/A
8.1.04	Gvt procurement of technology	3.2	36.61	79	-31
8.1.05	GERD (% of GDP)	0.2	5.41	83	-3
8.1.06	Int'l Property Rights (IPR) score	5.5	46.70	59	+14
8.1.07	Other R&D incentives	0.0	0.00	47	0
8.1.08	Gvt exp. on education	3.1	34.43	97	-31
8.1.09	Tertiary education exp. per student	4,824	60.49	4	+34
8.1.10	Pupil-teacher ratio (secondary)	25.9	35.67	103	-3
8.1.11	ICT infrastructure per school	79.1	79.14	51	N/A
8.2 Transformative Capacity Output			38.95	50	-5
8.2.01	ICT access (ICT Development Index)	5.4	53.05	71	-6
8.2.02	ICT usage by firms	4.7	61.61	67	-3
8.2.03	ICTs & business model creation	4.6	60.00	59	-13
8.2.04	ICTs & org. model creation	4.3	55.00	57	-13
8.2.05	Scientific & technical journal articles	0.1	5.69	67	+2
8.2.06	Researchers in R&D	88	0.90	90	-2
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.9	47.90	64	+14
8.2.09	Industry-university collaboration	3.6	43.18	51	-4
8.2.10	Share of creative goods export	0.1	0.92	65	0
8.2.11	ICT Services Exports	4.1	8.36	86	-6
8.2.12	High-technology net exports	1.3	7.65	61	-3
8.2.13	ICT goods exports	0.3	1.42	86	+3
8.2.14	Medium & high-tech mfg in MVA	23.3	29.62	64	+5
8.2.15	High-tech exports (% of mfg exports)	39.1	54.92	58	-14
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.4	1.32	58	+12
8.2.19	Renewable energy consumption	29.2	34.81	57	+1
8.2.20	CO2 intensity of GDP	0.1	76.90	48	-7
8.2.21	Energy intensity	2.5	89.62	9	0
8.2.22	Domestic material consumption	4.5	90.74	37	0
8.2.23	Trademark applications (res + nonres)	0.6	12.88	86	-7
8.2.24	International co-inventions	4.5	4.47	68	N/A
8.2.25	Patent applications (res + nonres)	0.0	1.07	60	+2
8.2.26	Quality of vocational training	4.5	57.71	45	N/A
8.2.27	PISA scores	405.3	31.69	58	0
8.2.28	Quality of educational system	3.4	40.59	80	+4
8.2.29	Critical thinking	3.5	42.05	62	N/A
8.2.30	Digital skills	3.8	46.61	91	N/A
8.2.31	STEM graduates	23.1	47.57	45	+1
9. Institutional capacity - cross-cutting driver			58.00	64	-9
9.1.01	GLRI statistical fullness	0.9	75.76	38	-18
9.1.02	World Governance Index	-0.2	47.63	73	-2
9.1.03	Statistical Capacity Index	81.1	73.08	25	-5
9.1.04	Social capital	48.4	33.77	85	-9

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Costa Rica

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

47 **(58.20)**
RANK (SCORE)
GLRI 2016 Rank 41



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.04**	**87**	-10
1. Demographics			67.50	79	-1
1.1.01	Share of older population	9.9	67.50	79	-1
2. Country Capabilities			51.72	50	+2
2.1.01	Economic complexity (ECI)	0.3	51.72	50	+2
3. Economic Development and Macroeconomic Stability			62.42	59	-16
3.1.01	GDP per capita	19,642	64.92	59	+6
3.1.02	Services share of economy	69.6	85.74	13	+3
3.1.03	Dependence on natural resources	0.4	61.99	67	-7
3.1.04	Debt dynamics	48.7	48.70	96	N/A
4. Trade Vulnerability			52.61	71	-4
4.1.01	Concentration of exports (HHI)	0.3	74.14	77	-11
4.1.02	Economics diversity (RCAs)	153	32.54	72	-2
4.1.03	Current account balance	-3.3	51.16	79	+2
5. Inequality			39.89	113	+2
5.1.01	Income inequality (Gini coefficient)	48.0	39.89	113	+2
Cyclical Subindex			**60.28**	**33**	
6. Absorptive Capacity			68.25	30	-11
6.1 Absorptive Capacity Input			76.82	20	N/A
6.1.01	Workers' rights	86.0	86.42	27	N/A
6.1.02	Pension coverage	68.8	68.52	65	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	77.0	80.33	34	N/A
6.2 Absorptive Capacity Output			65.39	41	-20
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	36.8	71.60	9	-1
6.2.04	Youth unemployment	30.5	13.55	121	-16
6.2.05	Youth not in EET	17.9	51.05	67	+2
6.2.06	Low-skilled labour	49.9	53.52	71	-2
6.2.07	Growth of medium jobs	-0.1	33.02	81	-10
6.2.08	Labour income share	56.0	84.35	32	-3
6.2.09	Labour income inequality	4.6	68.87	78	-1
6.2.10	Women in labour force (ratio of LFPR)	63.1	57.22	102	+2
6.2.11	Gender pay gap	0.0	100.00	1	+2
6.2.12	Longevity	27.6	91.00	29	0
6.2.13	Physical health	15.1	82.46	34	-6
6.2.14	Mental health	7.4	77.98	41	-9
7. Adaptive Capacity			48.08	61	-6
7.1 Adaptive Capacity Input			59.88	64	+8
7.1.01	Hiring & firing practices	3.6	43.20	94	-68
7.1.02	Ease of hiring foreign labour	4.0	49.62	83	N/A
7.1.03	Effect of taxation on incentive to work	3.4	31.21	98	-36
7.1.04	Time dealing with gvt regulation	8.4	75.00	57	+3
7.1.05	Intensity of local competition	5.3	75.51	48	+7
7.1.06	Trade openness	4.0	49.65	111	+6
7.1.07	Applied tariffs	1.8	87.07	50	-32
7.1.08	Paying taxes	78.0	60.59	53	+36
7.1.09	Enforcing contracts	53.3	49.94	92	+8
7.1.10	Property rights	4.8	63.03	40	+2
7.1.11	Insolvency framework	34.6	37.37	113	-7
7.1.12	Time to start a business	23.0	58.72	108	-13
7.1.13	Cost to start a business	8.5	87.54	74	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	+59
7.1.15	Logistics Performance Index	2.8	44.75	73	+12

* Rank change from 2016 (5-year change)
Country notes:

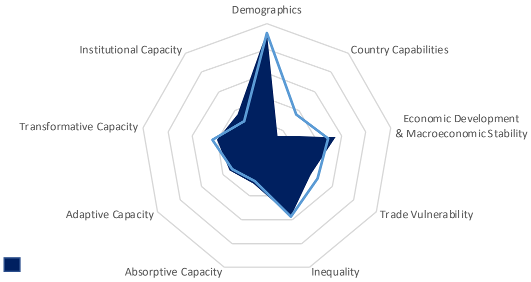
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			36.28	58	-7
7.2.01	ALMP effectiveness	2.8	29.93	95	-43
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.3	55.11	47	N/A
7.2.04	High-skilled labour	24.5	38.32	63	+4
7.2.05	Skilled labour supply	4.8	63.48	25	N/A
7.2.06	Tertiary education attainment	20.6	43.63	29	-1
7.2.07	Skillset of graduates	4.9	65.11	23	N/A
7.2.08	New corporate registrations	2.6	16.78	51	+9
7.2.09	GEI attitudes & perceptions subindex	42.3	44.44	32	-2
7.2.10	Venture capital investments	7.8	7.83	49	-30
7.2.11	Access to loans	3.5	41.65	89	+22
7.2.13	Microfinance loan portfolio	0.1	0.10	74	-16
7.2.14	Depth of financial system	34.0	28.98	82	N/A
8. Transformative Capacity			46.94	50	-21
8.1 Transformative Capacity Input			48.26	80	-45
8.1.01	Internet & telephony competition laws	1.4	71.88	102	-5
8.1.02	Frutre orientation of gvt	48.3	45.41	91	N/A
8.1.03	Global Cybersecurity Index	0.2	22.15	111	N/A
8.1.04	Gvt procurement of technology	2.8	29.43	114	-49
8.1.05	GERD (% of GDP)	0.5	10.46	62	0
8.1.06	Int'l Property Rights (IPR) score	6.6	64.41	29	+18
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	7.0	91.14	9	+2
8.1.09	Tertiary education exp. per student	8,098	0.02	27	-7
8.1.10	Pupil-teacher ratio (secondary)	12.4	80.89	53	+5
8.1.11	ICT infrastructure per school	66.9	66.85	56	N/A
8.2 Transformative Capacity Output			45.61	34	-9
8.2.01	ICT access (ICT Development Index)	6.4	67.06	51	0
8.2.02	ICT usage by firms	5.1	67.74	44	0
8.2.03	ICTs & business model creation	5.1	68.33	31	+9
8.2.04	ICTs & org. model creation	4.8	63.33	31	+3
8.2.05	Scientific & technical journal articles	0.1	4.00	77	-1
8.2.06	Researchers in R&D	380	4.45	72	-9
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.8	62.64	31	-1
8.2.09	Industry-university collaboration	3.6	43.52	48	-17
8.2.10	Share of creative goods export	0.0	0.22	88	0
8.2.11	ICT Services Exports	14.8	32.13	18	+2
8.2.12	High-technology net exports	5.7	33.54	28	-20
8.2.13	ICT goods exports	0.7	3.70	68	-15
8.2.14	Medium & high-tech mfg in MVA	16.7	21.09	82	-1
8.2.15	High-tech exports (% of mfg exports)	51.0	71.63	39	-4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.4	1.39	57	+40
8.2.19	Renewable energy consumption	36.2	43.13	48	-2
8.2.20	CO2 intensity of GDP	0.1	89.23	13	+1
8.2.21	Energy intensity	2.8	86.45	13	+6
8.2.22	Domestic material consumption	4.7	90.21	40	0
8.2.23	Trademark applications (res + nonres)	2.0	45.71	19	-7
8.2.24	International co-inventions	10.1	10.12	56	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.33	39	-3
8.2.26	Quality of vocational training	5.0	66.70	16	N/A
8.2.27	PISA scores	414.7	35.37	55	-2
8.2.28	Quality of educational system	4.5	58.81	26	-7
8.2.29	Critical thinking	3.7	45.26	50	N/A
8.2.30	Digital skills	4.9	64.79	32	N/A
8.2.31	STEM graduates	15.5	20.67	93	+3
9. Institutional capacity - cross-cutting driver			72.94	25	+9
9.1.01	GLRI statistical fullness	0.9	78.79	28	+10
9.1.02	World Governance Index	0.6	67.82	38	-1
9.1.03	Statistical Capacity Index	91.1	90.38	5	+15
9.1.04	Social capital	54.1	46.80	46	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Côte d'Ivoire

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

126 (39.22)
RANK (SCORE)
GLRI 2016 Rank 126



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**49.56**	**109**	-12
1. Demographics			93.61	19	+1
1.1.01	Share of older population	2.9	93.61	19	+1
2. Country Capabilities			13.87	111	-12
2.1.01	Economic complexity (ECI)	-1.2	13.87	111	-12
3. Economic Development and Macroeconomic Stability			55.60	79	+19
3.1.01	GDP per capita	5,238	38.62	105	+6
3.1.02	Services share of economy	53.9	62.30	83	+40
3.1.03	Dependence on natural resources	0.3	69.22	52	+7
3.1.04	Debt dynamics	n/a	N/A	N/A	N/A
4. Trade Vulnerability			40.49	108	-20
4.1.01	Concentration of exports (HHI)	0.4	58.98	106	0
4.1.02	Economics diversity (RCAs)	89	17.34	98	-3
4.1.03	Current account balance	-4.8	45.13	95	-49
5. Inequality			57.18	89	+2
5.1.01	Income inequality (Gini coefficient)	41.5	57.18	89	+2
Cyclical Subindex			**34.05**	**131**	
6. Absorptive Capacity			29.40	132	-26
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	7.7	6.86	110	-44
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	47.0	31.15	114	N/A
6.2 Absorptive Capacity Output			32.86	125	-2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	84.8	12.05	48	+2
6.2.04	Youth unemployment	5.1	86.35	20	-3
6.2.05	Youth not in EET	34.8	0.77	119	-92
6.2.06	Low-skilled labour	72.1	19.76	112	+9
6.2.07	Growth of medium jobs	0.3	67.42	23	+58
6.2.08	Labour income share	27.5	20.07	132	0
6.2.09	Labour income inequality	25.1	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	73.5	68.00	82	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	10.6	5.51	133	+2
6.2.13	Physical health	8.8	39.62	127	-5
6.2.14	Mental health	5.2	41.92	129	-1
7. Adaptive Capacity			33.95	122	-16
7.1 Adaptive Capacity Input			52.69	95	-12
7.1.01	Hiring & firing practices	3.8	47.01	72	-35
7.1.02	Ease of hiring foreign labour	n/a	N/A	N/A	N/A
7.1.03	Effect of taxation on incentive to work	4.4	56.49	27	-4
7.1.04	Time dealing with gvt regulation	15.2	54.52	86	-74
7.1.05	Intensity of local competition	4.8	60.32	94	+11
7.1.06	Trade openness	4.1	52.12	95	-12
7.1.07	Applied tariffs	10.2	17.68	122	-11
7.1.08	Paying taxes	46.5	2.74	128	-2
7.1.09	Enforcing contracts	55.7	53.81	81	-24
7.1.10	Property rights	4.2	54.02	70	-8
7.1.11	Insolvency framework	47.9	51.71	75	-9
7.1.12	Time to start a business	6.0	89.91	29	+4
7.1.13	Cost to start a business	16.5	75.39	95	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+63
7.1.15	Logistics Performance Index	3.1	52.00	48	+31

* Rank change from 2016 (5-year change)
Country notes:

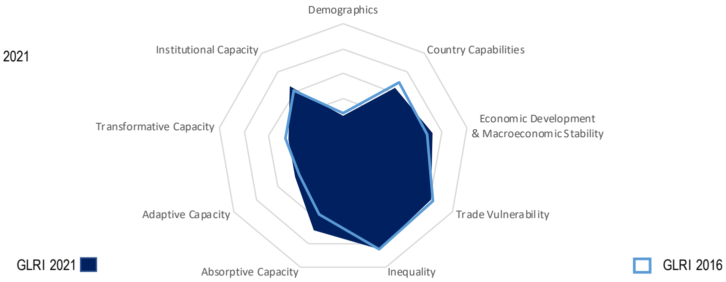
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			15.21	130	-19
7.2.01	ALMP effectiveness	2.0	17.22	125	N/A
7.2.02	Formal & informal education & training	2.9	3.78	65	-7
7.2.03	Extent of staff training	n/a	N/A	N/A	N/A
7.2.04	High-skilled labour	10.4	14.61	108	+13
7.2.05	Skilled labour supply	n/a	N/A	N/A	N/A
7.2.06	Tertiary education attainment	2.8	5.93	81	-2
7.2.07	Skillset of graduates	3.7	44.94	95	N/A
7.2.08	New corporate registrations	0.7	4.67	87	+2
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	4.6	4.60	59	N/A
7.2.11	Access to loans	2.7	28.13	124	-82
7.2.13	Microfinance loan portfolio	13.0	13.00	26	+22
7.2.14	Depth of financial system	n/a	N/A	N/A	N/A
8. Transformative Capacity			40.24	85	-25
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.2	61.11	109	+2
8.1.02	Futrure orientation of gvt	n/a	N/A	N/A	N/A
8.1.03	Global Cybersecurity Index	0.5	47.92	85	N/A
8.1.04	Gvt procurement of technology	3.7	44.22	37	0
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.6	31.11	98	-3
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.4	67.47	29	+30
8.1.09	Tertiary education exp. per student	5,642	0.02	39	-6
8.1.10	Pupil-teacher ratio (secondary)	27.3	31.07	110	-20
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			40.07	42	+11
8.2.01	ICT access (ICT Development Index)	3.1	24.25	103	+8
8.2.02	ICT usage by firms	4.3	55.59	92	+29
8.2.03	ICTs & business model creation	4.8	63.33	52	+38
8.2.04	ICTs & org. model creation	4.0	50.00	80	-2
8.2.05	Scientific & technical journal articles	0.0	0.34	115	+2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.0	49.51	56	+2
8.2.09	Industry-university collaboration	3.3	38.19	81	+1
8.2.10	Share of creative goods export	0.0	0.08	97	0
8.2.11	ICT Services Exports	10.7	23.11	35	-1
8.2.12	High-technology net exports	1.1	6.47	63	+2
8.2.13	ICT goods exports	0.1	0.63	103	+3
8.2.14	Medium & high-tech mfg in MVA	15.0	18.91	87	+1
8.2.15	High-tech exports (% of mfg exports)	23.5	32.91	84	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.03	90	+7
8.2.19	Renewable energy consumption	62.7	74.71	21	+2
8.2.20	CO2 intensity of GDP	0.1	89.26	12	+13
8.2.21	Energy intensity	5.0	58.74	83	+9
8.2.22	Domestic material consumption	11.2	72.21	75	+4
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	n/a	N/A	N/A	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.02	114	-6
8.2.26	Quality of vocational training	n/a	N/A	N/A	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.1	51.62	44	+31
8.2.29	Critical thinking	n/a	N/A	N/A	N/A
8.2.30	Digital skills	4.9	64.79	32	N/A
8.2.31	STEM graduates	15.5	20.67	93	N/A
9. Institutional capacity - cross-cutting driver			35.47	118	+3
9.1.01	GLRI statistical fullness	0.7	18.18	129	-19
9.1.02	World Governance Index	-0.5	39.32	98	0
9.1.03	Statistical Capacity Index	70.0	53.85	52	+31
9.1.04	Social capital	41.5	17.92	127	+4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Croatia

World Bank Inome Group: High
Global Labour Resilience Index 2021

39 RANK **(61.06)** (SCORE)
GLRI 2016 Rank 45



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**68.23**	**32**	-1
1. Demographics			26.60	129	-4
1.1.01	Share of older population	20.9	26.60	129	-4
2. Country Capabilities			63.64	34	-1
2.1.01	Economic complexity (ECI)	0.7	63.64	34	-1
3. Economic Development and Macroeconomic Stability			72.37	40	+6
3.1.01	GDP per capita	28,509	72.33	45	+5
3.1.02	Services share of economy	59.1	70.07	51	+8
3.1.03	Dependence on natural resources	0.3	65.92	56	+2
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			81.44	19	-3
4.1.01	Concentration of exports (HHI)	0.1	98.54	4	0
4.1.02	Economics diversity (RCAs)	330	74.58	21	+2
4.1.03	Current account balance	1.7	71.21	32	-11
5. Inequality			84.84	23	-1
5.1.01	Income inequality (Gini coefficient)	31.1	84.84	23	-1
Cyclical Subindex			**57.47**	**45**	
6. Absorptive Capacity			68.88	28	+25
6.1 Absorptive Capacity Input			55.20	65	N/A
6.1.01	Workers' rights	90.0	90.97	15	N/A
6.1.02	Pension coverage	57.6	57.21	71	N/A
6.1.03	Unemployment coverage	20.0	20.00	44	-3
6.1.04	Coverage of basic health services	71.0	70.49	67	N/A
6.2 Absorptive Capacity Output			73.44	10	+15
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	17.8	49.96	94	+35
6.2.05	Youth not in EET	11.8	69.23	39	+24
6.2.06	Low-skilled labour	31.0	82.29	32	+2
6.2.07	Growth of medium jobs	-0.1	33.55	76	+7
6.2.08	Labour income share	58.1	89.08	23	+2
6.2.09	Labour income inequality	2.6	92.95	13	-4
6.2.10	Women in labour force (ratio of LFPR)	79.1	73.82	64	-2
6.2.11	Gender pay gap	3.8	88.20	5	-1
6.2.12	Longevity	26.7	86.73	36	-1
6.2.13	Physical health	13.5	71.98	87	-3
6.2.14	Mental health	6.9	70.04	64	-3
7. Adaptive Capacity			44.37	82	-6
7.1 Adaptive Capacity Input			55.55	83	-6
7.1.01	Hiring & firing practices	2.6	26.44	131	-7
7.1.02	Ease of hiring foreign labour	3.0	33.18	130	N/A
7.1.03	Effect of taxation on incentive to work	2.6	11.34	132	0
7.1.04	Time dealing with gvt regulation	19.6	41.27	96	-6
7.1.05	Intensity of local competition	4.7	58.65	103	-24
7.1.06	Trade openness	5.0	67.17	20	+9
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	81.8	67.68	39	-17
7.1.09	Enforcing contracts	70.6	77.64	23	+33
7.1.10	Property rights	3.6	43.84	110	-13
7.1.11	Insolvency framework	56.5	60.91	56	+3
7.1.12	Time to start a business	19.5	65.14	101	-7
7.1.13	Cost to start a business	7.2	89.52	66	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-35
7.1.15	Logistics Performance Index	3.1	52.50	47	+6

* Rank change from 2016 (5-year change)
Country notes:

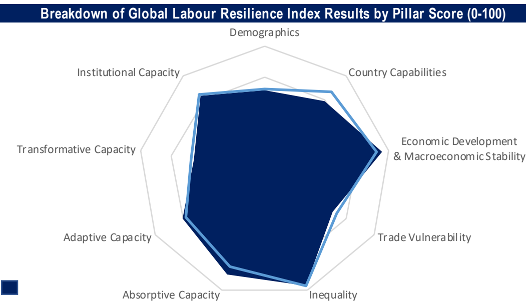
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.18	70	-1
7.2.01	ALMP effectiveness	3.1	34.81	72	+10
7.2.02	Formal & informal education & training	31.8	42.96	34	+4
7.2.03	Extent of staff training	3.3	37.85	122	N/A
7.2.04	High-skilled labour	37.8	60.71	31	+2
7.2.05	Skilled labour supply	3.2	35.89	130	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	41.06	112	N/A
7.2.08	New corporate registrations	5.9	38.00	27	+2
7.2.09	GEI attitudes & perceptions subindex	27.3	22.40	66	+10
7.2.10	Venture capital investments	4.5	4.50	60	+2
7.2.11	Access to loans	3.4	40.75	94	+5
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	42.0	39.26	57	N/A
8. Transformative Capacity			44.12	66	-15
8.1 Transformative Capacity Input			48.32	79	-14
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	46.4	42.21	99	N/A
8.1.03	Global Cybersecurity Index	0.8	90.02	26	N/A
8.1.04	Gvt procurement of technology	2.3	21.33	133	-11
8.1.05	GERD (% of GDP)	0.8	19.62	40	+2
8.1.06	Int'l Property Rights (IPR) score	5.2	40.91	71	-2
8.1.07	Other R&D incentives	0.0	1.59	43	+3
8.1.08	Gvt exp. on education	5.4	67.47	29	+36
8.1.09	Tertiary education exp. per student	6,308	0.02	34	-4
8.1.10	Pupil-teacher ratio (secondary)	6.7	100.00	1	+1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			39.92	44	-6
8.2.01	ICT access (ICT Development Index)	7.2	77.43	30	+6
8.2.02	ICT usage by firms	4.7	62.05	63	-13
8.2.03	ICTs & business model creation	4.5	58.33	71	-17
8.2.04	ICTs & org. model creation	4.1	51.67	71	-27
8.2.05	Scientific & technical journal articles	1.0	42.15	28	+1
8.2.06	Researchers in R&D	1,921	23.15	40	+2
8.2.07	Technicians in R&D	714	22.43	25	-2
8.2.08	Quality of research institutions	3.8	47.42	66	-16
8.2.09	Industry-university collaboration	2.7	28.76	115	-37
8.2.10	Share of creative goods export	0.1	0.96	64	0
8.2.11	ICT Services Exports	5.2	10.89	71	+11
8.2.12	High-technology net exports	3.1	18.24	42	-6
8.2.13	ICT goods exports	2.5	14.20	42	+1
8.2.14	Medium & high-tech mfg in MVA	27.8	35.31	52	-9
8.2.15	High-tech exports (% of mfg exports)	45.6	64.03	46	-1
8.2.16	Robot adoption rate	6.0	0.98	39	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.7	2.40	49	-6
8.2.19	Renewable energy consumption	29.8	35.50	56	-3
8.2.20	CO2 intensity of GDP	0.2	71.64	60	+5
8.2.21	Energy intensity	3.9	72.54	54	0
8.2.22	Domestic material consumption	2.8	95.35	22	0
8.2.23	Trademark applications (res + nonres)	0.7	15.63	79	-7
8.2.24	International co-inventions	21.9	21.93	40	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.82	70	-10
8.2.26	Quality of vocational training	3.5	41.22	111	N/A
8.2.27	PISA scores	471.7	57.83	34	-1
8.2.28	Quality of educational system	2.9	31.80	109	-16
8.2.29	Critical thinking	2.3	21.18	131	N/A
8.2.30	Digital skills	3.7	45.26	98	N/A
8.2.31	STEM graduates	25.3	55.17	29	+10
9. Institutional capacity - cross-cutting driver			65.49	37	+6
9.1.01	GLRI statistical fullness	0.9	81.82	17	-5
9.1.02	World Governance Index	0.4	63.93	44	0
9.1.03	Statistical Capacity Index	81.1	73.08	21	+13
9.1.04	Social capital	44.1	23.92	116	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Cyprus

World Bank Inome Group: High
Global Labour Resilience Index 2021

37 RANK **(61.79)** (SCORE)
GLRI 2016 Rank 32



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**63.53**	**47**	-2
1. Demographics			51.98	91	+2
1.1.01	Share of older population	14.0	51.98	91	+2
2. Country Capabilities			59.17	41	-3
2.1.01	Economic complexity (ECI)	0.6	59.17	41	-3
3. Economic Development and Macroeconomic Stability			75.92	36	-1
3.1.01	GDP per capita	39,545	78.84	32	+1
3.1.02	Services share of economy	71.9	89.12	6	-3
3.1.03	Dependence on natural resources	0.4	62.31	66	+12
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			50.06	78	-7
4.1.01	Concentration of exports (HHI)	0.4	63.64	99	+6
4.1.02	Economics diversity (RCAs)	181	39.19	57	+5
4.1.03	Current account balance	-4.3	47.36	88	-45
5. Inequality			77.13	46	+2
5.1.01	Income inequality (Gini coefficient)	34.0	77.13	46	+2
Cyclical Subindex			**60.92**	**32**	
6. Absorptive Capacity			69.43	26	+3
6.1 Absorptive Capacity Input			66.64	40	-9
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	94.3	94.25	39	-8
6.1.03	Unemployment coverage	23.7	23.70	39	-4
6.1.04	Coverage of basic health services	78.0	81.97	30	N/A
6.2 Absorptive Capacity Output			70.36	19	+12
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	15.6	56.28	83	+33
6.2.05	Youth not in EET	13.7	63.64	47	+4
6.2.06	Low-skilled labour	34.7	76.61	39	+5
6.2.07	Growth of medium jobs	-0.1	28.02	94	+19
6.2.08	Labour income share	48.9	68.34	66	-15
6.2.09	Labour income inequality	3.3	83.04	38	-2
6.2.10	Women in labour force (ratio of LFPR)	84.6	79.63	40	-8
6.2.11	Gender pay gap	13.4	58.72	26	-2
6.2.12	Longevity	28.1	93.65	25	-2
6.2.13	Physical health	15.6	85.80	21	-7
6.2.14	Mental health	7.6	80.23	35	-7
7. Adaptive Capacity			60.15	27	-2
7.1 Adaptive Capacity Input			65.84	42	-7
7.1.01	Hiring & firing practices	4.0	49.47	59	-15
7.1.02	Ease of hiring foreign labour	3.8	46.47	95	N/A
7.1.03	Effect of taxation on incentive to work	4.5	58.45	20	-4
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.5	81.18	22	+11
7.1.06	Trade openness	5.1	67.94	16	-6
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	80.8	65.72	43	+2
7.1.09	Enforcing contracts	48.6	42.33	104	+12
7.1.10	Property rights	4.5	58.69	52	-6
7.1.11	Insolvency framework	72.5	78.24	29	-1
7.1.12	Time to start a business	6.0	89.91	29	+9
7.1.13	Cost to start a business	12.4	81.62	83	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-14
7.1.15	Logistics Performance Index	3.2	53.75	43	+14

* Rank change from 2016 (5-year change)
Country notes:

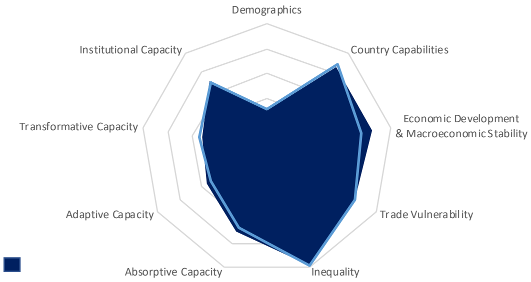
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			54.46	24	-2
7.2.01	ALMP effectiveness	4.0	49.83	43	+12
7.2.02	Formal & informal education & training	48.1	65.10	19	+2
7.2.03	Extent of staff training	4.1	52.28	52	N/A
7.2.04	High-skilled labour	36.8	58.92	34	+1
7.2.05	Skilled labour supply	4.7	62.25	29	N/A
7.2.06	Tertiary education attainment	26.6	56.28	20	-1
7.2.07	Skillset of graduates	4.9	65.30	22	N/A
7.2.08	New corporate registrations	17.6	98.27	2	+6
7.2.09	GEI attitudes & perceptions subindex	46.0	49.95	30	N/A
7.2.10	Venture capital investments	14.9	14.90	29	+10
7.2.11	Access to loans	2.9	31.25	120	-18
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	49.7	49.23	46	N/A
8. Transformative Capacity			45.54	54	-4
8.1 Transformative Capacity Input			50.61	70	-15
8.1.01	Internet & telephony competition laws	1.7	85.71	92	+16
8.1.02	Frutire orientation of gvt	62.4	68.72	34	N/A
8.1.03	Global Cybersecurity Index	0.7	69.41	57	N/A
8.1.04	Gvt procurement of technology	3.1	34.61	86	-33
8.1.05	GERD (% of GDP)	0.5	11.50	59	+4
8.1.06	Int'l Property Rights (IPR) score	6.2	58.80	39	-4
8.1.07	Other R&D incentives	0.0	1.01	46	-2
8.1.08	Gvt exp. on education	6.4	81.63	17	+2
8.1.09	Tertiary education exp. per student	9,705	0.03	24	-9
8.1.10	Pupil-teacher ratio (secondary)	8.3	94.70	13	+17
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			40.46	41	+2
8.2.01	ICT access (ICT Development Index)	7.8	84.31	25	+22
8.2.02	ICT usage by firms	4.8	63.40	60	+2
8.2.03	ICTs & business model creation	4.5	58.33	71	-8
8.2.04	ICTs & org. model creation	3.8	46.67	91	-30
8.2.05	Scientific & technical journal articles	1.0	41.74	29	+6
8.2.06	Researchers in R&D	1,256	15.08	48	0
8.2.07	Technicians in R&D	325	10.12	45	0
8.2.08	Quality of research institutions	4.2	52.58	48	-11
8.2.09	Industry-university collaboration	3.4	40.03	71	-33
8.2.10	Share of creative goods export	0.0	0.08	96	0
8.2.11	ICT Services Exports	15.8	34.42	17	+6
8.2.12	High-technology net exports	0.4	2.35	80	-9
8.2.13	ICT goods exports	4.9	27.76	26	-2
8.2.14	Medium & high-tech mfg in MVA	23.7	30.07	62	-10
8.2.15	High-tech exports (% of mfg exports)	28.2	39.51	75	-28
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	10.4	12.37	102	0
8.2.20	CO2 intensity of GDP	0.2	60.44	86	+2
8.2.21	Energy intensity	3.3	80.23	29	0
8.2.22	Domestic material consumption	3.0	94.70	24	0
8.2.23	Trademark applications (res + nonres)	1.9	45.17	21	+14
8.2.24	International co-inventions	29.0	28.95	33	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.25	96	0
8.2.26	Quality of vocational training	4.3	55.70	48	N/A
8.2.27	PISA scores	438.0	44.57	42	+2
8.2.28	Quality of educational system	3.9	49.15	52	-39
8.2.29	Critical thinking	3.4	39.95	71	N/A
8.2.30	Digital skills	4.9	64.29	34	N/A
8.2.31	STEM graduates	15.9	22.20	90	-16
9. Institutional capacity - cross-cutting driver			63.33	43	-6
9.1.01	GLRI statistical fullness	0.8	54.55	90	-21
9.1.02	World Governance Index	0.8	73.93	30	-3
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	50.5	38.55	71	-14

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Czechia

World Bank Inome Group: High
Global Labour Resilience Index 2021

22 RANK **(68.52)** (SCORE)
GLRI 2016 Rank 22



GLRI 2021 ■ GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**78.98**	**3**	+1
1. Demographics			30.55	120	-5
1.1.01	Share of older population	19.8	30.55	120	-5
2. Country Capabilities			85.39	7	0
2.1.01	Economic complexity (ECI)	1.6	85.39	7	0
3. Economic Development and Macroeconomic Stability			85.09	18	+2
3.1.01	GDP per capita	40,314	79.23	30	+4
3.1.02	Services share of economy	56.2	65.78	66	+11
3.1.03	Dependence on natural resources	0.2	85.70	18	+2
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			80.98	20	-2
4.1.01	Concentration of exports (HHI)	0.1	91.32	29	-3
4.1.02	Economics diversity (RCAs)	377	85.75	14	0
4.1.03	Current account balance	0.4	65.87	41	-4
5. Inequality			98.67	3	0
5.1.01	Income inequality (Gini coefficient)	25.9	98.67	3	0
Cyclical Subindex			**63.28**	**27**	
6. Absorptive Capacity			70.08	24	-1
6.1 Absorptive Capacity Input			74.28	26	-9
6.1.01	Workers' rights	90.0	90.97	15	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	35.8	35.80	27	-3
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			68.69	25	+8
6.2.01	Quality of earnings	8.5	13.03	28	0
6.2.02	Quality of working environment	25.4	33.86	27	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	6.4	82.77	27	+33
6.2.05	Youth not in EET	5.7	87.40	9	+9
6.2.06	Low-skilled labour	22.1	95.85	3	0
6.2.07	Growth of medium jobs	-0.1	33.47	78	-1
6.2.08	Labour income share	50.4	71.72	58	-11
6.2.09	Labour income inequality	2.3	97.26	5	0
6.2.10	Women in labour force (ratio of LFPR)	77.2	71.92	71	+2
6.2.11	Gender pay gap	14.7	54.70	29	0
6.2.12	Longevity	27.2	89.21	31	+1
6.2.13	Physical health	14.7	79.92	49	+4
6.2.14	Mental health	7.7	81.83	28	-3
7. Adaptive Capacity			55.52	37	-1
7.1 Adaptive Capacity Input			64.67	46	-6
7.1.01	Hiring & firing practices	3.5	42.44	99	-6
7.1.02	Ease of hiring foreign labour	3.6	43.33	112	N/A
7.1.03	Effect of taxation on incentive to work	3.1	23.72	112	-9
7.1.04	Time dealing with gvt regulation	13.9	58.43	80	-1
7.1.05	Intensity of local competition	5.8	88.18	12	+2
7.1.06	Trade openness	4.9	65.45	28	+38
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	81.4	66.89	41	+9
7.1.09	Enforcing contracts	56.4	54.82	79	-35
7.1.10	Property rights	4.6	60.51	45	+5
7.1.11	Insolvency framework	80.1	86.39	15	+1
7.1.12	Time to start a business	24.5	55.96	112	0
7.1.13	Cost to start a business	1.0	98.94	22	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	3.7	67.00	21	+9

* Rank change from 2016 (5-year change)
Country notes:

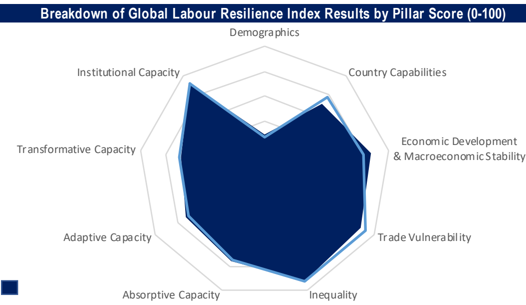
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			46.36	34	0
7.2.01	ALMP effectiveness	4.8	62.93	17	+14
7.2.02	Formal & informal education & training	46.1	62.38	23	+4
7.2.03	Extent of staff training	4.5	58.01	37	N/A
7.2.04	High-skilled labour	38.5	61.86	29	+1
7.2.05	Skilled labour supply	3.2	37.47	127	N/A
7.2.06	Tertiary education attainment	20.1	42.46	33	+2
7.2.07	Skillset of graduates	4.5	57.60	40	N/A
7.2.08	New corporate registrations	4.4	28.45	34	+2
7.2.09	GEI attitudes & perceptions subindex	35.3	34.18	40	+1
7.2.10	Venture capital investments	7.1	7.11	53	-4
7.2.11	Access to loans	4.5	58.46	30	+5
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	46.8	45.43	52	N/A
8. Transformative Capacity			52.20	31	-1
8.1 Transformative Capacity Input			53.71	55	-19
8.1.01	Internet & telephony competition laws	1.9	93.33	74	-5
8.1.02	Futrure orientation of gvt	58.5	62.23	55	N/A
8.1.03	Global Cybersecurity Index	0.6	60.31	72	N/A
8.1.04	Gvt procurement of technology	3.0	32.81	95	+6
8.1.05	GERD (% of GDP)	1.7	39.27	21	-2
8.1.06	Int'l Property Rights (IPR) score	7.0	71.27	25	+6
8.1.07	Other R&D incentives	0.1	21.00	14	0
8.1.08	Gvt exp. on education	5.8	73.04	24	+3
8.1.09	Tertiary education exp. per student	8,227	0.02	26	-4
8.1.10	Pupil-teacher ratio (secondary)	11.5	83.84	47	-10
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			50.68	24	+2
8.2.01	ICT access (ICT Development Index)	7.2	76.39	35	-6
8.2.02	ICT usage by firms	5.5	74.57	26	-3
8.2.03	ICTs & business model creation	4.9	65.00	48	-8
8.2.04	ICTs & org. model creation	5.0	66.67	23	+11
8.2.05	Scientific & technical journal articles	1.5	58.87	13	0
8.2.06	Researchers in R&D	3,863	46.73	25	0
8.2.07	Technicians in R&D	2,186	69.01	5	+5
8.2.08	Quality of research institutions	5.0	67.07	26	+7
8.2.09	Industry-university collaboration	3.9	47.64	39	+1
8.2.10	Share of creative goods export	2.6	22.24	20	0
8.2.11	ICT Services Exports	14.0	30.43	20	+5
8.2.12	High-technology net exports	17.1	100.00	1	+8
8.2.13	ICT goods exports	13.3	75.45	10	+2
8.2.14	Medium & high-tech mfg in MVA	51.9	66.27	10	+1
8.2.15	High-tech exports (% of mfg exports)	71.0	99.61	8	+4
8.2.16	Robot adoption rate	101.0	32.09	19	N/A
8.2.17	Environmental goods exports & imports	15.8	10.31	19	0
8.2.18	Green patent applications	5.3	17.83	26	+3
8.2.19	Renewable energy consumption	14.5	17.23	90	-3
8.2.20	CO2 intensity of GDP	0.3	49.25	100	+1
8.2.21	Energy intensity	5.3	55.81	90	+3
8.2.22	Domestic material consumption	4.7	90.01	41	0
8.2.23	Trademark applications (res + nonres)	0.9	20.64	61	-7
8.2.24	International co-inventions	60.7	60.71	22	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.65	47	-3
8.2.26	Quality of vocational training	4.5	58.10	43	N/A
8.2.27	PISA scores	495.3	67.16	21	+6
8.2.28	Quality of educational system	3.8	46.38	57	+15
8.2.29	Critical thinking	3.3	39.07	76	N/A
8.2.30	Digital skills	4.8	62.96	40	N/A
8.2.31	STEM graduates	23.5	48.70	42	+2
9. Institutional capacity - cross-cutting driver			71.14	29	+3
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	1.0	77.41	25	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	47.1	30.77	96	-15

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Denmark

World Bank Inome Group: High
Global Labour Resilience Index 2021

5 **(76.57)**
RANK (SCORE)
GLRI 2016 Rank 2



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**76.34**	**10**	-1
1. Demographics			29.94	121	+6
1.1.01	Share of older population	20.0	29.94	121	+6
2. Country Capabilities			70.96	22	-1
2.1.01	Economic complexity (ECI)	1.0	70.96	22	-1
3. Economic Development and Macroeconomic Stability			85.94	12	0
3.1.01	GDP per capita	57,184	86.19	9	+3
3.1.02	Services share of economy	64.9	78.66	27	-5
3.1.03	Dependence on natural resources	0.3	75.26	42	-5
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			88.69	6	-3
4.1.01	Concentration of exports (HHI)	0.1	92.49	26	-13
4.1.02	Economics diversity (RCAs)	358	81.24	16	-1
4.1.03	Current account balance	7.0	92.34	13	-12
5. Inequality			92.55	14	-1
5.1.01	Income inequality (Gini coefficient)	28.2	92.55	14	-1
Cyclical Subindex			**76.69**	**5**	
6. Absorptive Capacity			75.98	8	0
6.1 Absorptive Capacity Input			80.60	14	-2
6.1.01	Workers' rights	95.0	96.66	9	N/A
6.1.02	Pension coverage	99.2	99.19	33	-8
6.1.03	Unemployment coverage	47.7	47.70	15	-1
6.1.04	Coverage of basic health services	81.0	86.89	22	N/A
6.2 Absorptive Capacity Output			74.44	5	-2
6.2.01	Quality of earnings	31.0	94.88	3	0
6.2.02	Quality of working environment	18.2	12.79	37	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	9.8	72.92	52	-1
6.2.05	Youth not in EET	7.7	81.29	18	-2
6.2.06	Low-skilled labour	32.8	79.54	35	+1
6.2.07	Growth of medium jobs	-0.3	13.33	129	-3
6.2.08	Labour income share	58.1	89.08	23	-2
6.2.09	Labour income inequality	2.4	96.50	7	-3
6.2.10	Women in labour force (ratio of LFPR)	87.9	83.02	25	+1
6.2.11	Gender pay gap	4.9	85.03	9	0
6.2.12	Longevity	28.1	93.62	26	+1
6.2.13	Physical health	15.0	82.10	36	+20
6.2.14	Mental health	7.8	83.56	25	-3
7. Adaptive Capacity			71.88	9	-1
7.1 Adaptive Capacity Input			74.83	11	-1
7.1.01	Hiring & firing practices	5.2	70.42	6	-2
7.1.02	Ease of hiring foreign labour	3.7	45.01	101	N/A
7.1.03	Effect of taxation on incentive to work	3.0	19.20	121	+5
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.4	77.38	38	+3
7.1.06	Trade openness	5.0	67.05	21	+16
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	91.1	84.75	8	+4
7.1.09	Enforcing contracts	73.9	82.97	12	+22
7.1.10	Property rights	5.9	81.82	14	+3
7.1.11	Insolvency framework	85.1	91.85	6	0
7.1.12	Time to start a business	3.5	94.50	7	0
7.1.13	Cost to start a business	0.2	100.00	1	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	4.0	74.75	8	+8

* Rank change from 2016 (5-year change)
Country notes:

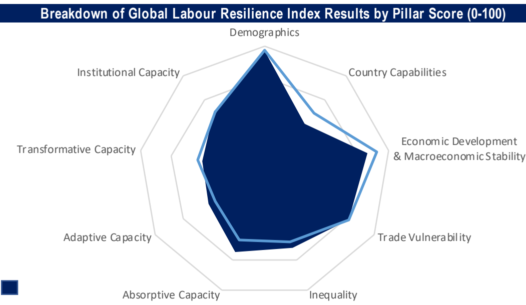
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			68.92	10	-4
7.2.01	ALMP effectiveness	5.3	71.44	7	+4
7.2.02	Formal & informal education & training	50.4	68.22	18	-9
7.2.03	Extent of staff training	5.3	71.17	7	N/A
7.2.04	High-skilled labour	47.9	77.66	11	+3
7.2.05	Skilled labour supply	4.9	65.39	14	N/A
7.2.06	Tertiary education attainment	32.4	68.42	8	0
7.2.07	Skillset of graduates	5.1	69.12	11	N/A
7.2.08	New corporate registrations	10.0	65.02	15	+1
7.2.09	GEI attitudes & perceptions subindex	71.6	87.59	8	+1
7.2.10	Venture capital investments	38.0	38.00	15	-6
7.2.11	Access to loans	4.3	54.91	40	+18
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	81.4	90.12	8	N/A
8. Transformative Capacity			67.43	8	-5
8.1 Transformative Capacity Input			70.33	12	-11
8.1.01	Internet & telephony competition laws	1.9	94.12	70	-3
8.1.02	Frutire orientation of gvt	75.4	90.15	6	N/A
8.1.03	Global Cybersecurity Index	0.9	91.34	23	N/A
8.1.04	Gvt procurement of technology	3.6	44.16	38	+41
8.1.05	GERD (% of GDP)	2.9	67.43	8	-1
8.1.06	Int'l Property Rights (IPR) score	8.2	91.12	12	-2
8.1.07	Other R&D incentives	0.0	10.62	26	-4
8.1.08	Gvt exp. on education	7.6	100.00	1	0
8.1.09	Tertiary education exp. per student	21,495	0.04	9	-7
8.1.10	Pupil-teacher ratio (secondary)	11.3	84.71	43	-9
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			64.52	8	+2
8.2.01	ICT access (ICT Development Index)	8.7	96.50	4	-2
8.2.02	ICT usage by firms	5.6	77.46	21	+4
8.2.03	ICTs & business model creation	5.5	75.00	16	+24
8.2.04	ICTs & org. model creation	5.7	78.33	6	+20
8.2.05	Scientific & technical journal articles	2.4	97.70	2	0
8.2.06	Researchers in R&D	8,066	97.76	2	0
8.2.07	Technicians in R&D	2,124	67.02	6	-1
8.2.08	Quality of research institutions	5.6	76.62	16	+1
8.2.09	Industry-university collaboration	4.8	62.50	19	0
8.2.10	Share of creative goods export	1.3	11.34	32	0
8.2.11	ICT Services Exports	6.5	13.71	63	+3
8.2.12	High-technology net exports	5.2	30.60	30	-3
8.2.13	ICT goods exports	3.9	21.88	30	+5
8.2.14	Medium & high-tech mfg in MVA	55.3	70.70	7	+2
8.2.15	High-tech exports (% of mfg exports)	57.7	80.95	27	+3
8.2.16	Robot adoption rate	211.0	68.11	6	N/A
8.2.17	Environmental goods exports & imports	11.2	6.63	27	0
8.2.18	Green patent applications	67.5	100.00	1	0
8.2.19	Renewable energy consumption	36.5	43.49	47	+5
8.2.20	CO2 intensity of GDP	0.1	85.99	24	-1
8.2.21	Energy intensity	2.6	88.16	11	-1
8.2.22	Domestic material consumption	1.6	98.53	11	-1
8.2.23	Trademark applications (res + nonres)	0.7	16.47	74	-9
8.2.24	International co-inventions	98.4	98.40	8	N/A
8.2.25	Patent applications (res + nonres)	0.3	5.77	16	-1
8.2.26	Quality of vocational training	5.6	76.80	4	N/A
8.2.27	PISA scores	501.0	69.39	16	-1
8.2.28	Quality of educational system	5.0	66.50	17	0
8.2.29	Critical thinking	5.6	76.36	2	N/A
8.2.30	Digital skills	5.4	73.59	9	N/A
8.2.31	STEM graduates	21.0	40.03	59	+8
9. Institutional capacity - cross-cutting driver			91.91	2	-1
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	1.7	96.65	8	-1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	77.1	99.20	2	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Dominican Republic

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

87 RANK **(50.92)** (SCORE)
GLRI 2016 Rank 86



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**58.19**	**67**	-5
1. Demographics			77.12	62	+3
1.1.01	Share of older population	7.3	77.12	62	+3
2. Country Capabilities			39.95	73	+2
2.1.01	Economic complexity (ECI)	-0.2	39.95	73	+2
3. Economic Development and Macroeconomic Stability			66.46	48	-15
3.1.01	GDP per capita	18,419	63.64	62	+6
3.1.02	Services share of economy	60.3	71.92	45	+1
3.1.03	Dependence on natural resources	0.2	83.15	24	-3
3.1.04	Debt dynamics	49.9	49.86	82	N/A
4. Trade Vulnerability			61.66	52	+2
4.1.01	Concentration of exports (HHI)	0.2	82.96	52	+1
4.1.02	Economics diversity (RCAs)	197	42.99	52	+1
4.1.03	Current account balance	-1.4	59.04	55	0
5. Inequality			51.33	100	+1
5.1.01	Income inequality (Gini coefficient)	43.7	51.33	100	+1
Cyclical Subindex			**47.29**	**89**	
6. Absorptive Capacity			54.30	86	0
6.1 Absorptive Capacity Input			38.36	90	N/A
6.1.01	Workers' rights	88.0	88.70	25	N/A
6.1.02	Pension coverage	11.1	10.29	105	-42
6.1.03	Unemployment coverage	4.2	4.20	66	N/A
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			59.61	71	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	53.6	50.76	17	-2
6.2.04	Youth unemployment	13.5	62.43	75	+5
6.2.05	Youth not in EET	24.7	30.79	86	+9
6.2.06	Low-skilled labour	51.9	50.45	76	+5
6.2.07	Growth of medium jobs	-0.1	28.91	92	+12
6.2.08	Labour income share	50.8	72.62	57	0
6.2.09	Labour income inequality	3.8	77.59	56	-1
6.2.10	Women in labour force (ratio of LFPR)	66.4	60.63	98	+7
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.2	74.01	83	-3
6.2.13	Physical health	14.4	78.24	58	-1
6.2.14	Mental health	6.9	69.28	69	-1
7. Adaptive Capacity			40.83	92	-3
7.1 Adaptive Capacity Input			52.70	94	-5
7.1.01	Hiring & firing practices	3.7	44.18	91	-14
7.1.02	Ease of hiring foreign labour	4.3	54.23	56	N/A
7.1.03	Effect of taxation on incentive to work	3.3	27.32	109	-34
7.1.04	Time dealing with gvt regulation	7.1	78.92	53	+19
7.1.05	Intensity of local competition	5.4	76.78	41	+27
7.1.06	Trade openness	4.3	54.80	79	+12
7.1.07	Applied tariffs	4.2	67.17	79	+19
7.1.08	Paying taxes	57.4	22.85	109	-49
7.1.09	Enforcing contracts	46.9	39.55	111	-44
7.1.10	Property rights	3.9	48.20	95	-13
7.1.11	Insolvency framework	38.0	40.97	105	+21
7.1.12	Time to start a business	16.5	70.64	90	-13
7.1.13	Cost to start a business	14.5	78.43	89	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-26
7.1.15	Logistics Performance Index	2.7	41.50	87	-20
7.2 Adaptive Capacity Output			28.96	92	-10
7.2.01	ALMP effectiveness	2.1	18.98	116	-30
7.2.02	Formal & informal education & training	6.3	8.30	53	-10
7.2.03	Extent of staff training	4.2	53.91	50	N/A
7.2.04	High-skilled labour	16.9	25.48	89	-3
7.2.05	Skilled labour supply	4.1	51.89	75	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.7	44.36	97	N/A
7.2.08	New corporate registrations	1.5	9.48	68	-4
7.2.09	GEI attitudes & perceptions subindex	28.4	24.11	59	0
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.0	49.75	59	+13
7.2.13	Microfinance loan portfolio	0.7	0.70	57	-24
7.2.14	Depth of financial system	36.1	31.65	75	N/A
8. Transformative Capacity			40.21	87	-22
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.7	85.29	94	-93
8.1.02	Frutire orientation of gvt	47.7	44.41	95	N/A
8.1.03	Global Cybersecurity Index	0.4	45.07	91	N/A
8.1.04	Gvt procurement of technology	2.6	26.69	123	-66
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.8	35.31	84	+5
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.0	18.39	131	-8
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	18.6	60.03	88	+1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			35.38	62	-1
8.2.01	ICT access (ICT Development Index)	4.5	42.02	89	-2
8.2.02	ICT usage by firms	4.6	60.23	71	-4
8.2.03	ICTs & business model creation	4.6	60.00	59	-13
8.2.04	ICTs & org. model creation	3.9	48.33	86	-42
8.2.05	Scientific & technical journal articles	0.0	0.15	127	0
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.7	27.87	127	-18
8.2.09	Industry-university collaboration	2.8	29.63	111	-21
8.2.10	Share of creative goods export	0.1	0.81	66	0
8.2.11	ICT Services Exports	1.6	2.94	117	-5
8.2.12	High-technology net exports	1.2	7.06	62	-2
8.2.13	ICT goods exports	2.2	12.25	45	+20
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.64	73	+13
8.2.19	Renewable energy consumption	17.0	20.27	81	+5
8.2.20	CO2 intensity of GDP	0.2	74.90	51	+3
8.2.21	Energy intensity	2.3	91.70	8	-1
8.2.22	Domestic material consumption	4.3	91.05	36	+3
8.2.23	Trademark applications (res + nonres)	1.0	23.97	52	+3
8.2.24	International co-inventions	2.8	2.78	79	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.52	86	-5
8.2.26	Quality of vocational training	3.9	48.13	82	N/A
8.2.27	PISA scores	334.3	3.71	76	0
8.2.28	Quality of educational system	2.5	25.68	126	0
8.2.29	Critical thinking	2.9	31.79	106	N/A
8.2.30	Digital skills	3.6	43.06	108	N/A
8.2.31	STEM graduates	11.6	6.98	104	-15
9. Institutional capacity - cross-cutting driver			49.49	84	-12
9.1.01	GLRI statistical fullness	0.8	57.58	82	-3
9.1.02	World Governance Index	-0.2	46.05	78	-4
9.1.03	Statistical Capacity Index	70.0	53.85	53	-18
9.1.04	Social capital	50.4	38.38	72	-18

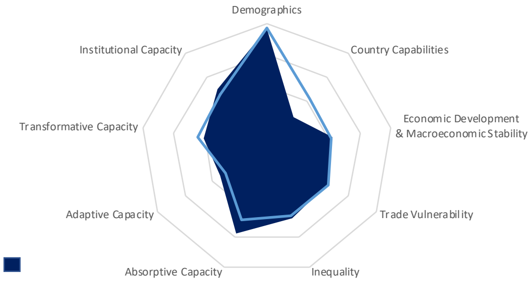
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Ecuador

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

100 RANK **(46.53)** (SCORE)
GLRI 2016 Rank 106



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**45.73**	**124**	-2
1. Demographics			76.85	65	+1
1.1.01	Share of older population	7.4	76.85	65	+1
2. Country Capabilities			26.90	95	-4
2.1.01	Economic complexity (ECI)	-0.7	26.90	95	-4
3. Economic Development and Macroeconomic Stability			42.40	112	-1
3.1.01	GDP per capita	11,375	54.05	85	-4
3.1.02	Services share of economy	51.9	59.28	90	+4
3.1.03	Dependence on natural resources	0.8	16.24	120	-5
3.1.04	Debt dynamics	48.5	48.47	99	N/A
4. Trade Vulnerability			44.84	93	-2
4.1.01	Concentration of exports (HHI)	0.4	60.19	104	-3
4.1.02	Economics diversity (RCAs)	80	15.20	103	-1
4.1.03	Current account balance	-1.3	59.12	53	+7
5. Inequality			46.81	103	+1
5.1.01	Income inequality (Gini coefficient)	45.4	46.81	103	+1
Cyclical Subindex			**46.92**	**92**	
6. Absorptive Capacity			57.26	74	+8
6.1 Absorptive Capacity Input			47.66	81	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	52.0	51.56	74	N/A
6.1.03	Unemployment coverage	4.2	4.20	66	-6
6.1.04	Coverage of basic health services	77.0	80.33	34	N/A
6.2 Absorptive Capacity Output			60.47	68	-16
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	65.8	35.72	26	-5
6.2.04	Youth unemployment	8.9	75.43	46	-3
6.2.05	Youth not in EET	17.5	52.19	66	+10
6.2.06	Low-skilled labour	64.1	31.95	101	-8
6.2.07	Growth of medium jobs	-0.1	32.71	84	-30
6.2.08	Labour income share	52.1	75.55	48	+5
6.2.09	Labour income inequality	5.8	59.24	94	-28
6.2.10	Women in labour force (ratio of LFPR)	68.1	62.40	96	+4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.9	82.60	51	-1
6.2.13	Physical health	14.8	80.76	42	-3
6.2.14	Mental health	7.3	76.58	43	-2
7. Adaptive Capacity			33.85	123	-10
7.1 Adaptive Capacity Input			41.87	125	+5
7.1.01	Hiring & firing practices	2.5	25.62	132	-2
7.1.02	Ease of hiring foreign labour	4.1	51.79	73	N/A
7.1.03	Effect of taxation on incentive to work	3.3	27.89	108	-48
7.1.04	Time dealing with gvt regulation	15.6	53.31	87	+16
7.1.05	Intensity of local competition	5.1	69.74	67	+66
7.1.06	Trade openness	3.3	38.89	132	-10
7.1.07	Applied tariffs	7.4	41.05	101	0
7.1.08	Paying taxes	59.4	26.41	105	-6
7.1.09	Enforcing contracts	57.5	56.67	75	-1
7.1.10	Property rights	3.3	38.06	123	-35
7.1.11	Insolvency framework	25.5	27.47	127	-4
7.1.12	Time to start a business	48.5	11.93	128	-2
7.1.13	Cost to start a business	21.9	67.19	102	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-26
7.1.15	Logistics Performance Index	2.9	47.00	62	+22

* Rank change from 2016 (5-year change)
Country notes:

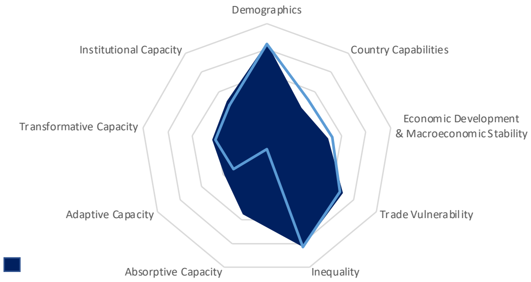
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			25.83	105	-33
7.2.01	ALMP effectiveness	2.1	18.74	119	-15
7.2.02	Formal & informal education & training	3.3	4.29	63	-2
7.2.03	Extent of staff training	3.6	43.40	101	N/A
7.2.04	High-skilled labour	13.6	19.93	96	+1
7.2.05	Skilled labour supply	4.2	52.68	68	N/A
7.2.06	Tertiary education attainment	11.7	24.78	59	-4
7.2.07	Skillset of graduates	4.1	51.25	64	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	22.4	15.22	80	-9
7.2.10	Venture capital investments	1.2	1.24	92	N/A
7.2.11	Access to loans	3.4	40.46	98	-67
7.2.13	Microfinance loan portfolio	15.8	15.80	18	-6
7.2.14	Depth of financial system	28.8	22.20	98	N/A
8. Transformative Capacity			40.77	83	-25
8.1 Transformative Capacity Input			50.89	65	-22
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	44.5	39.20	105	N/A
8.1.03	Global Cybersecurity Index	0.4	38.16	99	N/A
8.1.04	Gvt procurement of technology	2.8	30.13	111	-83
8.1.05	GERD (% of GDP)	0.4	10.10	65	0
8.1.06	Int'l Property Rights (IPR) score	4.7	33.19	92	-28
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.0	61.50	48	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	20.6	53.41	95	-4
8.1.11	ICT infrastructure per school	92.3	92.35	40	-14
8.2 Transformative Capacity Output			30.64	100	-3
8.2.01	ICT access (ICT Development Index)	4.8	46.30	81	-6
8.2.02	ICT usage by firms	4.6	59.86	73	+11
8.2.03	ICTs & business model creation	4.2	53.33	90	-18
8.2.04	ICTs & org. model creation	4.2	53.33	63	-2
8.2.05	Scientific & technical journal articles	0.1	4.88	73	+13
8.2.06	Researchers in R&D	401	4.69	71	-5
8.2.07	Technicians in R&D	90	2.69	62	-2
8.2.08	Quality of research institutions	3.3	38.81	98	-15
8.2.09	Industry-university collaboration	3.0	33.94	101	-56
8.2.10	Share of creative goods export	0.0	0.09	92	0
8.2.11	ICT Services Exports	1.4	2.50	120	-24
8.2.12	High-technology net exports	0.4	2.35	80	+4
8.2.13	ICT goods exports	0.1	0.60	104	+6
8.2.14	Medium & high-tech mfg in MVA	13.6	17.09	91	+1
8.2.15	High-tech exports (% of mfg exports)	11.8	16.60	107	-14
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.61	74	+6
8.2.19	Renewable energy consumption	16.7	19.93	82	+12
8.2.20	CO2 intensity of GDP	0.2	59.75	87	+4
8.2.21	Energy intensity	3.5	77.78	37	+5
8.2.22	Domestic material consumption	9.2	77.63	67	-3
8.2.23	Trademark applications (res + nonres)	1.0	23.73	53	-2
8.2.24	International co-inventions	1.2	1.19	89	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.57	77	-2
8.2.26	Quality of vocational training	4.2	54.15	58	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.4	39.74	85	-30
8.2.29	Critical thinking	3.4	39.42	75	N/A
8.2.30	Digital skills	3.8	46.02	94	N/A
8.2.31	STEM graduates	15.8	22.01	91	-12
9. Institutional capacity - cross-cutting driver			49.45	85	-2
9.1.01	GLRI statistical fullness	0.9	72.73	48	-28
9.1.02	World Governance Index	-0.4	41.92	94	+11
9.1.03	Statistical Capacity Index	66.7	48.08	61	-7
9.1.04	Social capital	49.3	35.76	81	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Egypt

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

70 **(53.75)**
RANK (SCORE)
GLRI 2016 Rank 70



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**64.81**	**42**	-1
1. Demographics			84.65	48	+2
1.1.01	Share of older population	5.3	84.65	48	+2
2. Country Capabilities			42.70	68	+1
2.1.01	Economic complexity (ECI)	-0.1	42.70	68	+1
3. Economic Development and Macroeconomic Stability			49.59	95	-8
3.1.01	GDP per capita	11,763	54.72	84	0
3.1.02	Services share of economy	50.5	57.22	97	-14
3.1.03	Dependence on natural resources	0.5	50.22	86	0
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			69.99	32	+8
4.1.01	Concentration of exports (HHI)	0.1	89.60	36	+3
4.1.02	Economics diversity (RCAs)	303	68.17	25	+1
4.1.03	Current account balance	-3.1	52.18	74	+19
5. Inequality			82.98	26	-1
5.1.01	Income inequality (Gini coefficient)	31.8	82.98	26	-1
Cyclical Subindex			**48.22**	**85**	
6. Absorptive Capacity			55.22	84	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	62.0	59.13	101	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			52.48	93	+2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	52.9	51.69	15	-2
6.2.04	Youth unemployment	31.1	11.97	124	-3
6.2.05	Youth not in EET	27.1	23.87	96	+6
6.2.06	Low-skilled labour	37.0	73.13	44	-4
6.2.07	Growth of medium jobs	0.2	58.73	30	+7
6.2.08	Labour income share	n/a	N/A	N/A	N/A
6.2.09	Labour income inequality	4.0	74.99	65	+2
6.2.10	Women in labour force (ratio of LFPR)	31.0	23.63	127	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.1	68.39	93	-2
6.2.13	Physical health	12.7	66.11	99	+6
6.2.14	Mental health	7.1	72.27	57	+16
7. Adaptive Capacity			39.75	95	+16
7.1 Adaptive Capacity Input			53.45	92	+8
7.1.01	Hiring & firing practices	3.9	49.07	60	0
7.1.02	Ease of hiring foreign labour	4.4	56.92	45	N/A
7.1.03	Effect of taxation on incentive to work	4.1	48.68	52	+48
7.1.04	Time dealing with gvt regulation	7.0	79.22	52	-25
7.1.05	Intensity of local competition	4.8	61.80	88	+35
7.1.06	Trade openness	4.5	57.54	62	+50
7.1.07	Applied tariffs	8.2	34.09	110	-5
7.1.08	Paying taxes	52.6	13.88	117	-10
7.1.09	Enforcing contracts	40.0	28.50	124	-7
7.1.10	Property rights	3.9	48.82	92	-5
7.1.11	Insolvency framework	42.2	45.56	89	0
7.1.12	Time to start a business	12.5	77.98	75	+6
7.1.13	Cost to start a business	7.4	89.22	68	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	+8
7.1.15	Logistics Performance Index	2.8	45.50	67	-6

* Rank change from 2016 (5-year change)
Country notes:

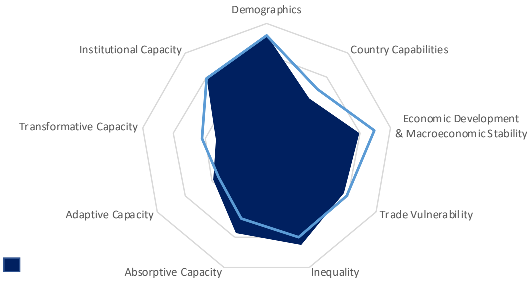
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			26.05	104	+4
7.2.01	ALMP effectiveness	2.7	27.87	99	+18
7.2.02	Formal & informal education & training	0.7	0.67	84	-5
7.2.03	Extent of staff training	3.9	48.40	69	N/A
7.2.04	High-skilled labour	30.4	48.18	46	-8
7.2.05	Skilled labour supply	4.0	50.25	83	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	2.9	31.84	131	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	16.0	5.84	87	-2
7.2.10	Venture capital investments	1.5	1.50	90	-11
7.2.11	Access to loans	3.9	48.32	65	+58
7.2.13	Microfinance loan portfolio	1.0	1.00	53	+5
7.2.14	Depth of financial system	29.1	22.66	97	N/A
8. Transformative Capacity			44.11	67	+12
8.1 Transformative Capacity Input			59.76	32	+16
8.1.01	Internet & telephony competition laws	1.6	80.00	97	-2
8.1.02	Frutire orientation of gvt	60.0	64.76	42	N/A
8.1.03	Global Cybersecurity Index	0.8	90.24	25	N/A
8.1.04	Gvt procurement of technology	3.4	39.80	59	+48
8.1.05	GERD (% of GDP)	0.6	13.96	50	-2
8.1.06	Int'l Property Rights (IPR) score	5.1	39.08	75	+23
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	43.42	87	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	15.2	71.72	69	-27
8.1.11	ICT infrastructure per school	94.8	94.85	38	-15
8.2 Transformative Capacity Output			28.46	110	-1
8.2.01	ICT access (ICT Development Index)	4.6	43.58	87	-2
8.2.02	ICT usage by firms	4.7	61.75	65	-8
8.2.03	ICTs & business model creation	4.7	61.67	55	+46
8.2.04	ICTs & org. model creation	4.4	56.67	54	+36
8.2.05	Scientific & technical journal articles	0.1	5.24	70	+1
8.2.06	Researchers in R&D	687	8.17	60	-1
8.2.07	Technicians in R&D	370	11.53	42	-1
8.2.08	Quality of research institutions	2.8	29.59	120	+9
8.2.09	Industry-university collaboration	2.8	29.21	114	+13
8.2.10	Share of creative goods export	0.3	2.85	47	0
8.2.11	ICT Services Exports	3.5	7.09	92	-8
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	2.9	16.30	37	-4
8.2.14	Medium & high-tech mfg in MVA	18.4	23.26	80	-1
8.2.15	High-tech exports (% of mfg exports)	33.7	47.35	69	+4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.20	82	-2
8.2.19	Renewable energy consumption	5.5	6.60	115	-2
8.2.20	CO2 intensity of GDP	0.2	55.62	93	+1
8.2.21	Energy intensity	3.8	74.00	49	-13
8.2.22	Domestic material consumption	17.3	55.59	99	-1
8.2.23	Trademark applications (res + nonres)	0.2	5.58	100	-2
8.2.24	International co-inventions	2.2	2.25	83	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.54	83	+4
8.2.26	Quality of vocational training	3.2	36.66	124	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.5	24.41	128	+6
8.2.29	Critical thinking	2.7	28.60	117	N/A
8.2.30	Digital skills	3.8	46.02	94	N/A
8.2.31	STEM graduates	11.2	5.89	105	-3
9. Institutional capacity - cross-cutting driver			49.52	83	+2
9.1.01	GLRI statistical fullness	0.9	66.67	60	-1
9.1.02	World Governance Index	-0.8	30.94	118	+6
9.1.03	Statistical Capacity Index	85.6	80.77	13	-5
9.1.04	Social capital	45.5	27.05	109	+13

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

El Salvador

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

82 RANK **(51.77)** (SCORE)
GLRI 2016 Rank 74



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**58.55**	**65**	-5
1. Demographics			72.76	73	+1
1.1.01	Share of older population	8.5	72.76	73	+1
2. Country Capabilities			42.58	69	+4
2.1.01	Economic complexity (ECI)	-0.1	42.58	69	+4
3. Economic Development and Macroeconomic Stability			59.99	65	-24
3.1.01	GDP per capita	8,776	48.89	92	0
3.1.02	Services share of economy	59.9	71.33	47	-6
3.1.03	Dependence on natural resources	0.2	85.92	17	-4
3.1.04	Debt dynamics	39.5	39.49	120	N/A
4. Trade Vulnerability			56.70	57	+2
4.1.01	Concentration of exports (HHI)	0.2	81.00	55	+4
4.1.02	Economics diversity (RCAs)	200	43.71	49	+4
4.1.03	Current account balance	-4.8	45.39	93	-16
5. Inequality			64.89	73	+11
5.1.01	Income inequality (Gini coefficient)	38.6	64.89	73	+11
Cyclical Subindex			**48.38**	**84**	
6. Absorptive Capacity			56.91	81	+4
6.1 Absorptive Capacity Input			54.57	67	N/A
6.1.01	Workers' rights	81.0	80.74	38	N/A
6.1.02	Pension coverage	18.1	17.36	95	-34
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			57.69	78	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	62.9	39.30	22	0
6.2.04	Youth unemployment	9.6	73.68	51	-10
6.2.05	Youth not in EET	27.1	23.58	97	+8
6.2.06	Low-skilled labour	60.5	37.37	95	0
6.2.07	Growth of medium jobs	0.0	42.12	59	+6
6.2.08	Labour income share	45.0	59.54	88	+1
6.2.09	Labour income inequality	3.4	81.79	43	+13
6.2.10	Women in labour force (ratio of LFPR)	59.8	53.77	111	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.6	75.89	78	+1
6.2.13	Physical health	14.8	80.55	46	-5
6.2.14	Mental health	6.7	66.97	74	0
7. Adaptive Capacity			39.06	99	-1
7.1 Adaptive Capacity Input			54.67	87	+5
7.1.01	Hiring & firing practices	3.1	34.57	118	-51
7.1.02	Ease of hiring foreign labour	4.2	53.25	63	N/A
7.1.03	Effect of taxation on incentive to work	3.3	28.39	106	-21
7.1.04	Time dealing with gvt regulation	11.2	66.57	71	+19
7.1.05	Intensity of local competition	5.3	73.77	57	+28
7.1.06	Trade openness	4.1	52.22	94	+31
7.1.07	Applied tariffs	1.9	85.91	52	-32
7.1.08	Paying taxes	77.3	59.33	57	+52
7.1.09	Enforcing contracts	51.9	47.56	95	-10
7.1.10	Property rights	3.5	41.65	117	-13
7.1.11	Insolvency framework	45.6	49.18	80	-10
7.1.12	Time to start a business	16.5	70.64	90	-9
7.1.13	Cost to start a business	41.4	37.57	117	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+43
7.1.15	Logistics Performance Index	2.6	39.50	96	-33

* Rank change from 2016 (5-year change)
Country notes:

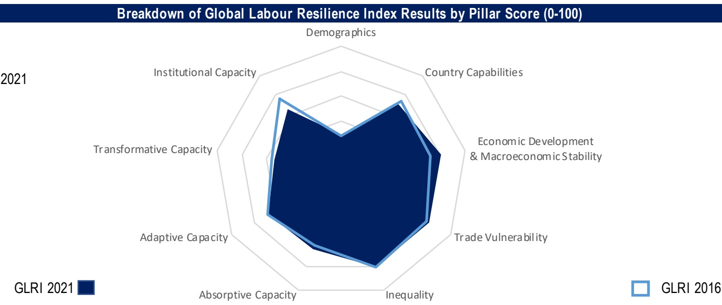
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			23.44	117	-27
7.2.01	ALMP effectiveness	1.6	10.46	134	-37
7.2.02	Formal & informal education & training	2.0	2.53	69	-5
7.2.03	Extent of staff training	3.6	43.10	105	N/A
7.2.04	High-skilled labour	12.9	18.82	98	+1
7.2.05	Skilled labour supply	3.8	46.52	101	N/A
7.2.06	Tertiary education attainment	6.7	14.11	74	-1
7.2.07	Skillset of graduates	3.5	42.44	104	N/A
7.2.08	New corporate registrations	0.6	3.54	90	-4
7.2.09	GEI attitudes & perceptions subindex	22.7	15.65	78	-17
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.7	44.31	80	-30
7.2.13	Microfinance loan portfolio	6.9	6.90	32	-2
7.2.14	Depth of financial system	37.1	32.93	68	N/A
8. Transformative Capacity			32.84	114	-36
8.1 Transformative Capacity Input			33.72	106	-32
8.1.01	Internet & telephony competition laws	1.9	93.33	74	-2
8.1.02	Futrure orientation of gvt	31.7	17.93	129	N/A
8.1.03	Global Cybersecurity Index	0.1	11.51	126	N/A
8.1.04	Gvt procurement of technology	2.4	22.57	131	-102
8.1.05	GERD (% of GDP)	0.1	3.12	96	+1
8.1.06	Int'l Property Rights (IPR) score	4.8	34.25	86	-16
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.9	45.02	79	+5
8.1.09	Tertiary education exp. per student	3,779	0.01	48	+3
8.1.10	Pupil-teacher ratio (secondary)	27.6	30.15	111	-3
8.1.11	ICT infrastructure per school	79.4	79.36	50	-22
8.2 Transformative Capacity Output			31.95	88	-26
8.2.01	ICT access (ICT Development Index)	3.8	33.07	98	-8
8.2.02	ICT usage by firms	4.3	55.46	93	-21
8.2.03	ICTs & business model creation	4.0	50.00	104	-50
8.2.04	ICTs & org. model creation	3.6	43.33	101	-44
8.2.05	Scientific & technical journal articles	0.0	0.25	119	+4
8.2.06	Researchers in R&D	64	0.60	91	-2
8.2.07	Technicians in R&D	13	0.23	94	N/A
8.2.08	Quality of research institutions	2.4	23.71	131	-58
8.2.09	Industry-university collaboration	2.7	28.33	117	-66
8.2.10	Share of creative goods export	0.1	0.43	80	0
8.2.11	ICT Services Exports	8.0	17.07	52	+4
8.2.12	High-technology net exports	2.7	15.89	46	-1
8.2.13	ICT goods exports	0.2	1.28	89	-7
8.2.14	Medium & high-tech mfg in MVA	19.1	24.22	76	0
8.2.15	High-tech exports (% of mfg exports)	15.2	21.27	99	+5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-23
8.2.19	Renewable energy consumption	25.3	30.18	64	+12
8.2.20	CO2 intensity of GDP	0.1	78.25	42	-5
8.2.21	Energy intensity	3.7	74.49	48	+4
8.2.22	Domestic material consumption	6.6	84.97	46	+1
8.2.23	Trademark applications (res + nonres)	1.6	38.18	28	-8
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.53	85	-12
8.2.26	Quality of vocational training	3.7	44.24	96	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.3	21.70	130	-71
8.2.29	Critical thinking	2.6	26.42	123	N/A
8.2.30	Digital skills	3.2	35.95	125	N/A
8.2.31	STEM graduates	21.4	41.63	54	-5
9. Institutional capacity - cross-cutting driver			59.45	57	-6
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	-0.4	42.79	91	-22
9.1.03	Statistical Capacity Index	88.9	86.54	8	0
9.1.04	Social capital	48.2	33.21	86	+20

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Estonia

World Bank Inome Group: High
Global Labour Resilience Index 2021

26 **(65.78)**
RANK (SCORE)
GLRI 2016 Rank 23



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**70.80**	**25**	+5
1. Demographics			29.84	122	0
1.1.01	Share of older population	20.0	29.84	122	0
2. Country Capabilities			70.24	23	+4
2.1.01	Economic complexity (ECI)	1.0	70.24	23	+4
3. Economic Development and Macroeconomic Stability			80.75	25	+12
3.1.01	GDP per capita	36,710	77.36	35	+2
3.1.02	Services share of economy	61.4	73.49	36	+4
3.1.03	Dependence on natural resources	0.3	68.52	53	-1
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			80.52	22	+1
4.1.01	Concentration of exports (HHI)	0.1	96.67	11	+14
4.1.02	Economics diversity (RCAs)	321	72.45	22	+2
4.1.03	Current account balance	2.0	72.44	28	+3
5. Inequality			80.59	34	+2
5.1.01	Income inequality (Gini coefficient)	32.7	80.59	34	+2
Cyclical Subindex			**63.27**	**28**	
6. Absorptive Capacity			65.07	44	-5
6.1 Absorptive Capacity Input			75.28	23	-8
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	41.5	41.50	21	-3
6.1.04	Coverage of basic health services	75.0	77.05	49	N/A
6.2 Absorptive Capacity Output			61.67	63	+6
6.2.01	Quality of earnings	8.3	12.40	29	0
6.2.02	Quality of working environment	23.0	26.90	34	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	12.6	65.05	71	-8
6.2.05	Youth not in EET	6.9	83.60	15	+17
6.2.06	Low-skilled labour	22.4	95.34	4	+1
6.2.07	Growth of medium jobs	-0.2	22.25	111	-12
6.2.08	Labour income share	58.2	89.31	22	+11
6.2.09	Labour income inequality	3.5	80.74	45	+4
6.2.10	Women in labour force (ratio of LFPR)	80.4	75.24	57	0
6.2.11	Gender pay gap	28.3	19.97	42	+1
6.2.12	Longevity	26.8	86.88	35	+5
6.2.13	Physical health	14.6	79.52	51	-1
6.2.14	Mental health	6.6	64.56	83	0
7. Adaptive Capacity			66.78	18	-5
7.1 Adaptive Capacity Input			73.27	14	+3
7.1.01	Hiring & firing practices	4.6	59.79	17	-5
7.1.02	Ease of hiring foreign labour	3.3	37.97	127	N/A
7.1.03	Effect of taxation on incentive to work	4.1	47.39	56	-13
7.1.04	Time dealing with gvt regulation	6.6	80.42	49	+1
7.1.05	Intensity of local competition	5.8	88.20	11	+14
7.1.06	Trade openness	5.2	70.24	11	+5
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	89.6	81.94	13	+13
7.1.09	Enforcing contracts	75.8	86.05	9	+17
7.1.10	Property rights	5.4	73.43	26	-1
7.1.11	Insolvency framework	60.1	64.80	48	-6
7.1.12	Time to start a business	3.5	94.50	7	0
7.1.13	Cost to start a business	1.2	98.63	29	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	3.3	57.75	33	+4

* Rank change from 2016 (5-year change)
Country notes:

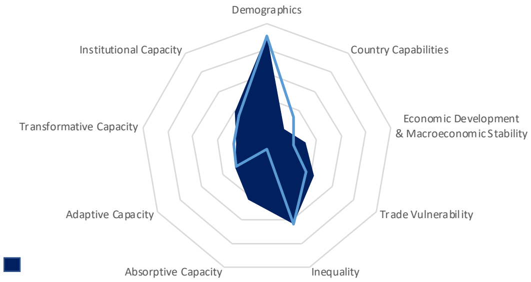
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			60.29	16	-2
7.2.01	ALMP effectiveness	4.9	64.92	13	+3
7.2.02	Formal & informal education & training	44.0	59.53	28	-11
7.2.03	Extent of staff training	4.7	62.18	29	N/A
7.2.04	High-skilled labour	47.7	77.27	13	+5
7.2.05	Skilled labour supply	3.5	42.18	115	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.7	62.18	29	N/A
7.2.08	New corporate registrations	23.6	98.27	2	-1
7.2.09	GEI attitudes & perceptions subindex	57.6	66.98	18	-2
7.2.10	Venture capital investments	28.6	28.60	18	-1
7.2.11	Access to loans	4.7	60.95	25	+13
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	42.6	40.09	55	N/A
8. Transformative Capacity			54.35	24	-1
8.1 Transformative Capacity Input			62.11	29	-10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	67.2	76.56	22	N/A
8.1.03	Global Cybersecurity Index	0.9	97.15	5	N/A
8.1.04	Gvt procurement of technology	3.5	41.42	52	-37
8.1.05	GERD (% of GDP)	1.3	29.90	24	-1
8.1.06	Int'l Property Rights (IPR) score	7.2	74.64	22	+4
8.1.07	Other R&D incentives	0.0	7.09	29	-8
8.1.08	Gvt exp. on education	5.2	64.67	43	+3
8.1.09	Tertiary education exp. per student	6,425	0.02	33	-5
8.1.10	Pupil-teacher ratio (secondary)	9.2	91.78	22	-12
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			46.58	31	-3
8.2.01	ICT access (ICT Development Index)	8.1	89.11	16	+2
8.2.02	ICT usage by firms	6.0	82.77	5	-3
8.2.03	ICTs & business model creation	5.5	75.00	16	-14
8.2.04	ICTs & org. model creation	5.8	80.00	3	-1
8.2.05	Scientific & technical journal articles	1.1	43.15	26	-2
8.2.06	Researchers in R&D	3,755	45.42	26	0
8.2.07	Technicians in R&D	655	20.55	26	-1
8.2.08	Quality of research institutions	5.3	71.49	21	+3
8.2.09	Industry-university collaboration	3.9	48.16	38	-6
8.2.10	Share of creative goods export	0.2	1.50	57	0
8.2.11	ICT Services Exports	10.5	22.59	37	+9
8.2.12	High-technology net exports	8.6	50.60	19	0
8.2.13	ICT goods exports	9.3	52.50	18	-4
8.2.14	Medium & high-tech mfg in MVA	27.5	34.95	54	-5
8.2.15	High-tech exports (% of mfg exports)	47.4	66.53	41	-5
8.2.16	Robot adoption rate	11.0	2.62	37	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	9.8	32.99	22	+4
8.2.19	Renewable energy consumption	27.0	32.13	62	0
8.2.20	CO2 intensity of GDP	0.4	18.80	119	-1
8.2.21	Energy intensity	6.1	46.05	105	-1
8.2.22	Domestic material consumption	11.4	71.82	77	-3
8.2.23	Trademark applications (res + nonres)	2.0	47.47	17	+2
8.2.24	International co-inventions	54.5	54.48	25	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.56	80	-3
8.2.26	Quality of vocational training	4.7	61.68	29	N/A
8.2.27	PISA scores	525.3	78.98	3	0
8.2.28	Quality of educational system	4.7	61.17	22	+11
8.2.29	Critical thinking	4.4	56.55	23	N/A
8.2.30	Digital skills	5.4	73.75	8	N/A
8.2.31	STEM graduates	27.5	62.76	21	+3
9. Institutional capacity - cross-cutting driver			65.79	35	-15
9.1.01	GLRI statistical fullness	0.9	81.82	17	+3
9.1.02	World Governance Index	1.2	84.45	19	+1
9.1.03	Statistical Capacity Index	50.0	19.23	92	N/A
9.1.04	Social capital	56.5	52.21	36	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Ethiopia

World Bank Inome Group: Low
Global Labour Resilience Index 2021

122 **(39.38)**
RANK (SCORE)
GLRI 2016 Rank 123



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.66**	**116**	+11
1. Demographics			91.21	33	+1
1.1.01	Share of older population	3.5	91.21	33	+1
2. Country Capabilities			21.26	103	+4
2.1.01	Economic complexity (ECI)	-0.9	21.26	103	+4
3. Economic Development and Macroeconomic Stability			31.76	131	+2
3.1.01	GDP per capita	2,220	21.53	126	+3
3.1.02	Services share of economy	36.9	36.93	133	-4
3.1.03	Dependence on natural resources	0.8	21.17	111	+12
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			43.33	96	+14
4.1.01	Concentration of exports (HHI)	0.3	70.79	86	-1
4.1.02	Economics diversity (RCAs)	86	16.63	100	-4
4.1.03	Current account balance	-5.5	42.59	103	+17
5. Inequality			63.56	78	-3
5.1.01	Income inequality (Gini coefficient)	39.1	63.56	78	-3
Cyclical Subindex			**35.24**	**127**	
6. Absorptive Capacity			43.08	111	N/A
6.1 Absorptive Capacity Input			18.89	114	N/A
6.1.01	Workers' rights	69.0	67.09	79	N/A
6.1.02	Pension coverage	15.3	14.53	101	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	39.0	18.03	131	N/A
6.2 Absorptive Capacity Output			51.14	96	+7
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	3.2	91.82	11	+2
6.2.05	Youth not in EET	10.5	73.08	32	-4
6.2.06	Low-skilled labour	84.7	0.52	127	+2
6.2.07	Growth of medium jobs	-0.2	19.03	121	+14
6.2.08	Labour income share	44.1	57.51	91	-5
6.2.09	Labour income inequality	13.3	19.39	121	0
6.2.10	Women in labour force (ratio of LFPR)	85.6	80.69	33	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.7	46.33	110	+3
6.2.13	Physical health	12.6	65.48	101	+1
6.2.14	Mental health	6.1	57.54	100	+4
7. Adaptive Capacity			29.00	130	-11
7.1 Adaptive Capacity Input			37.53	132	-16
7.1.01	Hiring & firing practices	3.5	41.48	103	-28
7.1.02	Ease of hiring foreign labour	3.5	41.04	118	N/A
7.1.03	Effect of taxation on incentive to work	3.8	41.38	72	+6
7.1.04	Time dealing with gvt regulation	11.9	68.37	69	0
7.1.05	Intensity of local competition	3.7	31.45	132	-26
7.1.06	Trade openness	3.6	43.51	126	-23
7.1.07	Applied tariffs	12.1	6.77	130	-3
7.1.08	Paying taxes	63.3	33.54	94	-8
7.1.09	Enforcing contracts	62.8	65.07	52	-7
7.1.10	Property rights	4.2	53.36	72	+30
7.1.11	Insolvency framework	30.3	32.73	119	-10
7.1.12	Time to start a business	32.0	42.20	116	-1
7.1.13	Cost to start a business	57.8	12.66	125	N/A
7.1.14	Ease of getting credit	15.0	15.00	130	-6
7.1.15	Logistics Performance Index	2.4	34.42	119	-18

* Rank change from 2016 (5-year change)
Country notes:

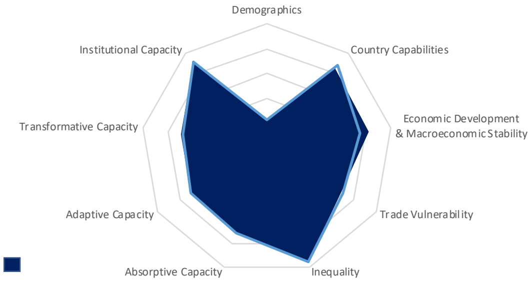
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			20.47	123	-17
7.2.01	ALMP effectiveness	3.4	39.76	63	-19
7.2.02	Formal & informal education & training	3.6	4.63	60	-6
7.2.03	Extent of staff training	3.7	44.57	93	N/A
7.2.04	High-skilled labour	4.5	4.75	127	0
7.2.05	Skilled labour supply	3.6	44.02	109	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.4	39.92	118	N/A
7.2.08	New corporate registrations	0.5	3.19	94	N/A
7.2.09	GEI attitudes & perceptions subindex	15.5	5.12	88	-2
7.2.10	Venture capital investments	3.4	3.40	69	+8
7.2.11	Access to loans	3.5	41.16	92	+24
7.2.13	Microfinance loan portfolio	0.3	0.30	62	+9
7.2.14	Depth of financial system	23.0	14.78	114	N/A
8. Transformative Capacity			25.12	131	-6
8.1 Transformative Capacity Input			24.53	116	-11
8.1.01	Internet & telephony competition laws	0.0	0.00	132	0
8.1.02	Frutture orientation of gvt	40.8	32.97	113	N/A
8.1.03	Global Cybersecurity Index	0.3	28.40	103	N/A
8.1.04	Gvt procurement of technology	3.6	42.55	43	+7
8.1.05	GERD (% of GDP)	0.6	13.93	51	+5
8.1.06	Int'l Property Rights (IPR) score	4.4	28.31	103	-1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.7	57.69	55	+7
8.1.09	Tertiary education exp. per student	4,037	0.02	46	-3
8.1.10	Pupil-teacher ratio (secondary)	40.4	16.93	120	-11
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			25.71	121	+2
8.2.01	ICT access (ICT Development Index)	1.7	4.93	132	0
8.2.02	ICT usage by firms	3.5	41.52	130	+2
8.2.03	ICTs & business model creation	3.4	40.00	123	-3
8.2.04	ICTs & org. model creation	3.3	38.33	120	+2
8.2.05	Scientific & technical journal articles	0.0	0.67	104	+7
8.2.06	Researchers in R&D	91	0.93	89	+5
8.2.07	Technicians in R&D	33	0.89	81	-2
8.2.08	Quality of research institutions	3.6	42.63	85	+17
8.2.09	Industry-university collaboration	3.6	43.94	45	+30
8.2.10	Share of creative goods export	0.0	0.04	101	0
8.2.11	ICT Services Exports	2.2	4.16	110	-9
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	1.7	9.56	54	+34
8.2.14	Medium & high-tech mfg in MVA	16.1	20.30	83	0
8.2.15	High-tech exports (% of mfg exports)	41.8	58.69	56	+16
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	89.8	100.00	1	0
8.2.20	CO2 intensity of GDP	0.1	92.07	9	-1
8.2.21	Energy intensity	9.7	2.11	129	+1
8.2.22	Domestic material consumption	39.5	0.00	130	0
8.2.23	Trademark applications (res + nonres)	0.0	0.21	124	-4
8.2.24	International co-inventions	0.5	0.51	103	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.01	118	-5
8.2.26	Quality of vocational training	3.4	40.11	115	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.5	41.53	77	-8
8.2.29	Critical thinking	3.6	42.75	55	N/A
8.2.30	Digital skills	3.8	45.83	97	N/A
8.2.31	STEM graduates	11.2	5.81	107	-4
9. Institutional capacity - cross-cutting driver			38.92	111	-2
9.1.01	GLRI statistical fullness	0.9	60.61	72	-3
9.1.02	World Governance Index	-0.8	30.51	119	+3
9.1.03	Statistical Capacity Index	61.1	38.46	73	-6
9.1.04	Social capital	46.8	30.13	100	+8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Finland

World Bank Inome Group: High
Global Labour Resilience Index 2021

8 **(74.59)**
RANK (SCORE)
GLRI 2016 Rank 7



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**73.53**	**20**	+3
1. Demographics			21.83	133	-1
1.1.01	Share of older population	22.1	21.83	133	-1
2. Country Capabilities			84.29	9	0
2.1.01	Economic complexity (ECI)	1.6	84.29	9	0
3. Economic Development and Macroeconomic Stability			82.38	22	+4
3.1.01	GDP per capita	48,621	82.96	19	+3
3.1.02	Services share of economy	60.3	71.95	44	-8
3.1.03	Dependence on natural resources	0.3	69.41	51	-2
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			68.45	34	+2
4.1.01	Concentration of exports (HHI)	0.1	91.58	28	+13
4.1.02	Economics diversity (RCAs)	247	54.87	33	0
4.1.03	Current account balance	-1.4	58.90	56	-9
5. Inequality			95.48	7	+1
5.1.01	Income inequality (Gini coefficient)	27.1	95.48	7	+1
Cyclical Subindex			**75.13**	**8**	
6. Absorptive Capacity			72.08	15	-3
6.1 Absorptive Capacity Input			93.35	3	0
6.1.01	Workers' rights	97.0	98.93	2	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	95.3	95.30	3	+1
6.1.04	Coverage of basic health services	78.0	81.97	30	N/A
6.2 Absorptive Capacity Output			64.99	44	+11
6.2.01	Quality of earnings	21.4	59.85	11	0
6.2.02	Quality of working environment	16.3	7.35	38	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	16.3	54.32	89	+12
6.2.05	Youth not in EET	8.2	79.98	23	+8
6.2.06	Low-skilled labour	27.9	86.97	20	+2
6.2.07	Growth of medium jobs	-0.2	18.45	122	+1
6.2.08	Labour income share	56.3	85.02	30	-4
6.2.09	Labour income inequality	2.3	97.97	4	-1
6.2.10	Women in labour force (ratio of LFPR)	88.5	83.66	22	-5
6.2.11	Gender pay gap	18.9	41.95	37	-3
6.2.12	Longevity	28.3	94.50	20	+1
6.2.13	Physical health	15.6	85.78	22	+1
6.2.14	Mental health	5.6	49.10	120	+1
7. Adaptive Capacity			69.82	13	-4
7.1 Adaptive Capacity Input			71.65	22	-1
7.1.01	Hiring & firing practices	3.6	43.15	95	-12
7.1.02	Ease of hiring foreign labour	3.9	48.41	87	N/A
7.1.03	Effect of taxation on incentive to work	3.3	27.05	110	-6
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	4.7	59.29	98	+3
7.1.06	Trade openness	5.8	79.40	2	+5
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	90.6	83.83	10	+9
7.1.09	Enforcing contracts	66.4	70.90	38	-18
7.1.10	Property rights	6.6	92.88	1	0
7.1.11	Insolvency framework	92.7	100.00	1	0
7.1.12	Time to start a business	13.0	77.06	79	+6
7.1.13	Cost to start a business	1.0	98.94	22	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	4.0	74.25	10	+12

* Rank change from 2016 (5-year change)
Country notes:

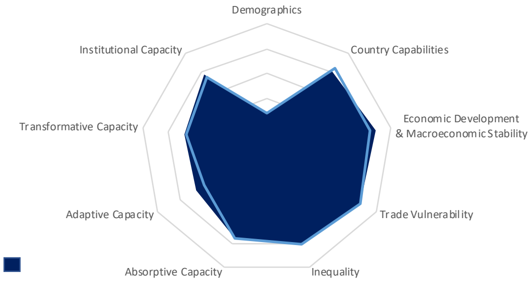
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			67.99	11	-6
7.2.01	ALMP effectiveness	4.9	65.81	12	+5
7.2.02	Formal & informal education & training	54.1	73.25	13	-1
7.2.03	Extent of staff training	5.5	75.25	2	N/A
7.2.04	High-skilled labour	48.4	78.51	10	+1
7.2.05	Skilled labour supply	5.2	69.96	5	N/A
7.2.06	Tertiary education attainment	23.0	48.70	26	-3
7.2.07	Skillset of graduates	5.4	73.85	4	N/A
7.2.08	New corporate registrations	4.3	27.77	35	+2
7.2.09	GEI attitudes & perceptions subindex	79.0	98.44	4	-1
7.2.10	Venture capital investments	38.4	38.40	14	-13
7.2.11	Access to loans	5.4	74.08	4	+7
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	82.8	91.86	7	N/A
8. Transformative Capacity			69.36	5	0
8.1 Transformative Capacity Input			78.28	2	+2
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	76.5	92.03	5	N/A
8.1.03	Global Cybersecurity Index	0.9	91.78	21	N/A
8.1.04	Gvt procurement of technology	4.0	50.68	19	+3
8.1.05	GERD (% of GDP)	2.7	64.48	9	0
8.1.06	Int'l Property Rights (IPR) score	8.7	100.00	1	+1
8.1.07	Other R&D incentives	0.1	14.74	22	-6
8.1.08	Gvt exp. on education	7.1	92.07	5	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.6	77.03	60	-14
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			60.44	13	+1
8.2.01	ICT access (ICT Development Index)	7.9	85.73	20	-9
8.2.02	ICT usage by firms	5.9	82.31	8	-3
8.2.03	ICTs & business model creation	6.1	85.00	1	0
8.2.04	ICTs & org. model creation	5.8	80.00	3	-2
8.2.05	Scientific & technical journal articles	1.9	77.43	8	-3
8.2.06	Researchers in R&D	6,861	83.13	5	-1
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	5.8	79.56	8	+2
8.2.09	Industry-university collaboration	5.6	77.41	4	-3
8.2.10	Share of creative goods export	0.2	2.12	53	0
8.2.11	ICT Services Exports	26.2	57.31	7	-1
8.2.12	High-technology net exports	4.4	25.89	34	0
8.2.13	ICT goods exports	2.7	15.25	40	+1
8.2.14	Medium & high-tech mfg in MVA	46.0	58.75	17	+10
8.2.15	High-tech exports (% of mfg exports)	48.5	68.09	40	-2
8.2.16	Robot adoption rate	138.0	44.20	14	N/A
8.2.17	Environmental goods exports & imports	3.0	0.08	34	0
8.2.18	Green patent applications	31.3	100.00	1	0
8.2.19	Renewable energy consumption	44.4	52.84	38	+3
8.2.20	CO2 intensity of GDP	0.2	67.86	72	-5
8.2.21	Energy intensity	6.1	45.07	108	-3
8.2.22	Domestic material consumption	3.2	94.17	25	+1
8.2.23	Trademark applications (res + nonres)	0.8	17.81	68	-4
8.2.24	International co-inventions	99.2	99.22	6	N/A
8.2.25	Patent applications (res + nonres)	0.3	5.95	14	+3
8.2.26	Quality of vocational training	5.6	76.36	5	N/A
8.2.27	PISA scores	516.3	75.44	7	-2
8.2.28	Quality of educational system	5.8	80.11	3	-1
8.2.29	Critical thinking	5.6	76.39	1	N/A
8.2.30	Digital skills	5.8	80.53	1	N/A
8.2.31	STEM graduates	29.5	70.02	15	+2
9. Institutional capacity - cross-cutting driver			91.12	4	-1
9.1.01	GLRI statistical fullness	0.9	75.76	38	0
9.1.02	World Governance Index	1.8	98.69	4	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	73.8	91.55	4	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

France

World Bank Inome Group: High
Global Labour Resilience Index 2021

13 RANK **(72.84)** (SCORE)
GLRI 2016 Rank 13



GLRI 2021 ■   □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.50**	**12**	+1
1. Demographics			28.35	127	-1
1.1.01	Share of older population	20.4	28.35	127	-1
2. Country Capabilities			80.77	14	-1
2.1.01	Economic complexity (ECI)	1.4	80.77	14	-1
3. Economic Development and Macroeconomic Stability			88.03	9	+1
3.1.01	GDP per capita	46,184	81.93	22	+2
3.1.02	Services share of economy	70.2	86.63	10	0
3.1.03	Dependence on natural resources	0.2	83.17	23	0
3.1.04	Debt dynamics	99.7	99.70	35	N/A
4. Trade Vulnerability			85.87	10	0
4.1.01	Concentration of exports (HHI)	0.1	95.89	13	+4
4.1.02	Economics diversity (RCAs)	461	100.00	1	0
4.1.03	Current account balance	-0.7	61.72	49	-9
5. Inequality			80.59	34	+2
5.1.01	Income inequality (Gini coefficient)	32.7	80.59	34	+2
Cyclical Subindex			**71.52**	**14**	
6. Absorptive Capacity			75.09	10	-5
6.1 Absorptive Capacity Input			92.21	4	0
6.1.01	Workers' rights	91.0	92.11	13	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	94.7	94.70	4	+1
6.1.04	Coverage of basic health services	78.0	81.97	30	N/A
6.2 Absorptive Capacity Output			69.39	23	-4
6.2.01	Quality of earnings	21.9	61.76	10	0
6.2.02	Quality of working environment	25.8	35.07	24	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	19.1	46.15	100	+6
6.2.05	Youth not in EET	10.6	72.82	34	+4
6.2.06	Low-skilled labour	29.2	85.10	24	-3
6.2.07	Growth of medium jobs	-0.2	19.67	118	-3
6.2.08	Labour income share	61.0	95.62	12	-2
6.2.09	Labour income inequality	2.6	93.09	11	+1
6.2.10	Women in labour force (ratio of LFPR)	84.7	79.73	38	+3
6.2.11	Gender pay gap	9.9	69.61	19	-3
6.2.12	Longevity	28.7	96.79	11	+2
6.2.13	Physical health	16.3	90.72	7	+8
6.2.14	Mental health	6.0	55.91	108	-3
7. Adaptive Capacity			64.82	20	+4
7.1 Adaptive Capacity Input			69.35	31	+2
7.1.01	Hiring & firing practices	3.7	44.51	89	+33
7.1.02	Ease of hiring foreign labour	4.3	55.59	52	N/A
7.1.03	Effect of taxation on incentive to work	3.0	21.52	118	-1
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.8	88.57	10	+17
7.1.06	Trade openness	4.6	60.08	46	+22
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	79.3	63.02	50	+34
7.1.09	Enforcing contracts	73.5	82.25	14	-5
7.1.10	Property rights	5.4	72.91	27	-8
7.1.11	Insolvency framework	74.6	80.50	24	-4
7.1.12	Time to start a business	4.0	93.58	12	-1
7.1.13	Cost to start a business	0.7	99.39	15	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-25
7.1.15	Logistics Performance Index	3.8	71.00	15	-2

* Rank change from 2016 (5-year change)
Country notes:

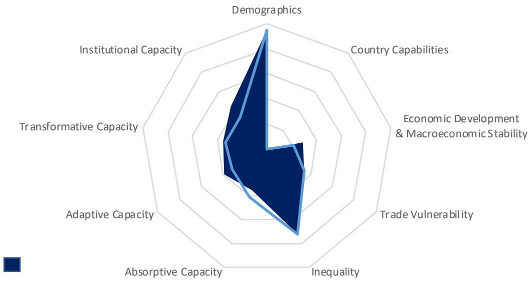
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			60.28	17	+4
7.2.01	ALMP effectiveness	4.5	57.55	30	+24
7.2.02	Formal & informal education & training	51.3	69.45	17	-2
7.2.03	Extent of staff training	4.8	62.83	26	N/A
7.2.04	High-skilled labour	46.5	75.32	15	0
7.2.05	Skilled labour supply	4.6	59.63	38	N/A
7.2.06	Tertiary education attainment	17.4	36.80	42	-3
7.2.07	Skillset of graduates	4.7	60.84	34	N/A
7.2.08	New corporate registrations	4.8	31.37	31	0
7.2.09	GEI attitudes & perceptions subindex	61.4	72.60	16	+1
7.2.10	Venture capital investments	56.9	56.90	5	+13
7.2.11	Access to loans	4.1	51.33	53	-37
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	80.3	88.75	10	N/A
8. Transformative Capacity			66.57	10	+1
8.1 Transformative Capacity Input			73.07	7	+5
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutur orientation of gvt	71.0	82.93	13	N/A
8.1.03	Global Cybersecurity Index	0.9	98.57	3	N/A
8.1.04	Gvt procurement of technology	3.6	43.68	40	+2
8.1.05	GERD (% of GDP)	2.2	52.72	12	0
8.1.06	Int'l Property Rights (IPR) score	7.2	74.69	21	0
8.1.07	Other R&D incentives	0.1	30.59	6	0
8.1.08	Gvt exp. on education	5.5	68.30	25	+7
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	12.9	79.18	56	-7
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			60.08	14	-2
8.2.01	ICT access (ICT Development Index)	8.2	90.40	13	+3
8.2.02	ICT usage by firms	5.3	72.10	31	+10
8.2.03	ICTs & business model creation	5.6	76.67	13	+16
8.2.04	ICTs & org. model creation	5.3	71.67	15	+29
8.2.05	Scientific & technical journal articles	1.0	41.13	30	-3
8.2.06	Researchers in R&D	4,715	57.08	19	+2
8.2.07	Technicians in R&D	1,806	56.96	11	0
8.2.08	Quality of research institutions	5.8	79.59	7	+5
8.2.09	Industry-university collaboration	4.2	53.68	33	-6
8.2.10	Share of creative goods export	14.3	100.00	1	0
8.2.11	ICT Services Exports	6.7	14.31	60	0
8.2.12	High-technology net exports	12.8	75.32	10	+1
8.2.13	ICT goods exports	3.9	22.26	29	+2
8.2.14	Medium & high-tech mfg in MVA	50.5	64.51	11	+1
8.2.15	High-tech exports (% of mfg exports)	65.9	92.48	14	-1
8.2.16	Robot adoption rate	132.0	42.24	17	N/A
8.2.17	Environmental goods exports & imports	46.0	34.45	6	0
8.2.18	Green patent applications	18.7	63.15	13	-1
8.2.19	Renewable energy consumption	14.5	17.29	89	+1
8.2.20	CO2 intensity of GDP	0.1	85.15	25	-1
8.2.21	Energy intensity	4.0	71.56	56	+5
8.2.22	Domestic material consumption	1.7	98.33	13	-2
8.2.23	Trademark applications (res + nonres)	1.5	35.08	34	-2
8.2.24	International co-inventions	77.4	77.38	19	N/A
8.2.25	Patent applications (res + nonres)	0.2	5.56	17	+1
8.2.26	Quality of vocational training	4.7	62.09	28	N/A
8.2.27	PISA scores	493.7	66.50	23	0
8.2.28	Quality of educational system	4.3	55.08	36	-4
8.2.29	Critical thinking	4.1	50.85	36	N/A
8.2.30	Digital skills	4.5	58.19	52	N/A
8.2.31	STEM graduates	25.6	56.10	26	+7
9. Institutional capacity - cross-cutting driver			77.39	18	+4
9.1.01	GLRI statistical fullness	0.9	81.82	17	-5
9.1.02	World Governance Index	1.1	81.75	21	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	56.0	51.09	38	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Gambia

World Bank Inome Group: Low
Global Labour Resilience Index 2021

109 **(43.77)**
RANK (SCORE)
GLRI 2016 Rank 119



GLRI 2021 ■ GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.84**	**82**	+21
1. Demographics			94.77	13	-5
1.1.01	Share of older population	2.6	94.77	13	-5
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			28.68	133	-1
3.1.01	GDP per capita	2,207	21.42	127	+3
3.1.02	Services share of economy	58.5	69.22	54	+30
3.1.03	Dependence on natural resources	0.9	4.34	132	-3
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			34.40	119	-5
4.1.01	Concentration of exports (HHI)	0.5	50.42	118	-16
4.1.02	Economics diversity (RCAs)	48	7.60	123	0
4.1.03	Current account balance	-4.8	45.19	94	+11
5. Inequality			72.07	60	0
5.1.01	Income inequality (Gini coefficient)	35.9	72.07	60	0
Cyclical Subindex			**38.24**	**115**	
6. Absorptive Capacity			35.33	130	-36
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	17.0	16.25	98	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	44.0	26.23	122	N/A
6.2 Absorptive Capacity Output			40.02	121	-3
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	68.2	32.70	30	-3
6.2.04	Youth unemployment	12.5	65.32	69	-7
6.2.05	Youth not in EET	49.5	10.44	111	+5
6.2.06	Low-skilled labour	73.9	17.02	114	-2
6.2.07	Growth of medium jobs	0.0	37.26	68	-1
6.2.08	Labour income share	39.7	47.59	107	-3
6.2.09	Labour income inequality	8.8	39.25	111	0
6.2.10	Women in labour force (ratio of LFPR)	75.3	69.88	75	-3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	14.8	26.84	127	-1
6.2.13	Physical health	9.0	41.28	125	+1
6.2.14	Mental health	5.8	52.68	115	-6
7. Adaptive Capacity			39.55	97	+7
7.1 Adaptive Capacity Input			46.69	113	0
7.1.01	Hiring & firing practices	4.1	51.70	41	-2
7.1.02	Ease of hiring foreign labour	4.7	61.06	26	N/A
7.1.03	Effect of taxation on incentive to work	4.5	56.81	26	+25
7.1.04	Time dealing with gvt regulation	2.5	92.77	20	+35
7.1.05	Intensity of local competition	5.5	79.72	28	+55
7.1.06	Trade openness	4.3	54.62	81	-39
7.1.07	Applied tariffs	18.1	6.77	130	+4
7.1.08	Paying taxes	45.8	1.45	129	-2
7.1.09	Enforcing contracts	50.9	46.00	98	-44
7.1.10	Property rights	4.5	58.42	54	+17
7.1.11	Insolvency framework	36.8	39.72	108	-8
7.1.12	Time to start a business	8.0	86.24	45	+53
7.1.13	Cost to start a business	128.2	0.00	128	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	0
7.1.15	Logistics Performance Index	2.4	35.00	117	+12

* Rank change from 2016 (5-year change)
Country notes:

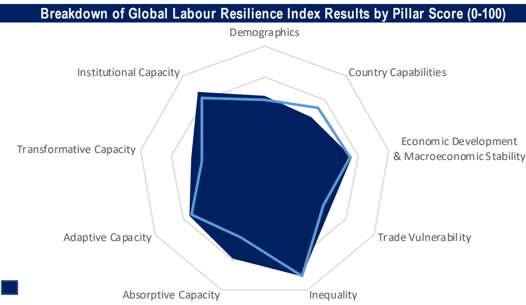
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			N/R	N/A	N/A
7.2.01	ALMP effectiveness	3.3	38.65	64	-7
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.9	47.66	75	N/A
7.2.04	High-skilled labour	6.1	7.44	120	0
7.2.05	Skilled labour supply	4.6	60.12	35	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.4	56.13	44	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.4	39.71	99	-9
7.2.13	Microfinance loan portfolio	0.2	0.20	64	-16
7.2.14	Depth of financial system	18.8	9.34	124	N/A
8. Transformative Capacity			35.25	106	+8
8.1 Transformative Capacity Input			39.23	100	N/A
8.1.01	Internet & telephony competition laws	1.1	56.25	117	+1
8.1.02	Futrure orientation of gvt	48.1	45.05	92	N/A
8.1.03	Global Cybersecurity Index	0.3	28.62	102	N/A
8.1.04	Gvt procurement of technology	3.9	47.79	27	+4
8.1.05	GERD (% of GDP)	0.1	2.80	100	-1
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.1	33.56	104	-4
8.1.09	Tertiary education exp. per student	2,489	0.01	60	-3
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	99.7	99.75	33	N/A
8.2 Transformative Capacity Output			31.28	97	-12
8.2.01	ICT access (ICT Development Index)	2.6	17.12	113	-4
8.2.02	ICT usage by firms	4.2	53.27	104	-12
8.2.03	ICTs & business model creation	4.2	53.33	90	-18
8.2.04	ICTs & org. model creation	3.9	48.33	86	-8
8.2.05	Scientific & technical journal articles	0.0	0.53	107	-8
8.2.06	Researchers in R&D	53	0.47	93	+7
8.2.07	Technicians in R&D	89	2.65	63	-27
8.2.08	Quality of research institutions	3.0	32.56	110	-18
8.2.09	Industry-university collaboration	2.3	21.08	133	-50
8.2.10	Share of creative goods export	0.0	0.00	129	0
8.2.11	ICT Services Exports	3.0	5.96	101	+18
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.2	1.03	94	+9
8.2.14	Medium & high-tech mfg in MVA	3.9	4.67	115	0
8.2.15	High-tech exports (% of mfg exports)	55.9	78.45	29	-28
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	50.8	60.52	32	+1
8.2.20	CO2 intensity of GDP	0.1	81.54	31	0
8.2.21	Energy intensity	4.4	66.07	70	+2
8.2.22	Domestic material consumption	28.2	25.70	117	0
8.2.23	Trademark applications (res + nonres)	0.5	10.86	94	+5
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.04	110	0
8.2.26	Quality of vocational training	4.2	53.12	64	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.4	56.35	33	+4
8.2.29	Critical thinking	4.1	51.74	32	N/A
8.2.30	Digital skills	4.0	50.56	77	N/A
8.2.31	STEM graduates	54.1	100.00	1	+4
9. Institutional capacity - cross-cutting driver			44.61	95	+19
9.1.01	GLRI statistical fullness	0.8	36.36	115	-3
9.1.02	World Governance Index	-0.4	42.00	93	+14
9.1.03	Statistical Capacity Index	71.1	55.77	49	+27
9.1.04	Social capital	55.2	49.24	39	-2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Georgia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

55 RANK **(56.17)** (SCORE)
GLRI 2016 Rank 75



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.20**	**84**	+14
1. Demographics			48.21	98	+4
1.1.01	Share of older population	15.1	48.21	98	+4
2. Country Capabilities			45.65	60	+3
2.1.01	Economic complexity (ECI)	0.0	45.65	60	+3
3. Economic Development and Macroeconomic Stability			56.37	76	+1
3.1.01	GDP per capita	15,014	59.57	68	+17
3.1.02	Services share of economy	60.4	72.10	43	+7
3.1.03	Dependence on natural resources	0.5	51.94	82	+1
3.1.04	Debt dynamics	49.7	49.75	86	N/A
4. Trade Vulnerability			48.28	87	+9
4.1.01	Concentration of exports (HHI)	0.2	77.33	70	-19
4.1.02	Economics diversity (RCAs)	143	30.17	74	+8
4.1.03	Current account balance	-6.8	37.34	111	+10
5. Inequality			70.74	64	+2
5.1.01	Income inequality (Gini coefficient)	36.4	70.74	64	+2
Cyclical Subindex			**57.15**	**47**	
6. Absorptive Capacity			58.83	71	+18
6.1 Absorptive Capacity Input			56.87	59	N/A
6.1.01	Workers' rights	82.0	81.88	33	N/A
6.1.02	Pension coverage	91.9	91.83	42	N/A
6.1.03	Unemployment coverage	4.0	4.00	68	-7
6.1.04	Coverage of basic health services	66.0	62.30	86	N/A
6.2 Absorptive Capacity Output			59.48	73	+2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	30.5	13.59	120	+4
6.2.05	Youth not in EET	26.9	24.46	95	+5
6.2.06	Low-skilled labour	59.0	39.69	94	-2
6.2.07	Growth of medium jobs	0.4	69.60	21	+19
6.2.08	Labour income share	49.5	69.69	62	-22
6.2.09	Labour income inequality	3.6	79.57	48	+4
6.2.10	Women in labour force (ratio of LFPR)	71.0	65.45	88	-13
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.0	73.10	84	-1
6.2.13	Physical health	13.8	73.79	78	+1
6.2.14	Mental health	7.9	85.86	21	-3
7. Adaptive Capacity			55.16	39	-6
7.1 Adaptive Capacity Input			74.66	12	+2
7.1.01	Hiring & firing practices	4.5	57.92	23	-12
7.1.02	Ease of hiring foreign labour	5.1	68.95	9	N/A
7.1.03	Effect of taxation on incentive to work	5.0	69.48	12	+2
7.1.04	Time dealing with gvt regulation	0.9	97.59	6	-1
7.1.05	Intensity of local competition	4.8	60.30	95	+4
7.1.06	Trade openness	4.9	64.97	31	-26
7.1.07	Applied tariffs	0.7	96.44	4	-2
7.1.08	Paying taxes	89.0	80.87	14	+19
7.1.09	Enforcing contracts	75.0	84.78	11	+6
7.1.10	Property rights	4.7	61.28	43	+11
7.1.11	Insolvency framework	56.2	60.60	57	+28
7.1.12	Time to start a business	1.0	99.08	2	+1
7.1.13	Cost to start a business	2.5	96.66	45	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	-8
7.1.15	Logistics Performance Index	2.4	36.00	112	-1

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			35.66	60	-17
7.2.01	ALMP effectiveness	2.9	30.90	87	+7
7.2.02	Formal & informal education & training	1.6	1.97	75	N/A
7.2.03	Extent of staff training	3.5	41.15	117	N/A
7.2.04	High-skilled labour	25.0	39.19	59	-7
7.2.05	Skilled labour supply	3.6	42.74	113	N/A
7.2.06	Tertiary education attainment	32.8	69.45	7	0
7.2.07	Skillset of graduates	3.4	39.79	119	N/A
7.2.08	New corporate registrations	10.4	67.26	10	+9
7.2.09	GEI attitudes & perceptions subindex	25.0	19.11	73	0
7.2.10	Venture capital investments	8.3	8.30	46	0
7.2.11	Access to loans	4.2	53.03	46	+57
7.2.13	Microfinance loan portfolio	27.7	27.70	14	-8
7.2.14	Depth of financial system	29.4	23.02	96	N/A
8. Transformative Capacity			47.09	49	+38
8.1 Transformative Capacity Input			63.12	24	+44
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	51.7	51.08	77	N/A
8.1.03	Global Cybersecurity Index	0.9	91.89	20	N/A
8.1.04	Gvt procurement of technology	3.2	36.93	76	-9
8.1.05	GERD (% of GDP)	0.3	6.76	78	-2
8.1.06	Int'l Property Rights (IPR) score	5.1	40.46	72	+20
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	43.77	86	+38
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	7.6	97.17	4	-1
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			31.05	99	-4
8.2.01	ICT access (ICT Development Index)	5.8	58.63	64	+4
8.2.02	ICT usage by firms	4.6	59.44	77	-7
8.2.03	ICTs & business model creation	4.1	51.67	99	-1
8.2.04	ICTs & org. model creation	3.6	43.33	101	-2
8.2.05	Scientific & technical journal articles	0.1	5.55	68	-2
8.2.06	Researchers in R&D	1,464	17.60	44	-1
8.2.07	Technicians in R&D	242	7.48	51	-1
8.2.08	Quality of research institutions	2.7	28.06	126	-11
8.2.09	Industry-university collaboration	2.8	29.31	113	+11
8.2.10	Share of creative goods export	0.3	2.33	50	0
8.2.11	ICT Services Exports	2.3	4.35	108	+14
8.2.12	High-technology net exports	0.3	1.77	85	-1
8.2.13	ICT goods exports	0.6	3.15	72	-9
8.2.14	Medium & high-tech mfg in MVA	8.6	10.68	100	-4
8.2.15	High-tech exports (% of mfg exports)	31.0	43.56	72	-12
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.8	2.54	48	+10
8.2.19	Renewable energy consumption	28.7	34.13	58	+1
8.2.20	CO2 intensity of GDP	0.2	61.23	85	0
8.2.21	Energy intensity	5.6	52.03	95	+1
8.2.22	Domestic material consumption	10.2	75.14	71	-1
8.2.23	Trademark applications (res + nonres)	1.2	27.34	47	-4
8.2.24	International co-inventions	4.1	4.08	72	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.58	49	+1
8.2.26	Quality of vocational training	3.1	34.90	128	N/A
8.2.27	PISA scores	387.0	24.47	67	-7
8.2.28	Quality of educational system	3.0	33.75	104	-10
8.2.29	Critical thinking	3.1	35.29	94	N/A
8.2.30	Digital skills	3.7	44.27	104	N/A
8.2.31	STEM graduates	24.6	52.59	33	+22
9. Institutional capacity - cross-cutting driver			66.48	34	+8
9.1.01	GLRI statistical fullness	0.9	72.73	48	+5
9.1.02	World Governance Index	0.4	63.76	45	+2
9.1.03	Statistical Capacity Index	87.8	84.62	11	+2
9.1.04	Social capital	46.1	28.56	104	+17

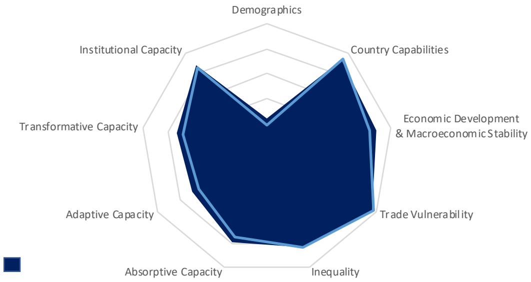
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Germany

World Bank Inome Group: High
Global Labour Resilience Index 2021

2 **(78.25)**
RANK (SCORE)
GLRI 2016 Rank 5



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**80.39**	**1**	0
1. Demographics			23.99	131	+3
1.1.01	Share of older population	21.6	23.99	131	+3
2. Country Capabilities			92.93	3	0
2.1.01	Economic complexity (ECI)	1.9	92.93	3	0
3. Economic Development and Macroeconomic Stability			88.54	7	+2
3.1.01	GDP per capita	53,815	84.98	13	+4
3.1.02	Services share of economy	62.4	74.99	32	-1
3.1.03	Dependence on natural resources	0.1	87.42	11	+1
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			96.68	2	-1
4.1.01	Concentration of exports (HHI)	0.1	95.86	14	+8
4.1.02	Economics diversity (RCAs)	518	100.00	1	0
4.1.03	Current account balance	7.4	94.17	10	-9
5. Inequality			83.24	25	-1
5.1.01	Income inequality (Gini coefficient)	31.7	83.24	25	-1
Cyclical Subindex			**77.18**	**4**	
6. Absorptive Capacity			79.20	4	+3
6.1 Absorptive Capacity Input			93.53	2	+8
6.1.01	Workers' rights	95.0	96.66	9	N/A
6.1.02	Pension coverage	100.0	100.00	1	+39
6.1.03	Unemployment coverage	100.0	88.87	5	+1
6.1.04	Coverage of basic health services	83.0	90.16	13	N/A
6.2 Absorptive Capacity Output			74.42	6	0
6.2.01	Quality of earnings	26.5	78.52	7	0
6.2.02	Quality of working environment	28.5	43.11	19	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	5.4	85.54	22	+8
6.2.05	Youth not in EET	5.7	87.40	9	+3
6.2.06	Low-skilled labour	23.3	94.01	6	0
6.2.07	Growth of medium jobs	-0.2	25.69	106	-5
6.2.08	Labour income share	60.3	94.05	16	-3
6.2.09	Labour income inequality	3.4	82.35	40	+3
6.2.10	Women in labour force (ratio of LFPR)	83.0	77.98	45	+4
6.2.11	Gender pay gap	15.3	53.05	32	-4
6.2.12	Longevity	27.9	92.86	28	-2
6.2.13	Physical health	15.2	83.37	27	-6
6.2.14	Mental health	6.9	69.59	68	+2
7. Adaptive Capacity			68.85	14	+4
7.1 Adaptive Capacity Input			78.11	5	+4
7.1.01	Hiring & firing practices	4.7	61.01	14	+88
7.1.02	Ease of hiring foreign labour	4.8	62.83	20	N/A
7.1.03	Effect of taxation on incentive to work	4.4	54.48	30	+60
7.1.04	Time dealing with gvt regulation	1.2	96.69	10	-1
7.1.05	Intensity of local competition	5.9	90.88	8	+1
7.1.06	Trade openness	4.9	65.56	27	+52
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	82.1	68.15	38	+17
7.1.09	Enforcing contracts	70.4	77.31	24	-10
7.1.10	Property rights	5.6	75.99	21	-5
7.1.11	Insolvency framework	89.8	96.89	4	-2
7.1.12	Time to start a business	8.0	86.24	45	+7
7.1.13	Cost to start a business	1.9	97.57	39	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	4.2	80.00	1	0

* Rank change from 2016 (5-year change)
Country notes:

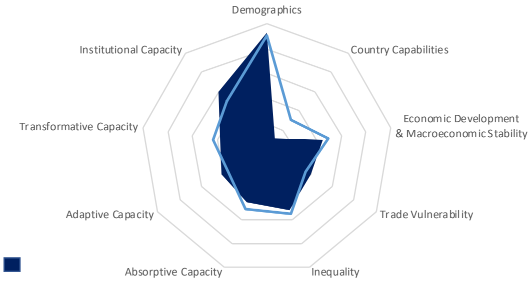
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			59.60	18	+1
7.2.01	ALMP effectiveness	5.2	70.08	8	0
7.2.02	Formal & informal education & training	52.0	70.40	16	0
7.2.03	Extent of staff training	4.9	65.26	19	N/A
7.2.04	High-skilled labour	45.8	74.05	18	-1
7.2.05	Skilled labour supply	4.9	65.06	18	N/A
7.2.06	Tertiary education attainment	25.1	53.18	21	-1
7.2.07	Skillset of graduates	5.3	71.78	7	N/A
7.2.08	New corporate registrations	1.4	8.67	72	-9
7.2.09	GEI attitudes & perceptions subindex	61.1	72.20	17	-2
7.2.10	Venture capital investments	20.0	20.00	23	-2
7.2.11	Access to loans	5.2	69.23	9	+24
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	69.9	75.26	22	N/A
8. Transformative Capacity			72.71	1	+5
8.1 Transformative Capacity Input			74.11	6	+10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	79.0	96.17	2	N/A
8.1.03	Global Cybersecurity Index	0.8	91.01	24	N/A
8.1.04	Gvt procurement of technology	4.9	64.86	6	+10
8.1.05	GERD (% of GDP)	2.9	69.04	7	+1
8.1.06	Int'l Property Rights (IPR) score	7.9	86.86	16	-1
8.1.07	Other R&D incentives	0.1	17.84	17	+2
8.1.08	Gvt exp. on education	4.8	58.80	53	+8
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	12.0	82.42	49	-8
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			71.31	1	+1
8.2.01	ICT access (ICT Development Index)	8.4	92.35	11	+2
8.2.02	ICT usage by firms	5.7	78.10	19	+8
8.2.03	ICTs & business model creation	5.7	78.33	11	+8
8.2.04	ICTs & org. model creation	5.7	78.33	6	+14
8.2.05	Scientific & technical journal articles	1.2	50.42	23	-1
8.2.06	Researchers in R&D	5,212	63.11	15	-2
8.2.07	Technicians in R&D	2,007	63.32	9	0
8.2.08	Quality of research institutions	5.7	77.84	11	-3
8.2.09	Industry-university collaboration	5.4	72.91	7	+3
8.2.10	Share of creative goods export	10.7	91.69	8	0
8.2.11	ICT Services Exports	11.7	25.29	28	+5
8.2.12	High-technology net exports	11.5	67.67	14	+3
8.2.13	ICT goods exports	5.0	28.04	25	+3
8.2.14	Medium & high-tech mfg in MVA	61.7	78.84	4	0
8.2.15	High-tech exports (% of mfg exports)	73.9	100.00	1	0
8.2.16	Robot adoption rate	309.0	100.00	1	N/A
8.2.17	Environmental goods exports & imports	149.0	100.00	1	0
8.2.18	Green patent applications	41.9	100.00	1	0
8.2.19	Renewable energy consumption	15.3	18.16	87	+1
8.2.20	CO2 intensity of GDP	0.2	70.30	64	+4
8.2.21	Energy intensity	3.5	77.66	39	+2
8.2.22	Domestic material consumption	2.0	97.60	15	0
8.2.23	Trademark applications (res + nonres)	0.9	20.92	60	-3
8.2.24	International co-inventions	95.4	95.43	10	N/A
8.2.25	Patent applications (res + nonres)	0.8	14.86	10	-2
8.2.26	Quality of vocational training	5.3	71.66	7	N/A
8.2.27	PISA scores	500.3	69.13	17	-7
8.2.28	Quality of educational system	5.4	72.86	9	+3
8.2.29	Critical thinking	4.9	65.18	10	N/A
8.2.30	Digital skills	5.1	67.76	20	N/A
8.2.31	STEM graduates	36.0	92.84	4	+2
9. Institutional capacity - cross-cutting driver			86.71	7	+1
9.1.01	GLRI statistical fullness	0.9	81.82	17	+3
9.1.02	World Governance Index	1.5	91.71	13	-1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	67.2	76.46	13	+2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Ghana

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

103 **(45.82)**
RANK (SCORE)
GLRI 2016 Rank 99



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**45.41**	**126**	-14
1. Demographics			92.77	27	+5
1.1.01	Share of older population	3.1	92.77	27	+5
2. Country Capabilities			10.61	115	-2
2.1.01	Economic complexity (ECI)	-1.3	10.61	115	-2
3. Economic Development and Macroeconomic Stability			45.31	104	-7
3.1.01	GDP per capita	5,413	39.27	102	+4
3.1.02	Services share of economy	44.1	47.78	118	+12
3.1.03	Dependence on natural resources	0.4	56.65	75	-18
3.1.04	Debt dynamics	38.8	38.78	124	N/A
4. Trade Vulnerability			40.43	109	0
4.1.01	Concentration of exports (HHI)	0.5	52.20	116	-6
4.1.02	Economics diversity (RCAs)	88	17.10	99	+12
4.1.03	Current account balance	-3.1	51.99	76	+20
5. Inequality			51.86	99	-7
5.1.01	Income inequality (Gini coefficient)	43.5	51.86	99	-7
Cyclical Subindex			**46.02**	**95**	
6. Absorptive Capacity			45.42	107	-32
6.1 Absorptive Capacity Input			24.72	107	N/A
6.1.01	Workers' rights	79.0	78.46	43	N/A
6.1.02	Pension coverage	16.9	16.15	100	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	47.0	31.15	114	N/A
6.2 Absorptive Capacity Output			52.32	94	+4
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	83.2	14.10	45	-7
6.2.04	Youth unemployment	9.2	74.81	48	+20
6.2.05	Youth not in EET	30.5	13.75	106	-10
6.2.06	Low-skilled labour	58.8	39.97	92	+6
6.2.07	Growth of medium jobs	0.6	86.93	11	+6
6.2.08	Labour income share	47.8	65.85	72	-8
6.2.09	Labour income inequality	13.3	19.51	120	0
6.2.10	Women in labour force (ratio of LFPR)	88.5	83.68	21	-3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.0	42.63	115	-3
6.2.13	Physical health	12.9	67.96	96	+13
6.2.14	Mental health	6.7	66.37	75	+4
7. Adaptive Capacity			41.25	91	+6
7.1 Adaptive Capacity Input			54.35	89	-3
7.1.01	Hiring & firing practices	4.4	56.14	29	+27
7.1.02	Ease of hiring foreign labour	4.5	58.80	36	N/A
7.1.03	Effect of taxation on incentive to work	4.2	50.44	45	-17
7.1.04	Time dealing with gvt regulation	4.0	88.25	30	+4
7.1.05	Intensity of local competition	5.0	65.33	80	+29
7.1.06	Trade openness	4.4	56.28	71	+47
7.1.07	Applied tariffs	10.3	16.27	123	-1
7.1.08	Paying taxes	66.8	39.99	84	-10
7.1.09	Enforcing contracts	54.0	51.00	89	-13
7.1.10	Property rights	4.3	55.14	66	+1
7.1.11	Insolvency framework	25.4	27.41	128	-4
7.1.12	Time to start a business	13.0	77.06	79	-6
7.1.13	Cost to start a business	17.5	73.87	98	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	2.6	39.25	100	-3

* Rank change from 2016 (5-year change)
Country notes:

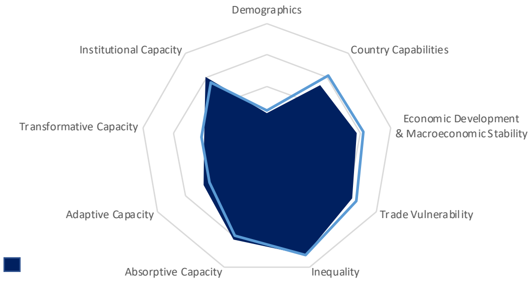
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			28.15	96	-4
7.2.01	ALMP effectiveness	3.6	42.97	57	+16
7.2.02	Formal & informal education & training	1.8	2.21	73	-13
7.2.03	Extent of staff training	4.3	54.87	49	N/A
7.2.04	High-skilled labour	12.4	17.94	101	0
7.2.05	Skilled labour supply	4.6	60.08	36	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.1	51.33	62	N/A
7.2.08	New corporate registrations	0.9	5.52	83	-7
7.2.09	GEI attitudes & perceptions subindex	34.7	33.28	42	0
7.2.10	Venture capital investments	1.5	1.50	90	-34
7.2.11	Access to loans	3.1	35.44	110	-54
7.2.13	Microfinance loan portfolio	13.3	13.30	23	+25
7.2.14	Depth of financial system	26.5	19.34	102	N/A
8. Transformative Capacity			37.97	92	-28
8.1 Transformative Capacity Input			44.84	86	-39
8.1.01	Internet & telephony competition laws	1.2	60.00	112	-22
8.1.02	Futrure orientation of gvt	59.3	63.50	47	N/A
8.1.03	Global Cybersecurity Index	0.4	45.83	88	N/A
8.1.04	Gvt procurement of technology	3.7	45.57	33	+30
8.1.05	GERD (% of GDP)	0.4	8.54	68	+1
8.1.06	Int'l Property Rights (IPR) score	5.6	48.70	58	-10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.0	46.76	75	-51
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	15.2	71.69	70	+4
8.1.11	ICT infrastructure per school	12.9	12.94	71	N/A
8.2 Transformative Capacity Output			31.11	98	+1
8.2.01	ICT access (ICT Development Index)	4.1	36.06	95	-2
8.2.02	ICT usage by firms	4.3	54.80	97	+9
8.2.03	ICTs & business model creation	4.4	56.67	78	+12
8.2.04	ICTs & org. model creation	4.0	50.00	80	+28
8.2.05	Scientific & technical journal articles	0.0	1.63	91	0
8.2.06	Researchers in R&D	38	0.30	100	-1
8.2.07	Technicians in R&D	30	0.78	84	-4
8.2.08	Quality of research institutions	3.7	45.12	74	-5
8.2.09	Industry-university collaboration	3.5	41.17	63	+11
8.2.10	Share of creative goods export	0.0	0.15	90	0
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	0.2	1.18	90	-6
8.2.13	ICT goods exports	0.0	0.14	124	-32
8.2.14	Medium & high-tech mfg in MVA	0.8	0.70	124	0
8.2.15	High-tech exports (% of mfg exports)	15.2	21.32	98	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-1
8.2.19	Renewable energy consumption	40.0	47.67	42	+1
8.2.20	CO2 intensity of GDP	0.1	80.98	33	+1
8.2.21	Energy intensity	3.3	79.98	31	+14
8.2.22	Domestic material consumption	23.1	39.81	111	-2
8.2.23	Trademark applications (res + nonres)	0.1	2.56	115	-4
8.2.24	International co-inventions	0.5	0.50	105	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.04	108	N/A
8.2.26	Quality of vocational training	4.0	50.11	73	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.1	51.35	45	+9
8.2.29	Critical thinking	3.2	36.60	88	N/A
8.2.30	Digital skills	4.2	53.52	68	N/A
8.2.31	STEM graduates	16.4	23.87	85	+5
9. Institutional capacity - cross-cutting driver			59.80	56	+13
9.1.01	GLRI statistical fullness	0.9	72.73	48	-2
9.1.02	World Governance Index	0.0	53.61	58	+1
9.1.03	Statistical Capacity Index	77.8	67.31	36	+40
9.1.04	Social capital	52.8	43.67	53	+20

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Greece

World Bank Inome Group: High
Global Labour Resilience Index 2021

69 RANK **(53.94)** (SCORE)
GLRI 2016 Rank 57



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.51**	**75**	-4
1. Demographics			22.58	132	-2
1.1.01	Share of older population	21.9	22.58	132	-2
2. Country Capabilities			52.73	49	0
2.1.01	Economic complexity (ECI)	0.3	52.73	49	0
3. Economic Development and Macroeconomic Stability			58.15	72	-14
3.1.01	GDP per capita	30,315	73.55	42	+3
3.1.02	Services share of economy	68.1	83.46	16	-7
3.1.03	Dependence on natural resources	0.6	38.25	99	-7
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			62.59	49	-4
4.1.01	Concentration of exports (HHI)	0.3	75.14	74	+3
4.1.02	Economics diversity (RCAs)	267	59.62	31	+4
4.1.03	Current account balance	-2.9	52.99	71	-23
5. Inequality			71.81	62	0
5.1.01	Income inequality (Gini coefficient)	36.0	71.81	62	0
Cyclical Subindex			**53.15**	**63**	
6. Absorptive Capacity			61.00	60	-13
6.1 Absorptive Capacity Input			50.07	76	-37
6.1.01	Workers' rights	10.0	0.00	113	N/A
6.1.02	Pension coverage	77.4	77.19	57	-19
6.1.03	Unemployment coverage	21.0	21.00	42	-3
6.1.04	Coverage of basic health services	75.0	77.05	49	N/A
6.2 Absorptive Capacity Output			64.64	46	+10
6.2.01	Quality of earnings	9.6	17.08	26	0
6.2.02	Quality of working environment	47.9	100.00	1	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	35.1	0.33	128	+1
6.2.05	Youth not in EET	12.5	66.97	44	+15
6.2.06	Low-skilled labour	42.2	65.25	57	-1
6.2.07	Growth of medium jobs	-0.2	25.80	103	+9
6.2.08	Labour income share	50.3	71.49	59	-18
6.2.09	Labour income inequality	2.7	91.48	16	-5
6.2.10	Women in labour force (ratio of LFPR)	73.9	68.43	81	-3
6.2.11	Gender pay gap	4.5	86.19	8	+2
6.2.12	Longevity	28.2	94.05	22	0
6.2.13	Physical health	15.8	87.34	15	+4
6.2.14	Mental health	6.7	65.92	79	+12
7. Adaptive Capacity			46.44	74	-11
7.1 Adaptive Capacity Input			60.00	63	-1
7.1.01	Hiring & firing practices	3.8	46.02	81	+6
7.1.02	Ease of hiring foreign labour	4.4	57.30	42	N/A
7.1.03	Effect of taxation on incentive to work	2.2	1.30	135	-11
7.1.04	Time dealing with gvt regulation	6.1	81.93	46	-30
7.1.05	Intensity of local competition	5.1	68.29	70	-3
7.1.06	Trade openness	4.7	62.35	35	-23
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	76.9	58.58	58	-6
7.1.09	Enforcing contracts	47.2	40.09	109	+15
7.1.10	Property rights	3.9	48.09	96	-15
7.1.11	Insolvency framework	53.1	57.32	64	-13
7.1.12	Time to start a business	4.0	93.58	12	+56
7.1.13	Cost to start a business	2.2	97.11	42	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-26
7.1.15	Logistics Performance Index	3.2	55.00	40	+2

* Rank change from 2016 (5-year change)
Country notes:

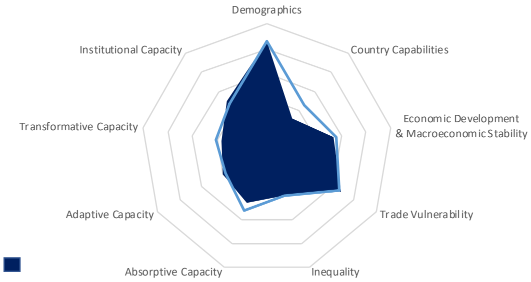
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			32.89	73	-10
7.2.01	ALMP effectiveness	2.9	31.42	83	+16
7.2.02	Formal & informal education & training	16.7	22.46	44	-2
7.2.03	Extent of staff training	3.6	43.31	102	N/A
7.2.04	High-skilled labour	30.8	48.85	43	+1
7.2.05	Skilled labour supply	4.3	54.47	60	N/A
7.2.06	Tertiary education attainment	20.1	42.58	31	-6
7.2.07	Skillset of graduates	4.4	55.96	45	N/A
7.2.08	New corporate registrations	1.4	9.10	70	+10
7.2.09	GEI attitudes & perceptions subindex	34.1	32.40	44	+4
7.2.10	Venture capital investments	2.2	2.20	79	-22
7.2.11	Access to loans	1.8	14.04	132	-3
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	40.9	37.84	60	N/A
8. Transformative Capacity			40.21	86	-14
8.1 Transformative Capacity Input			42.90	91	-14
8.1.01	Internet & telephony competition laws	1.8	89.29	84	-4
8.1.02	Frutura orientation of gvt	49.3	47.10	83	N/A
8.1.03	Global Cybersecurity Index	0.5	55.70	77	N/A
8.1.04	Gvt procurement of technology	2.5	24.77	130	-1
8.1.05	GERD (% of GDP)	1.0	23.42	33	+4
8.1.06	Int'l Property Rights (IPR) score	5.3	42.51	65	-11
8.1.07	Other R&D incentives	0.0	5.97	34	-2
8.1.08	Gvt exp. on education	4.0	46.39	76	+7
8.1.09	Tertiary education exp. per student	3,236	0.01	55	-3
8.1.10	Pupil-teacher ratio (secondary)	8.6	93.87	14	-1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			37.51	53	-1
8.2.01	ICT access (ICT Development Index)	7.2	77.30	31	+2
8.2.02	ICT usage by firms	4.3	55.30	94	+5
8.2.03	ICTs & business model creation	4.2	53.33	90	+24
8.2.04	ICTs & org. model creation	3.7	45.00	97	+16
8.2.05	Scientific & technical journal articles	1.0	42.34	27	+1
8.2.06	Researchers in R&D	3,483	42.11	27	+1
8.2.07	Technicians in R&D	555	17.38	29	-1
8.2.08	Quality of research institutions	3.9	47.68	65	+1
8.2.09	Industry-university collaboration	2.5	25.81	126	-19
8.2.10	Share of creative goods export	0.3	2.24	51	0
8.2.11	ICT Services Exports	3.0	5.91	102	+2
8.2.12	High-technology net exports	2.0	11.77	51	+4
8.2.13	ICT goods exports	2.8	15.73	38	0
8.2.14	Medium & high-tech mfg in MVA	20.0	25.38	73	-5
8.2.15	High-tech exports (% of mfg exports)	25.5	35.72	82	-4
8.2.16	Robot adoption rate	17.0	4.58	35	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	2.0	6.77	36	+4
8.2.19	Renewable energy consumption	16.1	19.14	84	-2
8.2.20	CO2 intensity of GDP	0.2	62.85	82	+7
8.2.21	Energy intensity	3.7	75.10	46	-1
8.2.22	Domestic material consumption	3.0	94.71	23	+2
8.2.23	Trademark applications (res + nonres)	0.7	16.16	77	0
8.2.24	International co-inventions	21.6	21.60	43	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.35	54	0
8.2.26	Quality of vocational training	3.5	42.44	104	N/A
8.2.27	PISA scores	453.3	50.61	40	0
8.2.28	Quality of educational system	3.0	34.12	103	+4
8.2.29	Critical thinking	2.7	28.96	116	N/A
8.2.30	Digital skills	4.1	51.83	74	N/A
8.2.31	STEM graduates	28.2	65.22	19	-7
9. Institutional capacity - cross-cutting driver			60.13	52	+5
9.1.01	GLRI statistical fullness	0.9	75.76	38	-18
9.1.02	World Governance Index	0.3	59.72	49	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	47.0	30.48	98	+14

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Guatemala

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

99 **(46.86)**
RANK (SCORE)
GLRI 2016 Rank 88



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.78**	**90**	-11
1. Demographics			85.95	45	0
1.1.01	Share of older population	4.9	85.95	45	0
2. Country Capabilities			31.64	85	-2
2.1.01	Economic complexity (ECI)	-0.5	31.64	85	-2
3. Economic Development and Macroeconomic Stability			53.52	86	-11
3.1.01	GDP per capita	8,638	48.57	94	-3
3.1.02	Services share of economy	62.7	75.40	30	+8
3.1.03	Dependence on natural resources	0.5	51.18	83	-2
3.1.04	Debt dynamics	49.9	49.86	83	N/A
4. Trade Vulnerability			68.14	36	+6
4.1.01	Concentration of exports (HHI)	0.2	88.26	40	-2
4.1.02	Economics diversity (RCAs)	222	48.93	43	+3
4.1.03	Current account balance	0.7	67.23	36	+18
5. Inequality			39.10	114	0
5.1.01	Income inequality (Gini coefficient)	48.3	39.10	114	0
Cyclical Subindex			**43.41**	**100**	
6. Absorptive Capacity			45.61	106	-38
6.1 Absorptive Capacity Input			27.92	104	N/A
6.1.01	Workers' rights	3.0	0.00	113	N/A
6.1.02	Pension coverage	26.2	25.53	85	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	55.0	44.26	104	N/A
6.2 Absorptive Capacity Output			51.51	95	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	72.8	27.01	35	-5
6.2.04	Youth unemployment	5.0	86.78	19	+3
6.2.05	Youth not in EET	27.3	23.24	98	-1
6.2.06	Low-skilled labour	68.8	24.74	110	-5
6.2.07	Growth of medium jobs	-0.1	26.26	100	-16
6.2.08	Labour income share	38.8	45.56	110	+3
6.2.09	Labour income inequality	5.2	63.59	90	+5
6.2.10	Women in labour force (ratio of LFPR)	46.2	39.56	121	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.0	73.01	85	+1
6.2.13	Physical health	14.1	76.04	68	-4
6.2.14	Mental health	7.6	80.79	32	+2
7. Adaptive Capacity			40.48	93	-11
7.1 Adaptive Capacity Input			56.90	79	-30
7.1.01	Hiring & firing practices	3.8	47.07	71	-42
7.1.02	Ease of hiring foreign labour	4.4	56.20	49	N/A
7.1.03	Effect of taxation on incentive to work	4.3	51.73	43	-6
7.1.04	Time dealing with gvt regulation	10.2	69.58	66	0
7.1.05	Intensity of local competition	5.4	78.65	35	+3
7.1.06	Trade openness	4.3	54.55	83	-32
7.1.07	Applied tariffs	1.4	90.47	14	-1
7.1.08	Paying taxes	70.3	46.48	77	-34
7.1.09	Enforcing contracts	34.5	19.79	131	-20
7.1.10	Property rights	4.0	49.85	90	-26
7.1.11	Insolvency framework	27.6	29.82	125	-4
7.1.12	Time to start a business	15.0	73.39	84	+16
7.1.13	Cost to start a business	22.9	65.67	105	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	-8
7.1.15	Logistics Performance Index	2.4	35.25	116	-40
7.2 Adaptive Capacity Output			24.06	113	-19
7.2.01	ALMP effectiveness	2.1	17.97	121	-42
7.2.02	Formal & informal education & training	2.6	3.31	66	-11
7.2.03	Extent of staff training	4.3	55.27	45	N/A
7.2.04	High-skilled labour	8.8	11.90	114	-5
7.2.05	Skilled labour supply	4.2	52.64	69	N/A
7.2.06	Tertiary education attainment	6.9	14.57	72	-2
7.2.07	Skillset of graduates	4.1	51.59	61	N/A
7.2.08	New corporate registrations	0.5	3.29	93	-6
7.2.09	GEI attitudes & perceptions subindex	18.8	10.01	83	-1
7.2.10	Venture capital investments	7.2	7.19	52	-32
7.2.11	Access to loans	4.6	60.29	27	+18
7.2.13	Microfinance loan portfolio	3.0	3.00	42	+2
7.2.14	Depth of financial system	28.4	21.72	99	N/A
8. Transformative Capacity			36.61	98	-15
8.1 Transformative Capacity Input			38.27	101	-23
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	39.5	30.87	116	N/A
8.1.03	Global Cybersecurity Index	0.3	25.44	110	N/A
8.1.04	Gvt procurement of technology	2.6	26.59	125	-20
8.1.05	GERD (% of GDP)	0.0	0.36	116	0
8.1.06	Int'l Property Rights (IPR) score	5.0	38.18	79	+7
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	29.87	107	-2
8.1.09	Tertiary education exp. per student	3,855	0.01	47	-2
8.1.10	Pupil-teacher ratio (secondary)	10.5	87.38	34	+11
8.1.11	ICT infrastructure per school	44.0	44.01	63	N/A
8.2 Transformative Capacity Output			34.95	67	-2
8.2.01	ICT access (ICT Development Index)	3.4	26.98	99	+1
8.2.02	ICT usage by firms	4.9	65.54	54	+6
8.2.03	ICTs & business model creation	4.9	65.00	48	-12
8.2.04	ICTs & org. model creation	4.4	56.67	54	-28
8.2.05	Scientific & technical journal articles	0.0	0.19	122	-2
8.2.06	Researchers in R&D	14	0.00	110	-4
8.2.07	Technicians in R&D	20	0.48	89	-5
8.2.08	Quality of research institutions	3.4	39.94	93	+14
8.2.09	Industry-university collaboration	3.4	40.14	70	-5
8.2.10	Share of creative goods export	0.1	0.47	77	0
8.2.11	ICT Services Exports	7.0	14.90	58	-44
8.2.12	High-technology net exports	1.4	8.24	59	-4
8.2.13	ICT goods exports	0.2	1.29	88	-4
8.2.14	Medium & high-tech mfg in MVA	22.4	28.42	65	+5
8.2.15	High-tech exports (% of mfg exports)	20.9	29.29	89	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	64.2	76.48	20	+4
8.2.20	CO2 intensity of GDP	0.1	79.76	37	-4
8.2.21	Energy intensity	4.6	64.24	74	-6
8.2.22	Domestic material consumption	9.5	76.94	68	0
8.2.23	Trademark applications (res + nonres)	0.7	16.02	78	+4
8.2.24	International co-inventions	0.1	0.10	117	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.32	94	-6
8.2.26	Quality of vocational training	4.5	57.69	46	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.6	26.89	120	0
8.2.29	Critical thinking	2.8	29.80	112	N/A
8.2.30	Digital skills	3.3	39.09	120	N/A
8.2.31	STEM graduates	9.8	0.72	108	-3
9. Institutional capacity - cross-cutting driver			49.58	82	-2
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	-0.6	36.48	104	-2
9.1.03	Statistical Capacity Index	67.8	50.00	55	+1
9.1.04	Social capital	52.4	42.76	56	+2

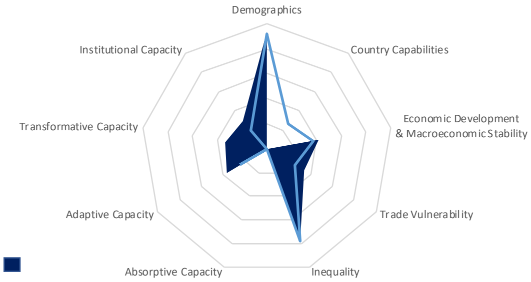
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Guinea

World Bank Inome Group: Low
Global Labour Resilience Index 2021

121 **(40.11)**
RANK (SCORE)
GLRI 2016 Rank 125



GLRI 2021 ■ ☐ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**46.81**	**121**	-5
1. Demographics			93.35	22	+3
1.1.01	Share of older population	2.9	93.35	22	+3
2. Country Capabilities			0.00	121	-6
2.1.01	Economic complexity (ECI)	-1.8	0.00	121	-6
3. Economic Development and Macroeconomic Stability			41.91	114	+2
3.1.01	GDP per capita	2,564	24.40	122	+2
3.1.02	Services share of economy	41.5	43.89	126	-6
3.1.03	Dependence on natural resources	0.5	53.96	81	+6
3.1.04	Debt dynamics	46.4	46.38	104	N/A
4. Trade Vulnerability			34.53	118	+8
4.1.01	Concentration of exports (HHI)	0.5	43.04	124	-10
4.1.02	Economics diversity (RCAs)	29	3.09	133	-8
4.1.03	Current account balance	-1.7	57.47	58	+61
5. Inequality			77.93	43	+2
5.1.01	Income inequality (Gini coefficient)	33.7	77.93	43	+2
Cyclical Subindex			**36.76**	**120**	
6. Absorptive Capacity			N/R	N/A	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	37.0	14.75	134	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	5.3	85.83	21	-1
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	78.0	10.83	117	+3
6.2.07	Growth of medium jobs	0.4	69.64	20	+28
6.2.08	Labour income share	58.1	89.08	23	-12
6.2.09	Labour income inequality	30.4	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	104.1	100.00	1	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	13.8	21.74	130	0
6.2.13	Physical health	8.4	37.40	129	-5
6.2.14	Mental health	6.1	57.06	104	-4
7. Adaptive Capacity			37.24	108	+19
7.1 Adaptive Capacity Input			44.89	120	+2
7.1.01	Hiring & firing practices	3.7	45.29	85	+15
7.1.02	Ease of hiring foreign labour	4.4	57.25	44	N/A
7.1.03	Effect of taxation on incentive to work	4.8	66.42	15	+50
7.1.04	Time dealing with gvt regulation	3.9	88.55	28	-3
7.1.05	Intensity of local competition	5.6	81.98	18	+101
7.1.06	Trade openness	3.4	40.78	128	-31
7.1.07	Applied tariffs	11.3	8.39	129	+6
7.1.08	Paying taxes	38.9	0.00	130	0
7.1.09	Enforcing contracts	53.9	50.80	90	+18
7.1.10	Property rights	4.5	58.84	51	+80
7.1.11	Insolvency framework	38.6	41.63	100	-7
7.1.12	Time to start a business	15.0	73.39	84	-6
7.1.13	Cost to start a business	67.5	0.00	128	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	-18
7.1.15	Logistics Performance Index	2.2	30.00	130	-13

* Rank change from 2016 (5-year change)
Country notes:

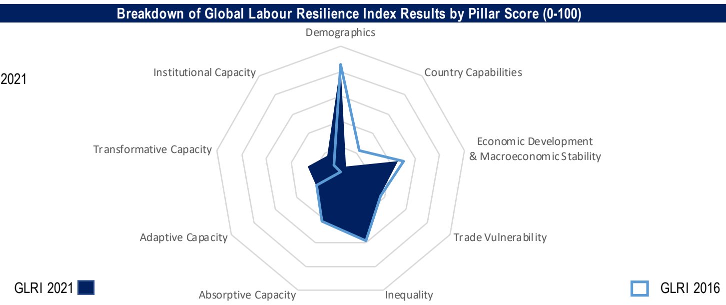
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			29.59	90	N/A
7.2.01	ALMP effectiveness	2.1	18.78	118	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	5.2	70.29	11	N/A
7.2.04	High-skilled labour	5.9	7.11	121	-3
7.2.05	Skilled labour supply	4.0	49.63	86	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	2.9	31.48	132	N/A
7.2.08	New corporate registrations	0.4	2.45	99	-1
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	20.7	20.70	22	N/A
7.2.11	Access to loans	5.4	73.81	5	+93
7.2.13	Microfinance loan portfolio	3.3	3.30	40	+8
7.2.14	Depth of financial system	25.7	18.30	104	N/A
8. Transformative Capacity			33.64	111	N/A
8.1 Transformative Capacity Input			31.87	110	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	+91
8.1.02	Frutture orientation of gvt	46.4	42.24	98	N/A
8.1.03	Global Cybersecurity Index	0.2	18.86	116	N/A
8.1.04	Gvt procurement of technology	4.3	55.38	13	+111
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	25.27	119	+1
8.1.09	Tertiary education exp. per student	5,144	0.02	42	-6
8.1.10	Pupil-teacher ratio (secondary)	33.1	13.17	121	-9
8.1.11	ICT infrastructure per school	0.0	0.00	74	N/A
8.2 Transformative Capacity Output			35.41	60	N/A
8.2.01	ICT access (ICT Development Index)	1.8	6.61	128	0
8.2.02	ICT usage by firms	3.5	41.89	129	0
8.2.03	ICTs & business model creation	5.1	68.33	31	+96
8.2.04	ICTs & org. model creation	4.6	60.00	40	+91
8.2.05	Scientific & technical journal articles	0.0	0.05	133	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.7	28.13	125	+6
8.2.09	Industry-university collaboration	5.0	67.17	14	+119
8.2.10	Share of creative goods export	0.0	0.00	119	0
8.2.11	ICT Services Exports	1.1	1.77	124	-56
8.2.12	High-technology net exports	0.1	0.59	100	N/A
8.2.13	ICT goods exports	0.0	0.21	119	+1
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.30	81	+16
8.2.19	Renewable energy consumption	77.0	91.73	13	+2
8.2.20	CO2 intensity of GDP	0.1	83.45	29	-1
8.2.21	Energy intensity	5.9	48.61	99	+13
8.2.22	Domestic material consumption	29.9	21.18	122	0
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.7	61.29	30	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.6	26.92	119	+11
8.2.29	Critical thinking	3.5	41.85	63	N/A
8.2.30	Digital skills	3.4	39.25	119	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			29.36	129	+2
9.1.01	GLRI statistical fullness	0.7	24.24	124	+2
9.1.02	World Governance Index	-0.9	27.73	124	-3
9.1.03	Statistical Capacity Index	58.9	34.62	75	+17
9.1.04	Social capital	49.2	35.60	82	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Haiti

World Bank Inome Group: Low
Global Labour Resilience Index 2021

134 **(33.84)**
RANK (SCORE)
GLRI 2016 Rank 131



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**44.03**	**128**	-8
1. Demographics			85.45	46	+1
1.1.01	Share of older population	5.1	85.45	46	+1
2. Country Capabilities			5.98	118	+1
2.1.01	Economic complexity (ECI)	-1.5	5.98	118	+1
3. Economic Development and Macroeconomic Stability			46.40	101	-11
3.1.01	GDP per capita	1,729	16.56	130	-3
3.1.02	Services share of economy	12.1	0.00	136	-1
3.1.03	Dependence on natural resources	0.0	97.45	2	-1
3.1.04	Debt dynamics	48.4	48.39	101	N/A
4. Trade Vulnerability			36.25	114	-6
4.1.01	Concentration of exports (HHI)	0.5	45.43	122	-2
4.1.02	Economics diversity (RCAs)	71	13.06	110	+2
4.1.03	Current account balance	-3.6	50.25	81	-8
5. Inequality			58.24	87	+2
5.1.01	Income inequality (Gini coefficient)	41.1	58.24	87	+2
Cyclical Subindex			**28.75**	**135**	
6. Absorptive Capacity			41.44	116	-23
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	49.0	34.43	110	N/A
6.2 Absorptive Capacity Output			39.89	122	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	88.1	7.97	50	-7
6.2.04	Youth unemployment	30.7	13.10	122	-8
6.2.05	Youth not in EET	18.2	50.19	71	-7
6.2.06	Low-skilled labour	78.2	10.39	118	-2
6.2.07	Growth of medium jobs	0.0	40.82	63	-11
6.2.08	Labour income share	48.4	67.21	69	0
6.2.09	Labour income inequality	13.0	20.41	118	+1
6.2.10	Women in labour force (ratio of LFPR)	85.0	80.02	37	-10
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	17.7	41.06	118	-4
6.2.13	Physical health	9.9	47.04	117	-3
6.2.14	Mental health	6.3	60.63	94	-6
7. Adaptive Capacity			22.35	135	-2
7.1 Adaptive Capacity Input			29.64	134	-2
7.1.01	Hiring & firing practices	3.8	46.48	79	-31
7.1.02	Ease of hiring foreign labour	4.1	52.25	69	N/A
7.1.03	Effect of taxation on incentive to work	4.3	51.99	42	-6
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	3.3	18.28	134	-5
7.1.06	Trade openness	3.2	37.14	134	-32
7.1.07	Applied tariffs	6.5	47.94	100	+3
7.1.08	Paying taxes	57.6	23.12	108	-7
7.1.09	Enforcing contracts	51.6	47.10	96	-32
7.1.10	Property rights	2.7	27.90	132	0
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	97.0	0.00	130	0
7.1.13	Cost to start a business	200.2	0.00	128	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	+9
7.1.15	Logistics Performance Index	2.1	27.75	132	-5

* Rank change from 2016 (5-year change)
Country notes:

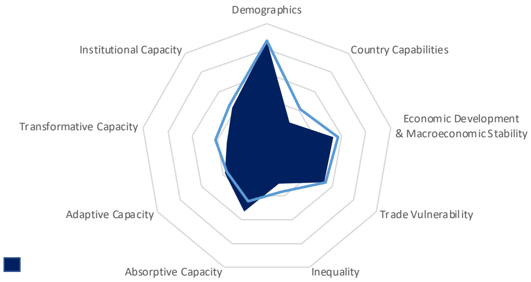
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			15.05	131	N/A
7.2.01	ALMP effectiveness	1.8	12.80	130	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	2.5	24.20	133	N/A
7.2.04	High-skilled labour	7.1	9.03	117	-1
7.2.05	Skilled labour supply	2.9	32.27	132	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	41.69	108	N/A
7.2.08	New corporate registrations	0.1	0.28	118	-10
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	1.7	11.90	133	-29
7.2.13	Microfinance loan portfolio	1.0	1.00	53	-14
7.2.14	Depth of financial system	13.3	2.32	131	N/A
8. Transformative Capacity			26.54	129	N/A
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	20.8	0.00	134	N/A
8.1.03	Global Cybersecurity Index	0.0	2.96	134	N/A
8.1.04	Gvt procurement of technology	2.1	18.40	134	-9
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	2.7	0.00	122	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	29.11	109	-7
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			28.01	113	-11
8.2.01	ICT access (ICT Development Index)	1.7	5.84	130	-1
8.2.02	ICT usage by firms	3.3	39.10	132	-4
8.2.03	ICTs & business model creation	2.9	31.67	133	-2
8.2.04	ICTs & org. model creation	2.9	31.67	128	-2
8.2.05	Scientific & technical journal articles	0.0	0.07	132	-2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.3	21.01	133	0
8.2.09	Industry-university collaboration	1.9	15.65	136	-7
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	5.0	10.38	75	+20
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	5.3	6.42	111	+1
8.2.15	High-tech exports (% of mfg exports)	3.8	5.30	120	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	76.1	90.66	16	+2
8.2.20	CO2 intensity of GDP	0.2	73.69	56	+1
8.2.21	Energy intensity	10.4	0.00	130	-1
8.2.22	Domestic material consumption	10.3	74.77	72	0
8.2.23	Trademark applications (res + nonres)	0.1	3.37	110	-5
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.05	107	-2
8.2.26	Quality of vocational training	3.0	33.39	131	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.2	20.59	134	-3
8.2.29	Critical thinking	2.2	20.43	132	N/A
8.2.30	Digital skills	2.7	28.56	132	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			16.85	134	+2
9.1.01	GLRI statistical fullness	0.7	9.09	133	+2
9.1.02	World Governance Index	-1.1	22.62	130	+1
9.1.03	Statistical Capacity Index	46.7	13.46	97	-3
9.1.04	Social capital	40.7	16.11	129	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Honduras

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

106 **(44.67)**
RANK (SCORE)
GLRI 2016 Rank 103



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.67**	**115**	-14
1. Demographics			86.32	43	-2
1.1.01	Share of older population	4.8	86.32	43	-2
2. Country Capabilities			28.24	91	+2
2.1.01	Economic complexity (ECI)	-0.6	28.24	91	+2
3. Economic Development and Macroeconomic Stability			53.77	85	-15
3.1.01	GDP per capita	5,728	40.40	101	+4
3.1.02	Services share of economy	57.6	67.80	59	-11
3.1.03	Dependence on natural resources	0.4	64.15	59	-4
3.1.04	Debt dynamics	49.7	49.74	87	N/A
4. Trade Vulnerability			52.41	72	-3
4.1.01	Concentration of exports (HHI)	0.2	79.96	58	+12
4.1.02	Economics diversity (RCAs)	160	34.20	68	-3
4.1.03	Current account balance	-5.3	43.08	101	-13
5. Inequality			28.99	117	-1
5.1.01	Income inequality (Gini coefficient)	52.1	28.99	117	-1
Cyclical Subindex			**43.17**	**102**	
6. Absorptive Capacity			52.96	93	-5
6.1 Absorptive Capacity Input			38.98	88	N/A
6.1.01	Workers' rights	63.0	60.27	99	N/A
6.1.02	Pension coverage	7.5	6.66	111	-44
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	65.0	60.66	89	N/A
6.2 Absorptive Capacity Output			57.62	79	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	75.6	23.56	39	+2
6.2.04	Youth unemployment	10.3	71.59	55	+1
6.2.05	Youth not in EET	26.7	24.97	93	+6
6.2.06	Low-skilled labour	64.7	30.97	104	-5
6.2.07	Growth of medium jobs	-0.2	25.73	105	-14
6.2.08	Labour income share	65.7	100.00	1	0
6.2.09	Labour income inequality	5.0	65.44	85	+4
6.2.10	Women in labour force (ratio of LFPR)	60.5	54.46	109	+5
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.7	76.57	77	+1
6.2.13	Physical health	13.6	72.75	83	-5
6.2.14	Mental health	8.0	87.79	13	-1
7. Adaptive Capacity			38.50	101	-10
7.1 Adaptive Capacity Input			46.38	114	-20
7.1.01	Hiring & firing practices	3.7	45.58	83	-29
7.1.02	Ease of hiring foreign labour	4.5	58.94	33	N/A
7.1.03	Effect of taxation on incentive to work	3.1	22.72	115	-28
7.1.04	Time dealing with gvt regulation	9.4	71.99	61	+25
7.1.05	Intensity of local competition	4.9	64.80	82	+2
7.1.06	Trade openness	4.1	51.90	98	+11
7.1.07	Applied tariffs	3.4	73.72	70	-13
7.1.08	Paying taxes	49.3	7.88	123	-7
7.1.09	Enforcing contracts	44.2	35.26	116	+13
7.1.10	Property rights	3.8	46.16	102	-30
7.1.11	Insolvency framework	32.6	35.14	115	-7
7.1.12	Time to start a business	42.0	23.85	126	-58
7.1.13	Cost to start a business	41.3	37.72	116	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	-12
7.1.15	Logistics Performance Index	2.6	40.00	91	+9

* Rank change from 2016 (5-year change)
Country notes:

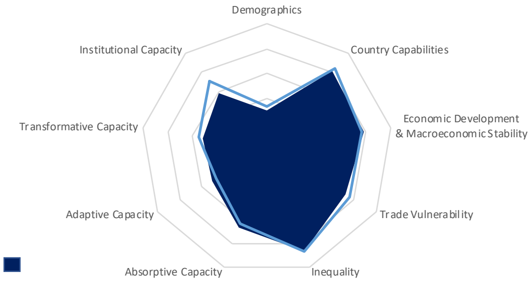
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.63	85	-5
7.2.01	ALMP effectiveness	2.4	23.96	107	-3
7.2.02	Formal & informal education & training	3.3	4.27	64	-15
7.2.03	Extent of staff training	4.1	52.12	53	N/A
7.2.04	High-skilled labour	12.9	18.86	97	+1
7.2.05	Skilled labour supply	4.0	50.52	80	N/A
7.2.06	Tertiary education attainment	9.6	20.26	64	-2
7.2.07	Skillset of graduates	4.0	50.14	67	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.2	52.89	47	+13
7.2.13	Microfinance loan portfolio	4.9	4.90	37	-14
7.2.14	Depth of financial system	33.5	28.35	84	N/A
8. Transformative Capacity			32.21	116	-36
8.1 Transformative Capacity Input			32.99	107	-44
8.1.01	Internet & telephony competition laws	1.9	97.06	64	-63
8.1.02	Futrure orientation of gvt	43.7	37.75	108	N/A
8.1.03	Global Cybersecurity Index	0.0	2.74	135	N/A
8.1.04	Gvt procurement of technology	2.8	30.14	110	-44
8.1.05	GERD (% of GDP)	0.0	0.01	117	+1
8.1.06	Int'l Property Rights (IPR) score	4.7	33.39	89	-1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	29.11	109	-91
8.1.09	Tertiary education exp. per student	2,532	0.01	59	-3
8.1.10	Pupil-teacher ratio (secondary)	16.7	66.70	75	-6
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			31.43	94	-5
8.2.01	ICT access (ICT Development Index)	3.3	26.07	100	-1
8.2.02	ICT usage by firms	5.0	66.82	46	+13
8.2.03	ICTs & business model creation	4.6	60.00	59	+4
8.2.04	ICTs & org. model creation	4.3	55.00	57	-13
8.2.05	Scientific & technical journal articles	0.0	0.15	126	+2
8.2.06	Researchers in R&D	35	0.25	101	+4
8.2.07	Technicians in R&D	10	0.16	96	-5
8.2.08	Quality of research institutions	2.8	30.20	119	-25
8.2.09	Industry-university collaboration	3.0	34.04	100	-54
8.2.10	Share of creative goods export	0.0	0.08	95	0
8.2.11	ICT Services Exports	9.6	20.53	40	+10
8.2.12	High-technology net exports	0.5	2.94	76	+1
8.2.13	ICT goods exports	0.5	2.56	74	+21
8.2.14	Medium & high-tech mfg in MVA	7.2	8.86	105	+1
8.2.15	High-tech exports (% of mfg exports)	33.3	46.69	70	-12
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	53.3	63.44	30	+2
8.2.20	CO2 intensity of GDP	0.2	64.33	74	+10
8.2.21	Energy intensity	6.0	46.90	103	+5
8.2.22	Domestic material consumption	11.2	72.27	74	+2
8.2.23	Trademark applications (res + nonres)	0.7	17.00	73	-10
8.2.24	International co-inventions	0.4	0.42	106	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.39	90	-8
8.2.26	Quality of vocational training	3.9	48.87	77	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.2	36.55	95	+1
8.2.29	Critical thinking	3.2	36.24	89	N/A
8.2.30	Digital skills	3.6	43.87	106	N/A
8.2.31	STEM graduates	15.2	19.78	97	-10
9. Institutional capacity - cross-cutting driver			42.99	100	-19
9.1.01	GLRI statistical fullness	0.9	69.70	54	-1
9.1.02	World Governance Index	-0.6	35.81	106	-5
9.1.03	Statistical Capacity Index	56.7	30.77	78	-37
9.1.04	Social capital	52.3	42.72	58	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Hungary

World Bank Inome Group: High
Global Labour Resilience Index 2021

36 **(62.78)**
RANK (SCORE)
GLRI 2016 Rank 28



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**72.39**	**22**	-4
1. Demographics			30.95	119	-6
1.1.01	Share of older population	19.7	30.95	119	-6
2. Country Capabilities			81.35	13	+1
2.1.01	Economic complexity (ECI)	1.4	81.35	13	+1
3. Economic Development and Macroeconomic Stability			78.44	32	-13
3.1.01	GDP per capita	32,623	75.02	39	+3
3.1.02	Services share of economy	55.3	64.41	70	+10
3.1.03	Dependence on natural resources	0.1	87.31	12	-1
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			72.33	29	-3
4.1.01	Concentration of exports (HHI)	0.1	93.21	25	+5
4.1.02	Economics diversity (RCAs)	273	61.05	30	+2
4.1.03	Current account balance	-0.4	62.74	47	-20
5. Inequality			86.70	20	0
5.1.01	Income inequality (Gini coefficient)	30.4	86.70	20	0
Cyclical Subindex			**57.97**	**43**	
6. Absorptive Capacity			66.21	38	-3
6.1 Absorptive Capacity Input			65.36	44	-10
6.1.01	Workers' rights	82.0	81.88	33	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	12.4	12.40	52	-6
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			66.49	35	+4
6.2.01	Quality of earnings	7.9	10.90	33	+1
6.2.02	Quality of working environment	36.4	66.21	4	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.1	69.28	59	+25
6.2.05	Youth not in EET	11.0	71.54	36	+1
6.2.06	Low-skilled labour	27.9	86.98	19	+1
6.2.07	Growth of medium jobs	-0.1	31.91	86	+6
6.2.08	Labour income share	47.6	65.40	73	-4
6.2.09	Labour income inequality	2.5	94.30	9	+1
6.2.10	Women in labour force (ratio of LFPR)	74.0	68.54	79	-2
6.2.11	Gender pay gap	9.4	71.17	17	-2
6.2.12	Longevity	25.5	80.72	59	-1
6.2.13	Physical health	13.8	73.95	75	-1
6.2.14	Mental health	7.1	73.50	53	-10
7. Adaptive Capacity			50.36	51	-2
7.1 Adaptive Capacity Input			64.11	49	-7
7.1.01	Hiring & firing practices	4.0	50.17	55	-22
7.1.02	Ease of hiring foreign labour	4.8	63.59	15	N/A
7.1.03	Effect of taxation on incentive to work	3.6	36.13	87	+25
7.1.04	Time dealing with gvt regulation	11.3	66.27	72	-2
7.1.05	Intensity of local competition	4.2	45.64	126	-83
7.1.06	Trade openness	4.4	57.11	65	-40
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	79.2	62.86	51	+17
7.1.09	Enforcing contracts	71.0	78.25	21	+7
7.1.10	Property rights	3.3	38.41	121	-6
7.1.11	Insolvency framework	55.0	59.37	59	-4
7.1.12	Time to start a business	7.0	88.07	38	-5
7.1.13	Cost to start a business	5.4	92.25	57	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-11
7.1.15	Logistics Performance Index	3.4	60.50	29	+2

* Rank change from 2016 (5-year change)
Country notes:

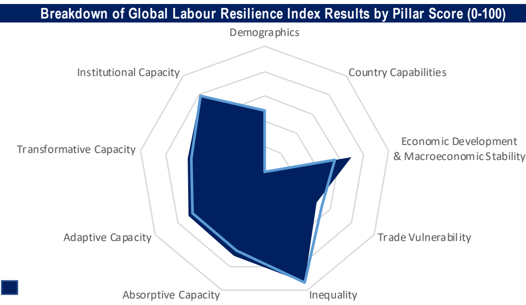
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			36.62	57	-5
7.2.01	ALMP effectiveness	3.5	41.41	60	+31
7.2.02	Formal & informal education & training	55.7	75.42	11	+13
7.2.03	Extent of staff training	3.7	44.56	94	N/A
7.2.04	High-skilled labour	34.8	55.56	38	-2
7.2.05	Skilled labour supply	3.0	33.35	131	N/A
7.2.06	Tertiary education attainment	20.4	43.15	30	0
7.2.07	Skillset of graduates	3.7	44.94	94	N/A
7.2.08	New corporate registrations	3.7	24.19	38	+2
7.2.09	GEI attitudes & perceptions subindex	27.6	22.85	64	-9
7.2.10	Venture capital investments	2.3	2.30	78	-28
7.2.11	Access to loans	4.3	54.75	41	+78
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	37.6	33.63	67	N/A
8. Transformative Capacity			51.72	34	-6
8.1 Transformative Capacity Input			58.67	36	-8
8.1.01	Internet & telephony competition laws	1.9	93.33	74	-5
8.1.02	Frutire orientation of gvt	63.4	70.38	31	N/A
8.1.03	Global Cybersecurity Index	0.8	86.95	33	N/A
8.1.04	Gvt procurement of technology	2.8	30.63	107	-18
8.1.05	GERD (% of GDP)	1.2	28.12	29	-5
8.1.06	Int'l Property Rights (IPR) score	6.1	56.45	44	+1
8.1.07	Other R&D incentives	0.1	35.10	3	-1
8.1.08	Gvt exp. on education	4.6	55.38	61	+3
8.1.09	Tertiary education exp. per student	7,455	0.02	29	-5
8.1.10	Pupil-teacher ratio (secondary)	10.0	88.98	31	-3
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			44.77	36	-2
8.2.01	ICT access (ICT Development Index)	6.9	73.41	41	0
8.2.02	ICT usage by firms	5.1	67.83	42	-14
8.2.03	ICTs & business model creation	4.9	65.00	48	+6
8.2.04	ICTs & org. model creation	4.6	60.00	40	+27
8.2.05	Scientific & technical journal articles	0.7	28.05	38	-1
8.2.06	Researchers in R&D	3,238	39.14	28	+4
8.2.07	Technicians in R&D	770	24.21	24	0
8.2.08	Quality of research institutions	4.7	61.58	32	-10
8.2.09	Industry-university collaboration	3.4	40.54	67	-33
8.2.10	Share of creative goods export	0.5	4.69	41	0
8.2.11	ICT Services Exports	8.2	17.49	47	+5
8.2.12	High-technology net exports	12.5	73.55	11	0
8.2.13	ICT goods exports	11.2	63.28	12	+3
8.2.14	Medium & high-tech mfg in MVA	56.6	72.31	6	-1
8.2.15	High-tech exports (% of mfg exports)	75.3	100.00	1	0
8.2.16	Robot adoption rate	57.0	17.68	24	N/A
8.2.17	Environmental goods exports & imports	13.5	8.47	24	0
8.2.18	Green patent applications	2.0	6.87	35	-5
8.2.19	Renewable energy consumption	14.3	17.06	91	-6
8.2.20	CO2 intensity of GDP	0.2	71.66	59	+2
8.2.21	Energy intensity	4.2	68.26	65	-1
8.2.22	Domestic material consumption	7.2	83.11	54	-1
8.2.23	Trademark applications (res + nonres)	0.6	13.13	83	0
8.2.24	International co-inventions	52.4	52.38	26	N/A
8.2.25	Patent applications (res + nonres)	0.0	1.12	58	-6
8.2.26	Quality of vocational training	3.6	42.60	103	N/A
8.2.27	PISA scores	479.3	60.86	31	+4
8.2.28	Quality of educational system	2.9	31.84	108	-17
8.2.29	Critical thinking	3.4	40.41	69	N/A
8.2.30	Digital skills	4.0	49.53	81	N/A
8.2.31	STEM graduates	22.8	46.46	47	+3
9. Institutional capacity - cross-cutting driver			58.53	61	-30
9.1.01	GLRI statistical fullness	1.0	96.97	2	-1
9.1.02	World Governance Index	0.5	64.55	43	-1
9.1.03	Statistical Capacity Index	50.0	19.23	92	-76
9.1.04	Social capital	49.5	36.21	79	-8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Iceland

World Bank Inome Group: High
Global Labour Resilience Index 2021

20 RANK **(69.00)** (SCORE)
GLRI 2016 Rank 24



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**65.16**	**41**	+16
1. Demographics			47.72	100	-3
1.1.01	Share of older population	15.2	47.72	100	-3
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			70.16	45	+27
3.1.01	GDP per capita	55,874	85.72	12	+3
3.1.02	Services share of economy	65.5	79.63	24	+5
3.1.03	Dependence on natural resources	0.8	20.03	113	-2
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			48.30	86	-13
4.1.01	Concentration of exports (HHI)	0.4	53.71	113	-2
4.1.02	Economics diversity (RCAs)	77	14.49	107	-4
4.1.03	Current account balance	3.1	76.70	22	-7
5. Inequality			93.62	13	-1
5.1.01	Income inequality (Gini coefficient)	27.8	93.62	13	-1
Cyclical Subindex			**70.92**	**17**	
6. Absorptive Capacity			71.58	18	+4
6.1 Absorptive Capacity Input			68.23	37	+3
6.1.01	Workers' rights	99.0	98.93	2	N/A
6.1.02	Pension coverage	69.2	68.92	64	-20
6.1.03	Unemployment coverage	28.6	28.60	34	-6
6.1.04	Coverage of basic health services	84.0	91.80	10	N/A
6.2 Absorptive Capacity Output			72.70	13	-5
6.2.01	Quality of earnings	21.0	58.39	12	0
6.2.02	Quality of working environment	23.8	29.25	30	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.8	78.71	37	+3
6.2.05	Youth not in EET	4.7	90.23	5	+1
6.2.06	Low-skilled labour	30.1	83.71	30	+2
6.2.07	Growth of medium jobs	-0.3	11.41	132	+1
6.2.08	Labour income share	61.3	96.30	10	-1
6.2.09	Labour income inequality	2.8	90.00	21	0
6.2.10	Women in labour force (ratio of LFPR)	89.4	84.64	17	-3
6.2.11	Gender pay gap	9.9	69.42	20	-3
6.2.12	Longevity	28.8	97.11	7	-1
6.2.13	Physical health	14.9	81.11	40	-8
6.2.14	Mental health	7.2	74.80	49	-2
7. Adaptive Capacity			70.21	11	+3
7.1 Adaptive Capacity Input			71.24	24	-6
7.1.01	Hiring & firing practices	5.3	71.49	5	-3
7.1.02	Ease of hiring foreign labour	4.6	60.10	29	N/A
7.1.03	Effect of taxation on incentive to work	4.2	50.38	46	+15
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.0	65.92	74	+2
7.1.06	Trade openness	4.3	54.72	80	+40
7.1.07	Applied tariffs	1.6	88.97	17	-3
7.1.08	Paying taxes	84.2	72.05	32	0
7.1.09	Enforcing contracts	69.1	75.24	27	-24
7.1.10	Property rights	5.9	81.73	15	+6
7.1.11	Insolvency framework	82.0	88.44	11	+1
7.1.12	Time to start a business	11.5	79.82	71	-9
7.1.13	Cost to start a business	1.8	97.72	36	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	-28
7.1.15	Logistics Performance Index	3.2	55.75	38	-3

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			69.19	8	+7
7.2.01	ALMP effectiveness	5.3	71.50	6	-2
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.9	65.30	18	N/A
7.2.04	High-skilled labour	50.8	82.55	7	0
7.2.05	Skilled labour supply	5.2	69.51	6	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	5.3	71.60	8	N/A
7.2.08	New corporate registrations	9.9	64.16	16	-7
7.2.09	GEI attitudes & perceptions subindex	80.1	100.00	1	0
7.2.10	Venture capital investments	52.6	52.60	7	+18
7.2.11	Access to loans	4.6	59.26	28	+43
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	54.5	55.42	38	N/A
8. Transformative Capacity			62.00	16	+1
8.1 Transformative Capacity Input			65.33	20	0
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	67.0	76.27	23	N/A
8.1.03	Global Cybersecurity Index	0.4	47.15	86	N/A
8.1.04	Gvt procurement of technology	3.6	43.67	41	+17
8.1.05	GERD (% of GDP)	2.1	48.64	15	-1
8.1.06	Int'l Property Rights (IPR) score	7.6	81.96	19	+3
8.1.07	Other R&D incentives	0.1	32.90	5	+4
8.1.08	Gvt exp. on education	7.7	92.07	5	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			58.67	17	+2
8.2.01	ICT access (ICT Development Index)	9.0	100.00	1	+2
8.2.02	ICT usage by firms	5.9	81.40	10	+2
8.2.03	ICTs & business model creation	5.4	73.33	22	-2
8.2.04	ICTs & org. model creation	5.5	75.00	13	-1
8.2.05	Scientific & technical journal articles	2.0	80.77	6	+3
8.2.06	Researchers in R&D	6,131	74.26	8	0
8.2.07	Technicians in R&D	2,371	74.86	4	+2
8.2.08	Quality of research institutions	5.2	69.40	23	+5
8.2.09	Industry-university collaboration	4.7	62.43	20	+4
8.2.10	Share of creative goods export	0.0	0.01	112	0
8.2.11	ICT Services Exports	4.8	9.96	78	-9
8.2.12	High-technology net exports	1.5	8.83	57	+1
8.2.13	ICT goods exports	0.2	0.96	96	-2
8.2.14	Medium & high-tech mfg in MVA	13.9	17.51	90	-4
8.2.15	High-tech exports (% of mfg exports)	34.8	48.82	66	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	18.6	62.84	14	+9
8.2.19	Renewable energy consumption	76.7	91.32	14	+3
8.2.20	CO2 intensity of GDP	0.1	83.46	28	+2
8.2.21	Energy intensity	13.9	0.00	130	0
8.2.22	Domestic material consumption	1.2	99.60	6	+1
8.2.23	Trademark applications (res + nonres)	11.6	100.00	1	0
8.2.24	International co-inventions	81.6	81.56	16	N/A
8.2.25	Patent applications (res + nonres)	0.2	4.43	23	+9
8.2.26	Quality of vocational training	5.2	69.30	11	N/A
8.2.27	PISA scores	481.3	61.64	29	+3
8.2.28	Quality of educational system	5.2	70.57	13	+3
8.2.29	Critical thinking	4.6	60.33	16	N/A
8.2.30	Digital skills	5.7	77.88	2	N/A
8.2.31	STEM graduates	15.7	21.54	92	-11
9. Institutional capacity - cross-cutting driver			79.46	16	+1
9.1.01	GLRI statistical fullness	0.8	45.45	106	-19
9.1.02	World Governance Index	1.5	93.02	12	+2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	74.5	93.24	3	+3

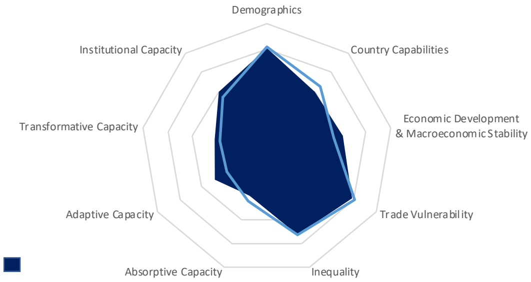
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

India

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

67 **(54.23)**
RANK (SCORE)
GLRI 2016 Rank 61



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**69.74**	**28**	+1
1. Demographics			80.55	56	0
1.1.01	Share of older population	6.4	80.55	56	0
2. Country Capabilities			59.14	42	-2
2.1.01	Economic complexity (ECI)	0.6	59.14	42	-2
3. Economic Development and Macroeconomic Stability			61.20	61	+17
3.1.01	GDP per capita	6,754	43.67	99	-2
3.1.02	Services share of economy	49.9	56.33	103	+9
3.1.03	Dependence on natural resources	0.4	62.36	65	0
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			78.40	23	-3
4.1.01	Concentration of exports (HHI)	0.1	91.80	27	0
4.1.02	Economics diversity (RCAs)	389	88.60	13	0
4.1.03	Current account balance	-2.4	54.81	65	-12
5. Inequality			72.61	56	+1
5.1.01	Income inequality (Gini coefficient)	35.7	72.61	56	+1
Cyclical Subindex			**46.47**	**94**	
6. Absorptive Capacity			39.99	121	-31
6.1 Absorptive Capacity Input			38.43	89	N/A
6.1.01	Workers' rights	58.0	54.58	109	N/A
6.1.02	Pension coverage	25.2	24.52	86	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	55.0	44.26	104	N/A
6.2 Absorptive Capacity Output			40.51	118	-6
6.2.01	Quality of earnings	21.0	58.39	12	0
6.2.02	Quality of working environment	30.7	49.53	12	0
6.2.03	Share of informal employment	80.3	17.70	43	-11
6.2.04	Youth unemployment	23.3	34.11	106	-4
6.2.05	Youth not in EET	30.4	13.88	105	-4
6.2.06	Low-skilled labour	63.9	32.28	99	+2
6.2.07	Growth of medium jobs	0.1	50.30	44	-3
6.2.08	Labour income share	49.0	68.56	65	-16
6.2.09	Labour income inequality	18.5	2.90	128	-2
6.2.10	Women in labour force (ratio of LFPR)	27.0	19.48	130	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.5	60.42	102	-1
6.2.13	Physical health	12.5	65.00	102	-7
6.2.14	Mental health	5.9	54.12	112	-6
7. Adaptive Capacity			47.72	63	+29
7.1 Adaptive Capacity Input			59.80	66	+33
7.1.01	Hiring & firing practices	4.2	52.56	40	-17
7.1.02	Ease of hiring foreign labour	3.7	44.42	103	N/A
7.1.03	Effect of taxation on incentive to work	4.4	55.20	28	+5
7.1.04	Time dealing with gvt regulation	1.9	94.58	15	+2
7.1.05	Intensity of local competition	4.7	59.11	99	-12
7.1.06	Trade openness	4.5	57.61	61	+28
7.1.07	Applied tariffs	4.9	61.53	90	+18
7.1.08	Paying taxes	65.4	37.41	88	+29
7.1.09	Enforcing contracts	41.2	30.45	121	+12
7.1.10	Property rights	4.4	56.00	61	+37
7.1.11	Insolvency framework	62.0	66.83	46	+61
7.1.12	Time to start a business	17.5	68.81	96	+14
7.1.13	Cost to start a business	14.8	77.98	91	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+10
7.1.15	Logistics Performance Index	3.2	54.50	42	+10

* Rank change from 2016 (5-year change)
Country notes:

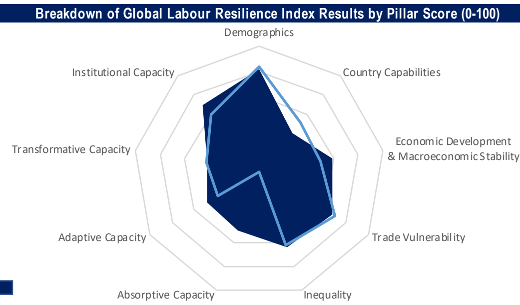
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			35.63	61	+17
7.2.01	ALMP effectiveness	4.4	56.60	32	-6
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.3	55.09	48	N/A
7.2.04	High-skilled labour	16.1	24.21	90	+2
7.2.05	Skilled labour supply	4.2	52.84	67	N/A
7.2.06	Tertiary education attainment	9.1	19.32	67	-4
7.2.07	Skillset of graduates	4.6	60.53	35	N/A
7.2.08	New corporate registrations	0.1	0.75	113	-8
7.2.09	GEI attitudes & perceptions subindex	22.5	15.37	79	+2
7.2.10	Venture capital investments	10.7	10.70	35	+9
7.2.11	Access to loans	4.5	57.57	34	-7
7.2.13	Microfinance loan portfolio	13.9	13.90	22	+25
7.2.14	Depth of financial system	58.6	60.73	32	N/A
8. Transformative Capacity			42.11	74	+21
8.1 Transformative Capacity Input			49.06	74	+15
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	69.7	80.81	14	N/A
8.1.03	Global Cybersecurity Index	0.7	76.75	49	N/A
8.1.04	Gvt procurement of technology	4.7	61.27	8	+51
8.1.05	GERD (% of GDP)	0.6	14.29	49	+3
8.1.06	Int'l Property Rights (IPR) score	5.6	48.77	57	+3
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.9	45.20	78	+8
8.1.09	Tertiary education exp. per student	2,047	0.01	62	-3
8.1.10	Pupil-teacher ratio (secondary)	28.5	27.18	115	-5
8.1.11	ICT infrastructure per school	36.3	36.29	64	N/A
8.2 Transformative Capacity Output			35.17	65	+9
8.2.01	ICT access (ICT Development Index)	3.0	22.83	105	+1
8.2.02	ICT usage by firms	4.1	51.14	107	+8
8.2.03	ICTs & business model creation	4.7	61.67	55	+24
8.2.04	ICTs & org. model creation	4.6	60.00	40	+38
8.2.05	Scientific & technical journal articles	0.1	3.95	79	-4
8.2.06	Researchers in R&D	253	2.90	77	-2
8.2.07	Technicians in R&D	73	2.15	65	-6
8.2.08	Quality of research institutions	4.7	61.33	33	+16
8.2.09	Industry-university collaboration	4.4	57.25	24	+24
8.2.10	Share of creative goods export	6.4	54.69	10	0
8.2.11	ICT Services Exports	42.4	93.26	4	-3
8.2.12	High-technology net exports	2.8	16.48	45	-6
8.2.13	ICT goods exports	0.9	4.89	67	-1
8.2.14	Medium & high-tech mfg in MVA	42.9	54.70	25	0
8.2.15	High-tech exports (% of mfg exports)	34.8	48.80	67	+3
8.2.16	Robot adoption rate	3.0	0.00	41	N/A
8.2.17	Environmental goods exports & imports	14.8	9.51	23	0
8.2.18	Green patent applications	0.3	1.12	61	-1
8.2.19	Renewable energy consumption	32.2	38.34	52	-2
8.2.20	CO2 intensity of GDP	0.3	37.81	110	+5
8.2.21	Energy intensity	4.2	68.39	64	+12
8.2.22	Domestic material consumption	17.6	54.63	101	+1
8.2.23	Trademark applications (res + nonres)	0.2	5.47	102	-5
8.2.24	International co-inventions	10.1	10.13	55	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.89	66	+5
8.2.26	Quality of vocational training	4.2	53.26	63	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.6	60.29	25	+18
8.2.29	Critical thinking	3.6	43.62	52	N/A
8.2.30	Digital skills	4.4	57.21	57	N/A
8.2.31	STEM graduates	31.7	77.75	9	+1
9. Institutional capacity - cross-cutting driver			60.06	53	+6
9.1.01	GLRI statistical fullness	0.9	87.88	8	+4
9.1.02	World Governance Index	-0.1	49.61	67	+5
9.1.03	Statistical Capacity Index	75.6	63.46	39	-1
9.1.04	Social capital	50.9	39.47	68	+6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Indonesia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

61 **(55.11)**
RANK (SCORE)
GLRI 2016 Rank 53



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**61.33**	**55**	0
1. Demographics			81.77	54	-1
1.1.01	Share of older population	6.1	81.77	54	-1
2. Country Capabilities			40.82	72	-2
2.1.01	Economic complexity (ECI)	-0.2	40.82	72	-2
3. Economic Development and Macroeconomic Stability			58.78	69	+26
3.1.01	GDP per capita	11,812	54.80	83	0
3.1.02	Services share of economy	44.2	47.91	117	+5
3.1.03	Dependence on natural resources	0.5	47.01	89	-5
3.1.04	Debt dynamics	80.0	79.95	54	N/A
4. Trade Vulnerability			67.45	38	-1
4.1.01	Concentration of exports (HHI)	0.1	90.26	31	+5
4.1.02	Economics diversity (RCAs)	266	59.38	32	-3
4.1.03	Current account balance	-2.9	52.70	72	-15
5. Inequality			63.83	77	+2
5.1.01	Income inequality (Gini coefficient)	39.0	63.83	77	+2
Cyclical Subindex			**52.00**	**70**	
6. Absorptive Capacity			49.55	100	N/A
6.1 Absorptive Capacity Input			36.59	93	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	14.0	13.22	103	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	57.0	47.54	102	N/A
6.2 Absorptive Capacity Output			53.88	88	-11
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	76.5	22.43	40	N/A
6.2.04	Youth unemployment	17.0	52.19	91	-8
6.2.05	Youth not in EET	20.5	43.35	79	+10
6.2.06	Low-skilled labour	63.9	32.22	100	+2
6.2.07	Growth of medium jobs	0.2	58.06	31	+2
6.2.08	Labour income share	38.1	43.98	112	-5
6.2.09	Labour income inequality	8.2	42.64	109	-10
6.2.10	Women in labour force (ratio of LFPR)	64.8	58.97	100	+9
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.9	62.18	99	-1
6.2.13	Physical health	14.2	76.63	65	+1
6.2.14	Mental health	8.8	100.00	1	0
7. Adaptive Capacity			48.31	59	+21
7.1 Adaptive Capacity Input			66.06	41	+26
7.1.01	Hiring & firing practices	4.5	58.34	21	+11
7.1.02	Ease of hiring foreign labour	4.4	56.79	46	N/A
7.1.03	Effect of taxation on incentive to work	4.5	57.56	23	+16
7.1.04	Time dealing with gvt regulation	0.9	97.59	6	-1
7.1.05	Intensity of local competition	5.4	77.43	37	+12
7.1.06	Trade openness	4.3	55.31	75	+17
7.1.07	Applied tariffs	2.0	85.41	55	+1
7.1.08	Paying taxes	68.4	43.07	80	+26
7.1.09	Enforcing contracts	47.2	40.15	108	+7
7.1.10	Property rights	4.6	60.31	47	+12
7.1.11	Insolvency framework	68.1	73.44	35	0
7.1.12	Time to start a business	12.6	77.80	78	+45
7.1.13	Cost to start a business	10.9	83.90	78	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+23
7.1.15	Logistics Performance Index	3.2	53.75	43	+8

* Rank change from 2016 (5-year change)
Country notes:

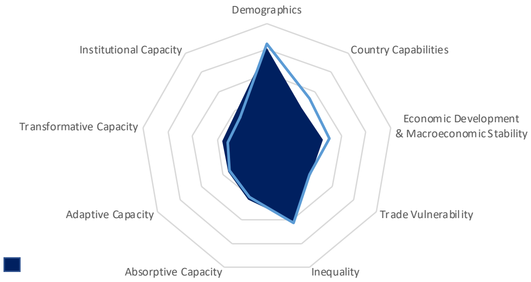
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.56	87	-3
7.2.01	ALMP effectiveness	4.1	51.58	37	-8
7.2.02	Formal & informal education & training	0.8	0.81	82	-5
7.2.03	Extent of staff training	4.6	60.30	31	N/A
7.2.04	High-skilled labour	11.9	17.12	103	-1
7.2.05	Skilled labour supply	4.6	59.22	41	N/A
7.2.06	Tertiary education attainment	9.4	19.82	65	+1
7.2.07	Skillset of graduates	4.7	61.06	32	N/A
7.2.08	New corporate registrations	0.3	2.02	104	-10
7.2.09	GEI attitudes & perceptions subindex	28.2	23.78	61	-8
7.2.10	Venture capital investments	2.0	2.00	81	-4
7.2.11	Access to loans	4.5	58.19	31	-17
7.2.13	Microfinance loan portfolio	0.4	0.40	60	+11
7.2.14	Depth of financial system	43.3	40.94	53	N/A
8. Transformative Capacity			41.76	79	-8
8.1 Transformative Capacity Input			49.12	72	-2
8.1.01	Internet & telephony competition laws	1.8	88.24	86	-1
8.1.02	Fruture orientation of gvt	55.9	58.03	63	N/A
8.1.03	Global Cybersecurity Index	0.8	83.00	43	N/A
8.1.04	Gvt procurement of technology	4.4	56.11	12	+1
8.1.05	GERD (% of GDP)	0.1	1.65	111	0
8.1.06	Int'l Property Rights (IPR) score	5.3	43.61	62	+6
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.6	40.84	92	+4
8.1.09	Tertiary education exp. per student	4,087	0.02	45	-3
8.1.10	Pupil-teacher ratio (secondary)	15.2	71.57	71	-4
8.1.11	ICT infrastructure per school	48.1	48.13	61	N/A
8.2 Transformative Capacity Output			34.39	77	-13
8.2.01	ICT access (ICT Development Index)	4.3	39.69	92	0
8.2.02	ICT usage by firms	4.9	65.69	51	-3
8.2.03	ICTs & business model creation	5.0	66.67	37	-8
8.2.04	ICTs & org. model creation	4.9	65.00	26	0
8.2.05	Scientific & technical journal articles	0.1	3.95	78	+23
8.2.06	Researchers in R&D	216	2.45	80	+7
8.2.07	Technicians in R&D	35	0.93	80	N/A
8.2.08	Quality of research institutions	4.4	56.87	38	0
8.2.09	Industry-university collaboration	4.3	55.27	28	0
8.2.10	Share of creative goods export	1.6	13.31	31	0
8.2.11	ICT Services Exports	4.0	8.21	87	-4
8.2.12	High-technology net exports	3.1	18.24	42	0
8.2.13	ICT goods exports	3.0	16.90	35	+1
8.2.14	Medium & high-tech mfg in MVA	35.3	45.04	40	+1
8.2.15	High-tech exports (% of mfg exports)	28.7	40.29	74	+2
8.2.16	Robot adoption rate	5.0	0.65	40	N/A
8.2.17	Environmental goods exports & imports	5.1	1.76	32	0
8.2.18	Green patent applications	0.0	0.03	90	-3
8.2.19	Renewable energy consumption	35.0	41.68	49	-1
8.2.20	CO2 intensity of GDP	0.2	62.40	83	-6
8.2.21	Energy intensity	3.5	77.78	37	0
8.2.22	Domestic material consumption	10.0	75.67	70	+1
8.2.23	Trademark applications (res + nonres)	0.3	6.36	99	+2
8.2.24	International co-inventions	1.0	0.96	92	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.88	68	+2
8.2.26	Quality of vocational training	4.6	60.13	35	N/A
8.2.27	PISA scores	382.0	22.50	69	-5
8.2.28	Quality of educational system	4.4	57.21	30	0
8.2.29	Critical thinking	4.2	53.67	29	N/A
8.2.30	Digital skills	4.5	58.45	50	N/A
8.2.31	STEM graduates	19.4	34.57	71	-12
9. Institutional capacity - cross-cutting driver			69.88	31	+17
9.1.01	GLRI statistical fullness	0.9	84.85	14	+24
9.1.02	World Governance Index	-0.1	48.85	71	+12
9.1.03	Statistical Capacity Index	88.9	86.54	8	+11
9.1.04	Social capital	73.4	90.75	5	+5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Iran

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

111 RANK **(43.44)** (SCORE)
GLRI 2016 Rank 112



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**52.49**	**96**	-10
1. Demographics			80.62	55	-7
1.1.01	Share of older population	6.4	80.62	55	-7
2. Country Capabilities			43.56	64	+1
2.1.01	Economic complexity (ECI)	0.0	43.56	64	+1
3. Economic Development and Macroeconomic Stability			45.36	103	-10
3.1.01	GDP per capita	19,098	64.36	60	0
3.1.02	Services share of economy	54.4	63.01	75	-7
3.1.03	Dependence on natural resources	0.8	12.89	123	-21
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			40.03	110	-7
4.1.01	Concentration of exports (HHI)	0.4	54.87	110	-3
4.1.02	Economics diversity (RCAs)	122	25.18	84	+6
4.1.03	Current account balance	n/a	N/A	N/A	N/A
5. Inequality			61.17	82	-5
5.1.01	Income inequality (Gini coefficient)	40.0	61.17	82	-5
Cyclical Subindex			**38.91**	**114**	
6. Absorptive Capacity			42.88	112	-17
6.1 Absorptive Capacity Input			35.91	94	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	17.0	16.25	98	-42
6.1.03	Unemployment coverage	6.6	6.60	62	N/A
6.1.04	Coverage of basic health services	72.0	72.13	65	N/A
6.2 Absorptive Capacity Output			45.20	107	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	27.4	22.58	112	-3
6.2.05	Youth not in EET	34.3	14.63	103	+8
6.2.06	Low-skilled labour	43.7	63.00	60	0
6.2.07	Growth of medium jobs	0.0	38.60	66	-8
6.2.08	Labour income share	36.2	39.69	120	+5
6.2.09	Labour income inequality	5.1	64.68	88	0
6.2.10	Women in labour force (ratio of LFPR)	24.5	16.92	132	+2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.8	82.05	52	+1
6.2.13	Physical health	13.5	71.89	88	-2
6.2.14	Mental health	4.9	37.99	131	-1
7. Adaptive Capacity			35.68	117	-17
7.1 Adaptive Capacity Input			40.60	128	-2
7.1.01	Hiring & firing practices	3.3	38.78	108	-22
7.1.02	Ease of hiring foreign labour	2.8	30.45	132	N/A
7.1.03	Effect of taxation on incentive to work	3.7	39.02	77	-3
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	4.3	46.45	125	-15
7.1.06	Trade openness	4.0	49.38	114	0
7.1.07	Applied tariffs	15.2	0.00	136	0
7.1.08	Paying taxes	59.5	26.70	104	-19
7.1.09	Enforcing contracts	58.2	57.76	70	-19
7.1.10	Property rights	3.8	47.45	98	-12
7.1.11	Insolvency framework	35.1	37.84	110	-9
7.1.12	Time to start a business	72.5	0.00	130	-1
7.1.13	Cost to start a business	1.4	98.33	31	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-18
7.1.15	Logistics Performance Index	2.9	46.25	64	+51

* Rank change from 2016 (5-year change)
Country notes:

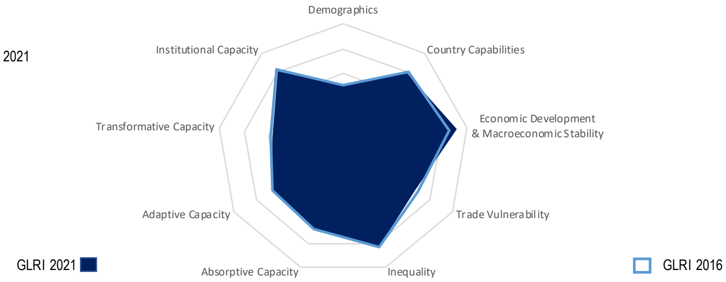
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.76	84	N/A
7.2.01	ALMP effectiveness	2.9	31.39	84	-16
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.1	34.33	127	N/A
7.2.04	High-skilled labour	20.3	31.24	77	+6
7.2.05	Skilled labour supply	3.9	48.11	97	N/A
7.2.06	Tertiary education attainment	18.2	38.43	41	0
7.2.07	Skillset of graduates	3.5	41.49	109	N/A
7.2.08	New corporate registrations	0.4	2.58	98	N/A
7.2.09	GEI attitudes & perceptions subindex	27.1	22.16	67	+11
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.8	30.52	122	+12
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	32.8	27.39	85	N/A
8. Transformative Capacity			35.98	102	+16
8.1 Transformative Capacity Input			45.02	85	+9
8.1.01	Internet & telephony competition laws	0.8	42.31	127	-1
8.1.02	Futrure orientation of gvt	49.7	47.67	81	N/A
8.1.03	Global Cybersecurity Index	0.6	68.20	63	N/A
8.1.04	Gvt procurement of technology	3.5	41.59	48	+38
8.1.05	GERD (% of GDP)	0.3	5.62	81	+1
8.1.06	Int'l Property Rights (IPR) score	4.7	33.81	87	+18
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.0	47.47	73	+39
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	19.0	58.82	90	-14
8.1.11	ICT infrastructure per school	59.7	59.73	60	-28
8.2 Transformative Capacity Output			26.93	119	+2
8.2.01	ICT access (ICT Development Index)	5.6	55.90	69	+7
8.2.02	ICT usage by firms	3.9	48.10	119	+7
8.2.03	ICTs & business model creation	4.5	58.33	71	+30
8.2.04	ICTs & org. model creation	3.8	46.67	91	+17
8.2.05	Scientific & technical journal articles	0.6	23.25	39	+2
8.2.06	Researchers in R&D	1,475	17.74	43	+15
8.2.07	Technicians in R&D	497	15.55	32	+16
8.2.08	Quality of research institutions	4.0	50.12	53	-11
8.2.09	Industry-university collaboration	3.2	36.26	92	+6
8.2.10	Share of creative goods export	0.6	5.24	37	0
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	0.3	1.77	85	-11
8.2.13	ICT goods exports	0.0	0.06	126	-1
8.2.14	Medium & high-tech mfg in MVA	46.0	58.74	18	+1
8.2.15	High-tech exports (% of mfg exports)	26.3	36.91	79	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.71	71	-3
8.2.19	Renewable energy consumption	1.0	1.17	126	+1
8.2.20	CO2 intensity of GDP	0.6	0.00	128	0
8.2.21	Energy intensity	7.1	33.23	113	+1
8.2.22	Domestic material consumption	12.6	68.36	83	+6
8.2.23	Trademark applications (res + nonres)	1.3	30.99	41	+26
8.2.24	International co-inventions	2.2	2.18	84	N/A
8.2.25	Patent applications (res + nonres)	0.2	3.56	28	-2
8.2.26	Quality of vocational training	3.5	41.49	110	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.3	37.75	91	+13
8.2.29	Critical thinking	2.6	26.68	122	N/A
8.2.30	Digital skills	4.1	51.80	75	N/A
8.2.31	STEM graduates	19.4	34.57	71	-68
9. Institutional capacity - cross-cutting driver			38.67	112	+1
9.1.01	GLRI statistical fullness	0.8	39.39	113	-3
9.1.02	World Governance Index	-1.0	26.10	127	-4
9.1.03	Statistical Capacity Index	78.9	69.23	31	+21
9.1.04	Social capital	45.2	26.37	110	-35

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Ireland

World Bank Inome Group: High
Global Labour Resilience Index 2021

15 RANK **(70.86)** (SCORE)
GLRI 2016 Rank 15



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.87**	**11**	0
1. Demographics			51.33	94	+1
1.1.01	Share of older population	14.2	51.33	94	+1
2. Country Capabilities			79.17	16	+2
2.1.01	Economic complexity (ECI)	1.4	79.17	16	+2
3. Economic Development and Macroeconomic Stability			91.98	3	+3
3.1.01	GDP per capita	86,781	94.49	4	+3
3.1.02	Services share of economy	56.7	66.53	65	+8
3.1.03	Dependence on natural resources	0.1	94.16	4	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			66.68	40	-2
4.1.01	Concentration of exports (HHI)	0.3	72.73	80	-8
4.1.02	Economics diversity (RCAs)	131	27.32	81	-3
4.1.03	Current account balance	10.7	100.00	1	0
5. Inequality			82.98	26	-1
5.1.01	Income inequality (Gini coefficient)	31.8	82.98	26	-1
Cyclical Subindex			**68.35**	**19**	
6. Absorptive Capacity			69.31	27	-9
6.1 Absorptive Capacity Input			84.67	9	-4
6.1.01	Workers' rights	92.0	93.25	12	N/A
6.1.02	Pension coverage	71.3	71.04	62	-20
6.1.03	Unemployment coverage	100.0	100.00	1	0
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			64.19	48	+11
6.2.01	Quality of earnings	17.5	45.95	18	-1
6.2.02	Quality of working environment	23.9	29.54	29	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	13.1	63.59	73	+20
6.2.05	Youth not in EET	10.1	74.25	30	+16
6.2.06	Low-skilled labour	32.0	80.79	34	+1
6.2.07	Growth of medium jobs	-0.2	19.07	120	+5
6.2.08	Labour income share	36.6	40.60	117	-44
6.2.09	Labour income inequality	2.7	91.08	17	-1
6.2.10	Women in labour force (ratio of LFPR)	81.9	76.76	54	+9
6.2.11	Gender pay gap	10.6	67.33	21	+6
6.2.12	Longevity	28.3	94.52	19	+1
6.2.13	Physical health	16.2	90.42	8	+1
6.2.14	Mental health	6.3	60.62	95	-3
7. Adaptive Capacity			65.21	19	-3
7.1 Adaptive Capacity Input			72.86	16	-11
7.1.01	Hiring & firing practices	4.1	51.39	44	-27
7.1.02	Ease of hiring foreign labour	4.8	62.78	21	N/A
7.1.03	Effect of taxation on incentive to work	3.2	24.97	111	-38
7.1.04	Time dealing with gvt regulation	2.3	93.37	18	+4
7.1.05	Intensity of local competition	5.3	74.96	51	+5
7.1.06	Trade openness	5.0	67.34	19	-6
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	94.6	91.14	3	+2
7.1.09	Enforcing contracts	57.9	57.23	73	-62
7.1.10	Property rights	6.0	82.94	11	-3
7.1.11	Insolvency framework	79.2	85.39	18	-3
7.1.12	Time to start a business	11.0	80.73	66	-44
7.1.13	Cost to start a business	0.2	100.00	1	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	3.5	62.75	27	-16

* Rank change from 2016 (5-year change)
Country notes:

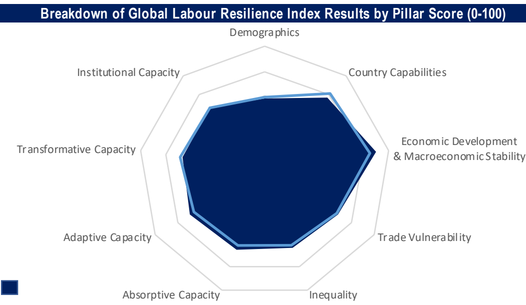
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			57.56	20	-2
7.2.01	ALMP effectiveness	4.8	63.15	15	+5
7.2.02	Formal & informal education & training	24.4	32.91	39	-4
7.2.03	Extent of staff training	5.0	66.34	15	N/A
7.2.04	High-skilled labour	44.6	72.09	20	+1
7.2.05	Skilled labour supply	4.7	62.05	31	N/A
7.2.06	Tertiary education attainment	31.2	65.89	12	+4
7.2.07	Skillset of graduates	5.1	68.49	12	N/A
7.2.08	New corporate registrations	7.1	46.27	22	0
7.2.09	GEI attitudes & perceptions subindex	67.2	81.12	13	+1
7.2.10	Venture capital investments	33.5	33.50	17	-6
7.2.11	Access to loans	3.4	40.62	96	+14
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	56.7	58.28	35	N/A
8. Transformative Capacity			57.32	20	0
8.1 Transformative Capacity Input			53.25	59	-10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	73.1	86.36	11	N/A
8.1.03	Global Cybersecurity Index	0.8	83.88	40	N/A
8.1.04	Gvt procurement of technology	3.4	39.98	58	+2
8.1.05	GERD (% of GDP)	1.2	27.43	31	+1
8.1.06	Int'l Property Rights (IPR) score	7.7	82.66	18	0
8.1.07	Other R&D incentives	0.0	11.39	25	+2
8.1.08	Gvt exp. on education	4.0	47.47	73	+16
8.1.09	Tertiary education exp. per student	11,519	0.03	17	-6
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			61.40	10	-2
8.2.01	ICT access (ICT Development Index)	8.0	87.55	18	+2
8.2.02	ICT usage by firms	5.4	74.00	28	+4
8.2.03	ICTs & business model creation	5.6	76.67	13	+3
8.2.04	ICTs & org. model creation	5.2	70.00	20	-8
8.2.05	Scientific & technical journal articles	1.5	58.80	14	+5
8.2.06	Researchers in R&D	5,243	63.49	14	-5
8.2.07	Technicians in R&D	1,165	36.68	18	-1
8.2.08	Quality of research institutions	5.4	72.60	19	-6
8.2.09	Industry-university collaboration	5.0	67.39	13	0
8.2.10	Share of creative goods export	0.6	4.71	40	0
8.2.11	ICT Services Exports	43.2	95.01	3	-1
8.2.12	High-technology net exports	9.9	58.25	16	+4
8.2.13	ICT goods exports	7.9	44.53	21	+5
8.2.14	Medium & high-tech mfg in MVA	54.3	69.40	8	0
8.2.15	High-tech exports (% of mfg exports)	59.2	83.16	23	+5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	7.4	25.11	25	-4
8.2.19	Renewable energy consumption	10.2	12.17	103	+4
8.2.20	CO2 intensity of GDP	0.1	84.51	27	-1
8.2.21	Energy intensity	1.8	98.05	2	+1
8.2.22	Domestic material consumption	1.2	99.78	3	+2
8.2.23	Trademark applications (res + nonres)	0.8	17.67	69	+1
8.2.24	International co-inventions	93.0	93.02	12	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.54	84	N/A
8.2.26	Quality of vocational training	4.8	64.12	21	N/A
8.2.27	PISA scores	504.7	70.84	9	0
8.2.28	Quality of educational system	5.4	73.74	7	-2
8.2.29	Critical thinking	4.1	51.12	34	N/A
8.2.30	Digital skills	5.0	66.49	25	N/A
8.2.31	STEM graduates	25.2	54.95	30	+4
9. Institutional capacity - cross-cutting driver			80.97	13	-2
9.1.01	GLRI statistical fullness	0.9	66.67	60	-14
9.1.02	World Governance Index	1.4	89.10	15	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	67.4	77.06	12	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Israel

World Bank Inome Group: High
Global Labour Resilience Index 2021

21 **(68.62)**
RANK (SCORE)
GLRI 2016 Rank 19



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**72.20**	**23**	+1
1. Demographics			58.83	88	+1
1.1.01	Share of older population	12.2	58.83	88	+1
2. Country Capabilities			77.18	18	-1
2.1.01	Economic complexity (ECI)	1.3	77.18	18	-1
3. Economic Development and Macroeconomic Stability			90.03	5	+2
3.1.01	GDP per capita	40,162	79.15	31	0
3.1.02	Services share of economy	69.4	85.48	14	+1
3.1.03	Dependence on natural resources	0.1	93.21	6	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			66.91	39	+5
4.1.01	Concentration of exports (HHI)	0.2	84.22	47	+33
4.1.02	Economics diversity (RCAs)	193	42.04	54	+10
4.1.03	Current account balance	2.5	74.48	24	-8
5. Inequality			64.10	76	+4
5.1.01	Income inequality (Gini coefficient)	38.9	64.10	76	+4
Cyclical Subindex			**66.84**	**21**	
6. Absorptive Capacity			65.95	41	-5
6.1 Absorptive Capacity Input			71.97	28	0
6.1.01	Workers' rights	83.0	83.01	30	N/A
6.1.02	Pension coverage	85.0	84.86	47	-12
6.1.03	Unemployment coverage	37.0	37.00	26	-3
6.1.04	Coverage of basic health services	82.0	88.52	18	N/A
6.2 Absorptive Capacity Output			63.94	50	+4
6.2.01	Quality of earnings	8.2	12.08	30	0
6.2.02	Quality of working environment	25.1	33.10	28	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.3	80.27	32	+13
6.2.05	Youth not in EET	14.7	60.64	52	-5
6.2.06	Low-skilled labour	26.4	89.30	11	+1
6.2.07	Growth of medium jobs	-0.2	19.93	116	+1
6.2.08	Labour income share	53.2	78.03	42	+4
6.2.09	Labour income inequality	2.8	90.30	19	-2
6.2.10	Women in labour force (ratio of LFPR)	87.1	82.20	29	+5
6.2.11	Gender pay gap	22.7	30.24	40	-2
6.2.12	Longevity	28.7	96.47	13	-5
6.2.13	Physical health	15.8	87.38	14	-2
6.2.14	Mental health	7.0	71.33	60	-7
7. Adaptive Capacity			68.78	15	+2
7.1 Adaptive Capacity Input			69.80	28	+9
7.1.01	Hiring & firing practices	4.5	57.99	22	+6
7.1.02	Ease of hiring foreign labour	3.5	41.61	117	N/A
7.1.03	Effect of taxation on incentive to work	4.5	58.19	22	+46
7.1.04	Time dealing with gvt regulation	4.3	87.35	32	+4
7.1.05	Intensity of local competition	5.3	75.42	49	+67
7.1.06	Trade openness	4.5	57.93	58	+26
7.1.07	Applied tariffs	1.9	86.65	51	+9
7.1.08	Paying taxes	80.2	64.71	46	+12
7.1.09	Enforcing contracts	58.9	58.80	66	+27
7.1.10	Property rights	5.6	75.85	22	+12
7.1.11	Insolvency framework	72.7	78.47	27	-2
7.1.12	Time to start a business	11.0	80.73	66	+2
7.1.13	Cost to start a business	3.2	95.60	47	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-10
7.1.15	Logistics Performance Index	3.3	57.75	33	+6

* Rank change from 2016 (5-year change)
Country notes:

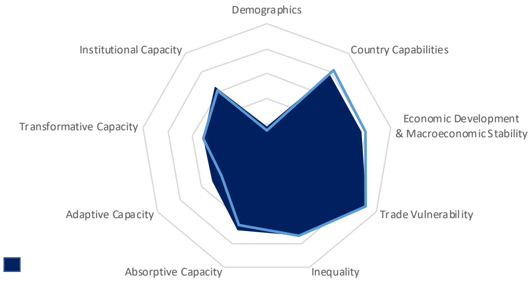
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			67.75	13	0
7.2.01	ALMP effectiveness	4.4	56.96	31	+2
7.2.02	Formal & informal education & training	52.5	71.14	14	0
7.2.03	Extent of staff training	4.7	62.48	28	N/A
7.2.04	High-skilled labour	52.5	85.41	6	-2
7.2.05	Skilled labour supply	5.3	71.83	2	N/A
7.2.06	Tertiary education attainment	33.2	70.21	6	-4
7.2.07	Skillset of graduates	5.3	71.15	9	N/A
7.2.08	New corporate registrations	3.3	21.14	42	-4
7.2.09	GEI attitudes & perceptions subindex	63.3	75.32	15	+4
7.2.10	Venture capital investments	89.3	89.30	3	0
7.2.11	Access to loans	4.8	62.90	18	+31
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	69.8	75.19	23	N/A
8. Transformative Capacity			66.19	12	-8
8.1 Transformative Capacity Input			67.66	18	-11
8.1.01	Internet & telephony competition laws	1.8	88.24	86	-1
8.1.02	Futrure orientation of gvt	58.0	61.43	56	N/A
8.1.03	Global Cybersecurity Index	0.8	83.77	41	N/A
8.1.04	Gvt procurement of technology	4.4	57.36	11	-2
8.1.05	GERD (% of GDP)	4.3	100.00	1	0
8.1.06	Int'l Property Rights (IPR) score	7.1	73.79	24	0
8.1.07	Other R&D incentives	0.1	30.40	7	+1
8.1.08	Gvt exp. on education	5.9	74.39	23	+2
8.1.09	Tertiary education exp. per student	9,101	0.03	25	-7
8.1.10	Pupil-teacher ratio (secondary)	9.8	89.83	27	-5
8.1.11	ICT infrastructure per school	85.0	85.00	47	-20
8.2 Transformative Capacity Output			64.72	6	+1
8.2.01	ICT access (ICT Development Index)	7.9	85.73	20	+10
8.2.02	ICT usage by firms	5.7	78.96	16	+13
8.2.03	ICTs & business model creation	5.9	81.67	4	+16
8.2.04	ICTs & org. model creation	5.6	76.67	9	+17
8.2.05	Scientific & technical journal articles	1.4	57.21	16	+2
8.2.06	Researchers in R&D	8,250	100.00	1	0
8.2.07	Technicians in R&D	997	31.38	20	0
8.2.08	Quality of research institutions	6.3	88.56	3	0
8.2.09	Industry-university collaboration	5.7	78.08	3	+4
8.2.10	Share of creative goods export	0.3	2.15	52	0
8.2.11	ICT Services Exports	45.4	100.00	1	+3
8.2.12	High-technology net exports	11.9	70.02	13	+2
8.2.13	ICT goods exports	10.8	60.94	14	-3
8.2.14	Medium & high-tech mfg in MVA	42.4	54.09	27	+4
8.2.15	High-tech exports (% of mfg exports)	58.8	82.48	25	+1
8.2.16	Robot adoption rate	31.0	9.17	30	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	29.6	100.00	1	+10
8.2.19	Renewable energy consumption	3.8	4.57	119	-3
8.2.20	CO2 intensity of GDP	0.2	63.74	76	+11
8.2.21	Energy intensity	3.3	79.37	34	+4
8.2.22	Domestic material consumption	2.2	96.80	19	0
8.2.23	Trademark applications (res + nonres)	1.2	26.98	48	-1
8.2.24	International co-inventions	96.8	96.78	9	N/A
8.2.25	Patent applications (res + nonres)	0.9	15.41	9	0
8.2.26	Quality of vocational training	4.6	59.59	38	N/A
8.2.27	PISA scores	465.0	55.21	36	0
8.2.28	Quality of educational system	4.6	60.63	24	+40
8.2.29	Critical thinking	4.4	56.73	22	N/A
8.2.30	Digital skills	5.5	74.98	6	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			66.97	33	+3
9.1.01	GLRI statistical fullness	0.9	72.73	48	-10
9.1.02	World Governance Index	0.7	69.73	36	-2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	53.1	44.46	51	-17

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Italy

World Bank Inome Group: High
Global Labour Resilience Index 2021

32 RANK **(63.45)** (SCORE)
GLRI 2016 Rank 33



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**70.74**	**26**	-1
1. Demographics			18.59	135	0
1.1.01	Share of older population	23.0	18.59	135	0
2. Country Capabilities			78.12	17	-2
2.1.01	Economic complexity (ECI)	1.3	78.12	17	-2
3. Economic Development and Macroeconomic Stability			76.67	34	-20
3.1.01	GDP per capita	42,413	80.24	27	+1
3.1.02	Services share of economy	66.3	80.79	20	0
3.1.03	Dependence on natural resources	0.2	78.39	33	-5
3.1.04	Debt dynamics	69.3	69.33	61	N/A
4. Trade Vulnerability			91.60	3	+2
4.1.01	Concentration of exports (HHI)	0.1	100.00	1	0
4.1.02	Economics diversity (RCAs)	536	100.00	1	0
4.1.03	Current account balance	2.6	74.80	23	+10
5. Inequality			73.40	53	+1
5.1.01	Income inequality (Gini coefficient)	35.4	73.40	53	+1
Cyclical Subindex			**59.80**	**34**	
6. Absorptive Capacity			68.29	29	+4
6.1 Absorptive Capacity Input			76.06	21	0
6.1.01	Workers' rights	98.0	98.93	2	N/A
6.1.02	Pension coverage	90.5	90.41	43	-10
6.1.03	Unemployment coverage	37.8	37.80	23	-3
6.1.04	Coverage of basic health services	82.0	88.52	18	N/A
6.2 Absorptive Capacity Output			65.70	37	+10
6.2.01	Quality of earnings	18.9	50.76	16	0
6.2.02	Quality of working environment	29.6	46.22	16	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	29.3	16.99	117	+10
6.2.05	Youth not in EET	18.0	50.60	68	+16
6.2.06	Low-skilled labour	31.1	82.06	33	-3
6.2.07	Growth of medium jobs	-0.1	29.78	90	-2
6.2.08	Labour income share	57.5	87.73	27	0
6.2.09	Labour income inequality	2.9	88.87	23	-8
6.2.10	Women in labour force (ratio of LFPR)	69.1	63.42	94	0
6.2.11	Gender pay gap	5.6	82.90	12	-4
6.2.12	Longevity	28.9	97.53	6	-2
6.2.13	Physical health	15.6	86.26	20	0
6.2.14	Mental health	7.0	70.98	61	-5
7. Adaptive Capacity			49.92	52	+12
7.1 Adaptive Capacity Input			58.73	70	+4
7.1.01	Hiring & firing practices	3.0	33.27	123	+4
7.1.02	Ease of hiring foreign labour	4.3	54.90	54	N/A
7.1.03	Effect of taxation on incentive to work	2.8	16.28	126	+7
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.2	72.94	59	-5
7.1.06	Trade openness	4.6	60.23	44	+28
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	66.3	39.16	85	+13
7.1.09	Enforcing contracts	53.1	49.57	93	+20
7.1.10	Property rights	4.0	50.42	86	-9
7.1.11	Insolvency framework	77.5	83.59	20	-1
7.1.12	Time to start a business	11.0	80.73	66	-44
7.1.13	Cost to start a business	13.7	79.65	87	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-26
7.1.15	Logistics Performance Index	3.7	68.50	18	0

* Rank change from 2016 (5-year change)
Country notes:

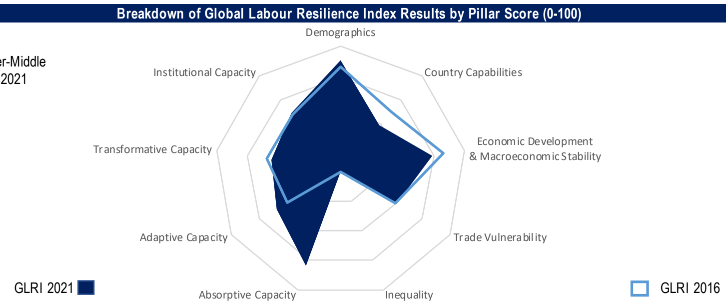
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			41.10	43	+13
7.2.01	ALMP effectiveness	2.8	30.20	93	-3
7.2.02	Formal & informal education & training	41.5	56.14	31	0
7.2.03	Extent of staff training	3.6	43.59	99	N/A
7.2.04	High-skilled labour	37.0	59.29	32	0
7.2.05	Skilled labour supply	4.3	54.61	59	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.1	52.29	57	N/A
7.2.08	New corporate registrations	3.0	19.13	49	-3
7.2.09	GEI attitudes & perceptions subindex	35.8	34.88	39	+11
7.2.10	Venture capital investments	9.3	9.30	41	+11
7.2.11	Access to loans	3.0	33.41	117	+15
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	57.5	59.30	33	N/A
8. Transformative Capacity			51.30	36	-2
8.1 Transformative Capacity Input			50.78	67	-10
8.1.01	Internet & telephony competition laws	1.9	95.00	68	+22
8.1.02	Frutrure orientation of gvt	57.1	59.98	59	N/A
8.1.03	Global Cybersecurity Index	0.8	89.69	27	N/A
8.1.04	Gvt procurement of technology	3.0	33.22	93	+30
8.1.05	GERD (% of GDP)	1.3	30.00	23	+3
8.1.06	Int'l Property Rights (IPR) score	6.0	54.71	48	-14
8.1.07	Other R&D incentives	0.0	7.94	27	-1
8.1.08	Gvt exp. on education	4.1	48.09	71	+8
8.1.09	Tertiary education exp. per student	10,683	0.03	19	-5
8.1.10	Pupil-teacher ratio (secondary)	10.0	89.09	30	+5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			51.83	21	+2
8.2.01	ICT access (ICT Development Index)	7.0	74.84	40	-8
8.2.02	ICT usage by firms	4.5	58.90	78	+22
8.2.03	ICTs & business model creation	5.0	66.67	37	+53
8.2.04	ICTs & org. model creation	4.3	55.00	57	+56
8.2.05	Scientific & technical journal articles	1.2	47.68	24	+2
8.2.06	Researchers in R&D	2,307	27.84	36	-1
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.8	63.74	29	+6
8.2.09	Industry-university collaboration	3.8	46.45	41	+15
8.2.10	Share of creative goods export	11.0	94.49	6	0
8.2.11	ICT Services Exports	8.1	17.31	48	+1
8.2.12	High-technology net exports	5.3	31.19	29	+2
8.2.13	ICT goods exports	1.9	10.73	50	+1
8.2.14	Medium & high-tech mfg in MVA	43.0	54.82	24	0
8.2.15	High-tech exports (% of mfg exports)	54.1	76.00	34	-3
8.2.16	Robot adoption rate	185.0	59.59	8	N/A
8.2.17	Environmental goods exports & imports	51.0	38.45	5	0
8.2.18	Green patent applications	8.6	29.20	23	-1
8.2.19	Renewable energy consumption	16.4	19.57	83	0
8.2.20	CO2 intensity of GDP	0.1	79.24	41	-6
8.2.21	Energy intensity	3.0	83.40	19	+4
8.2.22	Domestic material consumption	1.3	99.47	7	-1
8.2.23	Trademark applications (res + nonres)	0.7	16.41	75	+1
8.2.24	International co-inventions	51.7	51.72	27	N/A
8.2.25	Patent applications (res + nonres)	0.2	3.77	26	+2
8.2.26	Quality of vocational training	4.5	58.40	42	N/A
8.2.27	PISA scores	477.0	59.94	32	-2
8.2.28	Quality of educational system	3.7	45.21	64	-2
8.2.29	Critical thinking	3.7	44.62	51	N/A
8.2.30	Digital skills	4.2	52.88	71	N/A
8.2.31	STEM graduates	23.3	48.09	44	-1
9. Institutional capacity - cross-cutting driver			64.46	40	+1
9.1.01	GLRI statistical fullness	0.9	72.73	48	-2
9.1.02	World Governance Index	0.5	65.21	41	+2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	53.3	44.89	50	-5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Jamaica

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

85 RANK **(51.52)** (SCORE)
GLRI 2016 Rank 62



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**49.04**	**110**	-4
1. Demographics			71.07	77	+3
1.1.01	Share of older population	8.9	71.07	77	+3
2. Country Capabilities			38.40	76	-4
2.1.01	Economic complexity (ECI)	-0.2	38.40	76	-4
3. Economic Development and Macroeconomic Stability			59.34	66	-15
3.1.01	GDP per capita	9,761	51.00	89	-1
3.1.02	Services share of economy	59.3	70.42	48	-16
3.1.03	Dependence on natural resources	0.2	81.47	27	+12
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			41.43	104	-2
4.1.01	Concentration of exports (HHI)	0.5	43.65	123	-1
4.1.02	Economics diversity (RCAs)	115	23.52	87	+7
4.1.03	Current account balance	-1.8	57.14	59	+13
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**52.76**	**66**	
6. Absorptive Capacity			63.71	50	N/A
6.1 Absorptive Capacity Input			52.73	71	N/A
6.1.01	Workers' rights	83.0	83.01	30	N/A
6.1.02	Pension coverage	30.3	29.67	83	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	65.0	60.66	89	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	22.1	37.56	105	+14
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	53.7	47.79	82	-5
6.2.07	Growth of medium jobs	-0.2	19.58	119	-11
6.2.08	Labour income share	63.6	100.00	1	+7
6.2.09	Labour income inequality	4.7	67.98	80	+2
6.2.10	Women in labour force (ratio of LFPR)	82.5	77.41	51	+8
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.5	80.36	62	-2
6.2.13	Physical health	15.0	82.13	35	-8
6.2.14	Mental health	8.4	93.57	4	0
7. Adaptive Capacity			46.88	68	+10
7.1 Adaptive Capacity Input			62.12	56	-9
7.1.01	Hiring & firing practices	3.8	47.15	70	+6
7.1.02	Ease of hiring foreign labour	4.5	59.02	32	N/A
7.1.03	Effect of taxation on incentive to work	4.2	49.60	50	+3
7.1.04	Time dealing with gvt regulation	1.7	95.18	12	+1
7.1.05	Intensity of local competition	5.3	75.66	46	-11
7.1.06	Trade openness	4.7	61.27	40	-31
7.1.07	Applied tariffs	10.8	12.94	126	-1
7.1.08	Paying taxes	64.8	36.36	90	+10
7.1.09	Enforcing contracts	51.9	47.60	94	-6
7.1.10	Property rights	4.6	59.80	48	-3
7.1.11	Insolvency framework	70.1	75.63	32	-1
7.1.12	Time to start a business	3.0	95.41	6	0
7.1.13	Cost to start a business	4.8	93.16	53	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	-3
7.1.15	Logistics Performance Index	2.5	38.00	107	-39

* Rank change from 2016 (5-year change)
Country notes:

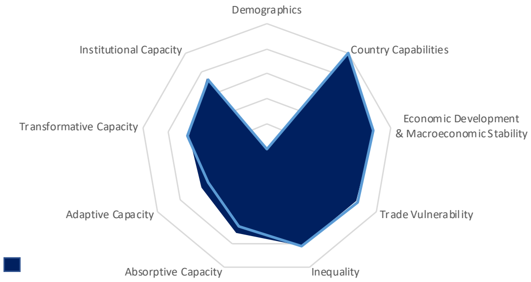
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.65	79	+9
7.2.01	ALMP effectiveness	3.1	34.80	73	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.0	50.37	60	N/A
7.2.04	High-skilled labour	22.0	34.01	73	+1
7.2.05	Skilled labour supply	4.3	55.04	56	N/A
7.2.06	Tertiary education attainment	6.8	14.40	73	-2
7.2.07	Skillset of graduates	4.5	57.59	41	N/A
7.2.08	New corporate registrations	1.6	10.25	63	+6
7.2.09	GEI attitudes & perceptions subindex	28.2	23.75	62	+1
7.2.10	Venture capital investments	9.2	9.20	42	N/A
7.2.11	Access to loans	3.5	40.84	93	+19
7.2.13	Microfinance loan portfolio	3.1	3.10	41	+7
7.2.14	Depth of financial system	47.5	46.40	50	N/A
8. Transformative Capacity			44.77	59	-12
8.1 Transformative Capacity Input			57.76	40	N/A
8.1.01	Internet & telephony competition laws	1.9	97.06	64	-1
8.1.02	Futrure orientation of gvt	53.1	53.37	72	N/A
8.1.03	Global Cybersecurity Index	0.4	42.54	93	N/A
8.1.04	Gvt procurement of technology	3.0	33.65	91	+18
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	6.0	54.67	49	+2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.4	67.47	29	+4
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	16.7	66.57	76	-4
8.1.11	ICT infrastructure per school	46.8	46.76	62	N/A
8.2 Transformative Capacity Output			31.78	91	0
8.2.01	ICT access (ICT Development Index)	4.8	46.30	81	+8
8.2.02	ICT usage by firms	4.7	61.95	64	+1
8.2.03	ICTs & business model creation	4.8	63.33	52	+27
8.2.04	ICTs & org. model creation	4.3	55.00	57	+4
8.2.05	Scientific & technical journal articles	0.1	2.20	86	-6
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.1	52.33	50	-4
8.2.09	Industry-university collaboration	3.5	42.05	58	-4
8.2.10	Share of creative goods export	0.0	0.01	110	0
8.2.11	ICT Services Exports	3.6	7.39	90	0
8.2.12	High-technology net exports	0.0	0.00	115	-20
8.2.13	ICT goods exports	1.0	5.93	62	+21
8.2.14	Medium & high-tech mfg in MVA	18.8	23.76	78	0
8.2.15	High-tech exports (% of mfg exports)	1.3	1.81	124	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-44
8.2.19	Renewable energy consumption	12.4	14.72	96	-4
8.2.20	CO2 intensity of GDP	0.3	41.25	107	-2
8.2.21	Energy intensity	4.8	61.79	77	+1
8.2.22	Domestic material consumption	7.5	82.47	55	+2
8.2.23	Trademark applications (res + nonres)	0.9	20.17	63	-11
8.2.24	International co-inventions	4.1	4.08	71	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.66	76	+4
8.2.26	Quality of vocational training	4.6	60.21	34	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.1	52.21	43	+22
8.2.29	Critical thinking	3.7	45.31	49	N/A
8.2.30	Digital skills	3.8	47.30	90	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			48.93	87	-11
9.1.01	GLRI statistical fullness	0.8	45.45	106	+6
9.1.02	World Governance Index	0.2	58.88	50	+6
9.1.03	Statistical Capacity Index	61.1	38.46	72	-34
9.1.04	Social capital	49.8	37.00	74	+3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Japan

World Bank Inome Group: High
Global Labour Resilience Index 2021

17 RANK **(69.77)** (SCORE)
GLRI 2016 Rank 17



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**74.52**	**17**	-3
1. Demographics			0.00	136	0
1.1.01	Share of older population	28.0	0.00	136	0
2. Country Capabilities			100.00	1	0
2.1.01	Economic complexity (ECI)	2.2	100.00	1	0
3. Economic Development and Macroeconomic Stability			86.60	11	-6
3.1.01	GDP per capita	41,429	79.77	28	-3
3.1.02	Services share of economy	69.1	85.02	15	-2
3.1.03	Dependence on natural resources	0.1	91.04	8	0
3.1.04	Debt dynamics	89.8	89.79	40	N/A
4. Trade Vulnerability			81.92	17	-3
4.1.01	Concentration of exports (HHI)	0.1	89.80	34	0
4.1.02	Economics diversity (RCAs)	342	77.43	19	-3
4.1.03	Current account balance	3.5	78.53	21	+1
5. Inequality			82.18	30	+1
5.1.01	Income inequality (Gini coefficient)	32.1	82.18	30	+1
Cyclical Subindex			**67.40**	**20**	
6. Absorptive Capacity			70.70	21	+5
6.1 Absorptive Capacity Input			73.04	27	+2
6.1.01	Workers' rights	90.0	90.97	15	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	20.0	20.00	44	-3
6.1.04	Coverage of basic health services	83.0	90.16	13	N/A
6.2 Absorptive Capacity Output			69.92	20	+2
6.2.01	Quality of earnings	17.5	45.84	19	-1
6.2.02	Quality of working environment	31.2	50.81	10	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	3.7	90.56	13	+8
6.2.05	Youth not in EET	2.9	95.48	2	+2
6.2.06	Low-skilled labour	32.9	79.46	36	-3
6.2.07	Growth of medium jobs	0.0	37.78	67	-3
6.2.08	Labour income share	54.2	80.29	38	-4
6.2.09	Labour income inequality	4.0	74.96	66	-1
6.2.10	Women in labour force (ratio of LFPR)	74.0	68.53	80	+7
6.2.11	Gender pay gap	23.5	27.71	41	0
6.2.12	Longevity	29.4	100.00	1	0
6.2.13	Physical health	16.7	93.51	3	0
6.2.14	Mental health	6.5	64.00	85	-5
7. Adaptive Capacity			60.47	26	+8
7.1 Adaptive Capacity Input			72.01	19	+4
7.1.01	Hiring & firing practices	3.5	41.71	102	+16
7.1.02	Ease of hiring foreign labour	4.0	50.09	81	N/A
7.1.03	Effect of taxation on incentive to work	4.3	53.61	33	+2
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	6.2	100.00	1	0
7.1.06	Trade openness	4.8	62.59	34	+73
7.1.07	Applied tariffs	2.5	81.68	60	-6
7.1.08	Paying taxes	81.6	67.26	40	+35
7.1.09	Enforcing contracts	65.3	69.08	42	-24
7.1.10	Property rights	6.1	84.49	9	-3
7.1.11	Insolvency framework	90.2	97.33	3	+1
7.1.12	Time to start a business	11.1	80.55	70	-11
7.1.13	Cost to start a business	7.5	89.06	69	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	-28
7.1.15	Logistics Performance Index	4.0	75.75	4	+6

* Rank change from 2016 (5-year change)
Country notes:

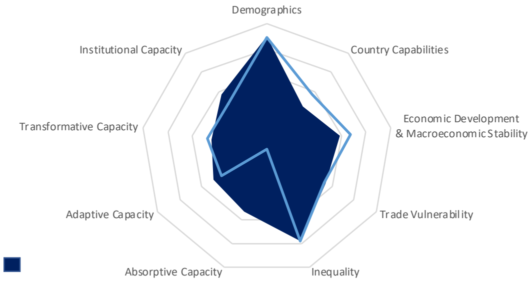
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			48.92	29	+10
7.2.01	ALMP effectiveness	4.7	61.51	22	+5
7.2.02	Formal & informal education & training	41.8	56.48	30	-8
7.2.03	Extent of staff training	5.3	70.99	9	N/A
7.2.04	High-skilled labour	28.0	44.25	50	-1
7.2.05	Skilled labour supply	4.4	56.69	50	N/A
7.2.06	Tertiary education attainment	19.9	42.11	34	-2
7.2.07	Skillset of graduates	4.5	58.56	39	N/A
7.2.08	New corporate registrations	0.4	2.38	100	-3
7.2.09	GEI attitudes & perceptions subindex	30.5	27.20	54	-3
7.2.10	Venture capital investments	3.0	3.00	73	-32
7.2.11	Access to loans	5.2	70.26	7	+11
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	84.1	93.61	4	N/A
8. Transformative Capacity			62.85	15	-2
8.1 Transformative Capacity Input			64.89	21	-6
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	69.2	79.91	16	N/A
8.1.03	Global Cybersecurity Index	0.9	94.41	15	N/A
8.1.04	Gvt procurement of technology	4.0	49.54	22	-1
8.1.05	GERD (% of GDP)	3.1	73.79	5	-1
8.1.06	Int'l Property Rights (IPR) score	8.2	92.26	11	+3
8.1.07	Other R&D incentives	0.0	6.19	31	+2
8.1.08	Gvt exp. on education	5.4	67.47	29	+66
8.1.09	Tertiary education exp. per student	15,701	0.03	14	-8
8.1.10	Pupil-teacher ratio (secondary)	11.1	85.28	41	-5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			60.81	12	-3
8.2.01	ICT access (ICT Development Index)	8.4	92.87	9	+1
8.2.02	ICT usage by firms	6.1	84.32	1	+3
8.2.03	ICTs & business model creation	5.4	73.33	22	-9
8.2.04	ICTs & org. model creation	5.1	68.33	21	+13
8.2.05	Scientific & technical journal articles	0.8	31.60	35	-2
8.2.06	Researchers in R&D	5,331	64.56	13	-2
8.2.07	Technicians in R&D	524	16.42	30	-1
8.2.08	Quality of research institutions	5.7	77.62	14	-7
8.2.09	Industry-university collaboration	4.7	62.29	21	-6
8.2.10	Share of creative goods export	2.7	23.49	19	0
8.2.11	ICT Services Exports	2.7	5.34	104	+10
8.2.12	High-technology net exports	12.1	71.20	12	+4
8.2.13	ICT goods exports	8.4	47.25	20	0
8.2.14	Medium & high-tech mfg in MVA	56.8	72.54	5	+1
8.2.15	High-tech exports (% of mfg exports)	80.7	100.00	1	0
8.2.16	Robot adoption rate	303.0	98.23	4	N/A
8.2.17	Environmental goods exports & imports	64.4	49.16	4	0
8.2.18	Green patent applications	47.6	100.00	1	0
8.2.19	Renewable energy consumption	6.9	8.22	112	-1
8.2.20	CO2 intensity of GDP	0.2	57.91	90	+5
8.2.21	Energy intensity	3.7	75.22	45	+4
8.2.22	Domestic material consumption	1.2	99.70	5	-2
8.2.23	Trademark applications (res + nonres)	1.5	33.83	36	+3
8.2.24	International co-inventions	55.5	55.51	24	N/A
8.2.25	Patent applications (res + nonres)	2.5	31.22	3	-1
8.2.26	Quality of vocational training	4.9	65.31	17	N/A
8.2.27	PISA scores	520.0	76.88	4	-2
8.2.28	Quality of educational system	4.4	56.40	32	-1
8.2.29	Critical thinking	3.3	37.63	84	N/A
8.2.30	Digital skills	4.4	57.21	56	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			73.53	24	+2
9.1.01	GLRI statistical fullness	0.9	69.70	54	-1
9.1.02	World Governance Index	1.3	87.65	16	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	44.4	24.74	113	-25

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Jordan

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

59 **(55.31)**
RANK (SCORE)
GLRI 2016 Rank 55



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**63.47**	**48**	-10
1. Demographics			89.81	35	+1
1.1.01	Share of older population	3.9	89.81	35	+1
2. Country Capabilities			44.18	63	-4
2.1.01	Economic complexity (ECI)	0.0	44.18	63	-4
3. Economic Development and Macroeconomic Stability			59.08	68	-21
3.1.01	GDP per capita	9,906	51.30	88	-2
3.1.02	Services share of economy	61.8	74.17	33	+1
3.1.03	Dependence on natural resources	0.2	78.70	32	-1
3.1.04	Debt dynamics	39.7	39.70	119	N/A
4. Trade Vulnerability			54.11	67	+5
4.1.01	Concentration of exports (HHI)	0.2	86.62	42	+1
4.1.02	Economics diversity (RCAs)	177	38.24	59	-8
4.1.03	Current account balance	-6.7	37.46	110	+5
5. Inequality			77.93	43	+2
5.1.01	Income inequality (Gini coefficient)	33.7	77.93	43	+2
Cyclical Subindex			**51.23**	**75**	
6. Absorptive Capacity			53.38	92	N/A
6.1 Absorptive Capacity Input			62.93	47	N/A
6.1.01	Workers' rights	75.0	73.92	52	N/A
6.1.02	Pension coverage	42.2	41.68	77	-27
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	35.0	0.57	127	-12
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	41.6	66.11	53	-4
6.2.07	Growth of medium jobs	0.0	40.95	61	-4
6.2.08	Labour income share	36.5	40.37	118	-1
6.2.09	Labour income inequality	4.6	69.61	76	0
6.2.10	Women in labour force (ratio of LFPR)	22.6	14.88	133	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.7	76.75	76	0
6.2.13	Physical health	13.6	72.78	82	-10
6.2.14	Mental health	6.9	69.76	67	0
7. Adaptive Capacity			48.94	55	+11
7.1 Adaptive Capacity Input			60.73	60	+13
7.1.01	Hiring & firing practices	4.3	54.77	33	+5
7.1.02	Ease of hiring foreign labour	3.6	44.11	104	N/A
7.1.03	Effect of taxation on incentive to work	3.6	34.16	92	-20
7.1.04	Time dealing with gvt regulation	5.3	84.34	39	+3
7.1.05	Intensity of local competition	5.5	80.49	24	+29
7.1.06	Trade openness	4.5	58.19	55	+23
7.1.07	Applied tariffs	4.4	65.43	84	-6
7.1.08	Paying taxes	71.7	49.08	75	-37
7.1.09	Enforcing contracts	55.6	53.51	84	+5
7.1.10	Property rights	4.9	65.16	35	+2
7.1.11	Insolvency framework	39.7	42.81	96	+19
7.1.12	Time to start a business	12.5	77.98	75	-9
7.1.13	Cost to start a business	24.2	63.70	106	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	+132
7.1.15	Logistics Performance Index	2.7	42.25	83	-17

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			37.14	54	+6
7.2.01	ALMP effectiveness	3.1	35.57	69	-31
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.3	55.54	43	N/A
7.2.04	High-skilled labour	26.6	41.83	56	-3
7.2.05	Skilled labour supply	4.8	63.80	22	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	48.75	73	N/A
7.2.08	New corporate registrations	0.5	3.33	92	-9
7.2.09	GEI attitudes & perceptions subindex	32.8	30.52	47	-13
7.2.10	Venture capital investments	5.3	5.30	57	-28
7.2.11	Access to loans	4.7	60.90	26	-2
7.2.13	Microfinance loan portfolio	6.4	6.40	34	+10
7.2.14	Depth of financial system	55.4	56.63	36	N/A
8. Transformative Capacity			44.68	61	-15
8.1 Transformative Capacity Input			56.85	43	-18
8.1.01	Internet & telephony competition laws	1.9	96.88	66	-4
8.1.02	Frutre orientation of gvt	59.8	64.33	43	N/A
8.1.03	Global Cybersecurity Index	0.6	58.88	75	N/A
8.1.04	Gvt procurement of technology	3.5	41.48	51	-17
8.1.05	GERD (% of GDP)	0.3	7.49	74	-7
8.1.06	Int'l Property Rights (IPR) score	6.2	58.05	40	+4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.6	40.91	91	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	12.3	81.45	52	+11
8.1.11	ICT infrastructure per school	62.2	62.15	58	-34
8.2 Transformative Capacity Output			32.52	85	+9
8.2.01	ICT access (ICT Development Index)	6.0	61.35	61	+16
8.2.02	ICT usage by firms	5.0	66.59	49	-13
8.2.03	ICTs & business model creation	4.8	63.33	52	-16
8.2.04	ICTs & org. model creation	4.2	53.33	63	-37
8.2.05	Scientific & technical journal articles	0.3	10.39	54	+10
8.2.06	Researchers in R&D	596	7.06	62	+9
8.2.07	Technicians in R&D	110	3.32	60	-2
8.2.08	Quality of research institutions	3.9	48.95	58	-5
8.2.09	Industry-university collaboration	3.5	41.22	62	-12
8.2.10	Share of creative goods export	0.1	0.80	67	0
8.2.11	ICT Services Exports	0.4	0.15	129	-3
8.2.12	High-technology net exports	0.4	2.35	80	-3
8.2.13	ICT goods exports	3.4	19.21	32	+20
8.2.14	Medium & high-tech mfg in MVA	23.7	30.04	63	-4
8.2.15	High-tech exports (% of mfg exports)	37.4	52.55	61	+2
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.61	74	+3
8.2.19	Renewable energy consumption	5.1	6.03	117	+3
8.2.20	CO2 intensity of GDP	0.3	48.14	102	+4
8.2.21	Energy intensity	4.8	61.67	80	-5
8.2.22	Domestic material consumption	13.2	66.77	87	0
8.2.23	Trademark applications (res + nonres)	0.7	17.07	71	-2
8.2.24	International co-inventions	5.1	5.13	67	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.32	95	-23
8.2.26	Quality of vocational training	4.2	53.06	65	N/A
8.2.27	PISA scores	416.0	35.90	53	+9
8.2.28	Quality of educational system	4.2	53.84	39	-17
8.2.29	Critical thinking	4.0	49.79	37	N/A
8.2.30	Digital skills	4.9	65.32	30	N/A
8.2.31	STEM graduates	26.4	58.92	24	+2
9. Institutional capacity - cross-cutting driver			56.62	69	+8
9.1.01	GLRI statistical fullness	0.9	63.64	65	+22
9.1.02	World Governance Index	-0.1	50.21	66	-2
9.1.03	Statistical Capacity Index	82.2	75.00	18	+30
9.1.04	Social capital	47.4	31.49	92	-13

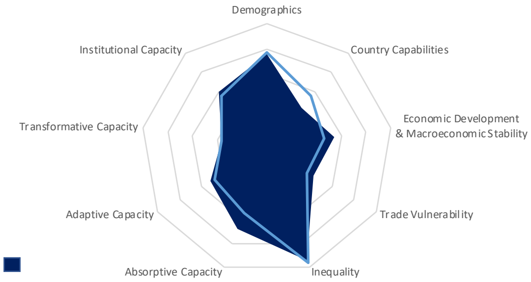
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Kazakhstan

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

49 RANK **(57.61)** (SCORE)
GLRI 2016 Rank 59



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**61.27**	**56**	+3
1. Demographics			75.80	69	-1
1.1.01	Share of older population	7.7	75.80	69	-1
2. Country Capabilities			43.55	66	-6
2.1.01	Economic complexity (ECI)	0.0	43.55	66	-6
3. Economic Development and Macroeconomic Stability			54.53	82	+23
3.1.01	GDP per capita	26,351	70.77	50	-4
3.1.02	Services share of economy	55.5	64.67	69	-25
3.1.03	Dependence on natural resources	0.9	7.74	128	-4
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			42.34	100	+7
4.1.01	Concentration of exports (HHI)	0.6	39.45	125	0
4.1.02	Economics diversity (RCAs)	116	23.75	86	+13
4.1.03	Current account balance	-0.2	63.82	44	+34
5. Inequality			94.41	8	-2
5.1.01	Income inequality (Gini coefficient)	27.5	94.41	8	-2
Cyclical Subindex			**55.77**	**52**	
6. Absorptive Capacity			67.59	32	+27
6.1 Absorptive Capacity Input			56.47	62	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	82.6	82.44	49	N/A
6.1.03	Unemployment coverage	5.8	5.80	63	+2
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			71.29	15	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	3.9	89.96	15	0
6.2.05	Youth not in EET	9.5	76.03	28	-8
6.2.06	Low-skilled labour	39.7	69.04	49	+2
6.2.07	Growth of medium jobs	0.3	61.71	27	-4
6.2.08	Labour income share	41.0	50.52	105	-13
6.2.09	Labour income inequality	3.0	87.35	25	+3
6.2.10	Women in labour force (ratio of LFPR)	83.0	77.92	46	-13
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	22.9	67.37	94	+1
6.2.13	Physical health	14.9	81.54	38	+6
6.2.14	Mental health	5.8	51.54	118	0
7. Adaptive Capacity			51.78	44	-1
7.1 Adaptive Capacity Input			68.68	34	+5
7.1.01	Hiring & firing practices	4.2	52.68	39	-12
7.1.02	Ease of hiring foreign labour	4.5	57.86	40	N/A
7.1.03	Effect of taxation on incentive to work	4.0	45.83	59	-33
7.1.04	Time dealing with gvt regulation	5.5	83.73	42	+2
7.1.05	Intensity of local competition	4.5	53.87	113	-9
7.1.06	Trade openness	4.5	57.96	57	-1
7.1.07	Applied tariffs	2.4	82.34	59	+31
7.1.08	Paying taxes	78.0	60.66	52	-37
7.1.09	Enforcing contracts	81.3	94.74	4	+18
7.1.10	Property rights	4.1	51.50	78	-15
7.1.11	Insolvency framework	66.7	71.99	39	+4
7.1.12	Time to start a business	5.0	91.74	24	+31
7.1.13	Cost to start a business	0.3	100.00	1	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+43
7.1.15	Logistics Performance Index	2.8	45.25	68	+18

* Rank change from 2016 (5-year change)
Country notes:

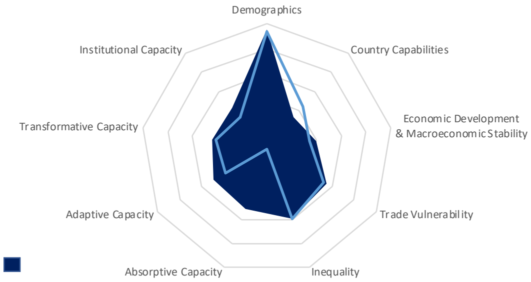
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			34.88	65	-17
7.2.01	ALMP effectiveness	4.0	50.21	41	-13
7.2.02	Formal & informal education & training	16.9	22.79	43	N/A
7.2.03	Extent of staff training	3.9	48.31	71	N/A
7.2.04	High-skilled labour	35.8	57.25	36	+3
7.2.05	Skilled labour supply	4.1	51.12	77	N/A
7.2.06	Tertiary education attainment	34.1	72.06	4	+22
7.2.07	Skillset of graduates	3.7	45.39	90	N/A
7.2.08	New corporate registrations	2.0	12.89	56	+18
7.2.09	GEI attitudes & perceptions subindex	29.8	26.15	55	+7
7.2.10	Venture capital investments	0.3	0.30	102	-76
7.2.11	Access to loans	3.4	40.66	95	-54
7.2.13	Microfinance loan portfolio	3.0	3.00	42	+6
7.2.14	Depth of financial system	29.7	23.37	95	N/A
8. Transformative Capacity			36.54	100	-1
8.1 Transformative Capacity Input			48.33	78	-9
8.1.01	Internet & telephony competition laws	1.9	93.33	74	-2
8.1.02	Frutture orientation of gvt	55.1	56.67	67	N/A
8.1.03	Global Cybersecurity Index	0.8	83.22	42	N/A
8.1.04	Gvt procurement of technology	3.3	37.92	71	+1
8.1.05	GERD (% of GDP)	0.1	3.00	97	-4
8.1.06	Int'l Property Rights (IPR) score	4.8	35.27	85	0
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	28.68	112	+2
8.1.09	Tertiary education exp. per student	3,756	0.01	49	-9
8.1.10	Pupil-teacher ratio (secondary)	7.7	96.82	8	-4
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			24.76	126	-6
8.2.01	ICT access (ICT Development Index)	6.8	71.60	44	+7
8.2.02	ICT usage by firms	4.8	62.87	61	0
8.2.03	ICTs & business model creation	4.3	55.00	86	-18
8.2.04	ICTs & org. model creation	3.9	48.33	86	-25
8.2.05	Scientific & technical journal articles	0.1	5.07	72	+6
8.2.06	Researchers in R&D	667	7.93	61	-6
8.2.07	Technicians in R&D	124	3.75	58	-7
8.2.08	Quality of research institutions	3.7	44.24	78	+17
8.2.09	Industry-university collaboration	3.3	39.13	74	+10
8.2.10	Share of creative goods export	1.6	13.54	30	0
8.2.11	ICT Services Exports	1.8	3.32	116	-6
8.2.12	High-technology net exports	3.6	21.18	40	-4
8.2.13	ICT goods exports	0.1	0.69	101	-8
8.2.14	Medium & high-tech mfg in MVA	13.3	16.80	92	-1
8.2.15	High-tech exports (% of mfg exports)	35.1	49.26	65	-10
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	1.02	64	-11
8.2.19	Renewable energy consumption	1.6	1.93	125	0
8.2.20	CO2 intensity of GDP	0.6	0.00	128	0
8.2.21	Energy intensity	8.2	20.05	122	-2
8.2.22	Domestic material consumption	15.2	61.35	93	0
8.2.23	Trademark applications (res + nonres)	0.6	13.15	82	+4
8.2.24	International co-inventions	1.4	1.38	87	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.28	56	-11
8.2.26	Quality of vocational training	3.8	46.82	85	N/A
8.2.27	PISA scores	402.3	30.51	59	-7
8.2.28	Quality of educational system	3.5	42.31	74	-3
8.2.29	Critical thinking	3.8	46.16	46	N/A
8.2.30	Digital skills	4.7	61.50	42	N/A
8.2.31	STEM graduates	24.7	53.19	32	-7
9. Institutional capacity - cross-cutting driver			59.92	54	+2
9.1.01	GLRI statistical fullness	0.9	78.79	28	+10
9.1.02	World Governance Index	-0.3	43.89	84	+9
9.1.03	Statistical Capacity Index	86.7	82.69	12	-1
9.1.04	Social capital	51.5	40.72	63	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Kenya

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

94 RANK **(49.41)** (SCORE)
GLRI 2016 Rank 97



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.16**	**85**	+11
1. Demographics			95.28	8	+6
1.1.01	Share of older population	2.4	95.28	8	+6
2. Country Capabilities			33.87	80	+6
2.1.01	Economic complexity (ECI)	-0.4	33.87	80	+6
3. Economic Development and Macroeconomic Stability			39.78	117	+5
3.1.01	GDP per capita	4,330	34.83	112	+4
3.1.02	Services share of economy	43.2	46.41	121	-4
3.1.03	Dependence on natural resources	0.7	31.19	102	+2
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			54.93	63	+12
4.1.01	Concentration of exports (HHI)	0.2	81.16	54	+17
4.1.02	Economics diversity (RCAs)	204	44.66	48	+11
4.1.03	Current account balance	-6.4	38.97	107	-4
5. Inequality			59.04	85	0
5.1.01	Income inequality (Gini coefficient)	40.8	59.04	85	0
Cyclical Subindex			**47.04**	**91**	
6. Absorptive Capacity			50.55	97	N/A
6.1 Absorptive Capacity Input			28.63	103	N/A
6.1.01	Workers' rights	66.0	63.68	87	N/A
6.1.02	Pension coverage	24.8	24.12	87	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	55.0	44.26	104	N/A
6.2 Absorptive Capacity Output			57.85	77	+11
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.2	80.32	31	0
6.2.05	Youth not in EET	13.7	63.43	49	+38
6.2.06	Low-skilled labour	79.8	7.99	119	0
6.2.07	Growth of medium jobs	0.2	52.83	38	+6
6.2.08	Labour income share	43.9	57.06	92	-8
6.2.09	Labour income inequality	7.3	48.61	100	+3
6.2.10	Women in labour force (ratio of LFPR)	93.3	88.64	10	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.7	46.23	111	0
6.2.13	Physical health	11.6	59.08	108	+2
6.2.14	Mental health	7.2	74.31	50	+1
7. Adaptive Capacity			48.51	57	+28
7.1 Adaptive Capacity Input			57.02	76	+29
7.1.01	Hiring & firing practices	4.1	51.62	42	+1
7.1.02	Ease of hiring foreign labour	4.0	50.25	80	N/A
7.1.03	Effect of taxation on incentive to work	3.9	42.12	70	+1
7.1.04	Time dealing with gvt regulation	8.6	74.40	58	-4
7.1.05	Intensity of local competition	5.5	79.67	30	-12
7.1.06	Trade openness	4.1	51.75	100	0
7.1.07	Applied tariffs	10.1	18.50	121	+6
7.1.08	Paying taxes	68.2	42.63	81	+12
7.1.09	Enforcing contracts	58.3	57.86	69	+32
7.1.10	Property rights	4.6	59.66	49	+17
7.1.11	Insolvency framework	62.4	67.33	44	+68
7.1.12	Time to start a business	23.0	58.72	108	-5
7.1.13	Cost to start a business	26.3	60.51	108	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	+93
7.1.15	Logistics Performance Index	2.8	45.25	68	+5

* Rank change from 2016 (5-year change)
Country notes:

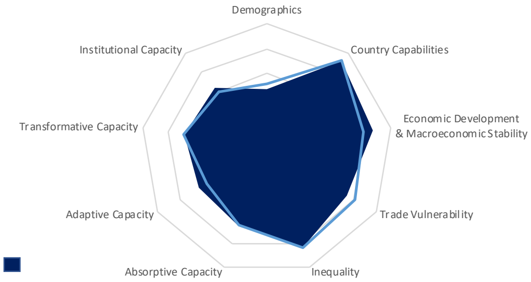
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			40.01	48	N/A
7.2.01	ALMP effectiveness	3.1	35.80	68	-8
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.2	53.09	51	N/A
7.2.04	High-skilled labour	8.7	11.78	115	-3
7.2.05	Skilled labour supply	4.9	64.42	20	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.2	53.29	54	N/A
7.2.08	New corporate registrations	1.5	9.54	67	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	17.0	17.00	27	+2
7.2.11	Access to loans	4.0	50.09	58	-26
7.2.13	Microfinance loan portfolio	72.3	72.30	6	+4
7.2.14	Depth of financial system	36.9	32.77	69	N/A
8. Transformative Capacity			44.14	65	+17
8.1 Transformative Capacity Input			53.41	57	+16
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	59.6	64.14	44	N/A
8.1.03	Global Cybersecurity Index	0.7	79.93	45	N/A
8.1.04	Gvt procurement of technology	4.0	50.65	20	+27
8.1.05	GERD (% of GDP)	0.8	18.20	44	+1
8.1.06	Int'l Property Rights (IPR) score	5.0	37.76	80	+2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.3	66.20	37	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	33.4	10.40	122	-8
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			34.87	68	+2
8.2.01	ICT access (ICT Development Index)	2.9	21.27	108	-6
8.2.02	ICT usage by firms	5.1	68.29	39	+3
8.2.03	ICTs & business model creation	5.1	68.33	31	+5
8.2.04	ICTs & org. model creation	4.6	60.00	40	+12
8.2.05	Scientific & technical journal articles	0.0	0.90	98	0
8.2.06	Researchers in R&D	225	2.56	79	-5
8.2.07	Technicians in R&D	638	20.02	27	-1
8.2.08	Quality of research institutions	4.3	54.83	43	-4
8.2.09	Industry-university collaboration	4.3	54.94	30	+5
8.2.10	Share of creative goods export	0.0	0.12	91	0
8.2.11	ICT Services Exports	10.2	21.91	38	-11
8.2.12	High-technology net exports	0.3	1.77	85	-14
8.2.13	ICT goods exports	0.4	2.16	77	-5
8.2.14	Medium & high-tech mfg in MVA	15.0	18.90	88	-1
8.2.15	High-tech exports (% of mfg exports)	21.5	30.12	87	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.03	90	-3
8.2.19	Renewable energy consumption	71.8	85.47	18	+2
8.2.20	CO2 intensity of GDP	0.1	88.24	19	-4
8.2.21	Energy intensity	7.6	27.13	116	+5
8.2.22	Domestic material consumption	16.9	56.71	98	+1
8.2.23	Trademark applications (res + nonres)	0.1	2.94	113	-3
8.2.24	International co-inventions	1.1	1.13	91	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.13	101	-1
8.2.26	Quality of vocational training	4.3	54.43	55	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.5	58.65	27	+1
8.2.29	Critical thinking	3.4	39.89	72	N/A
8.2.30	Digital skills	4.5	59.10	47	N/A
8.2.31	STEM graduates	16.5	24.26	83	N/A
9. Institutional capacity - cross-cutting driver			42.80	101	+15
9.1.01	GLRI statistical fullness	0.9	60.61	72	+23
9.1.02	World Governance Index	-0.6	37.40	101	-2
9.1.03	Statistical Capacity Index	57.8	32.69	76	+14
9.1.04	Social capital	55.1	48.98	41	+2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Korea

World Bank Inome Group: High
Global Labour Resilience Index 2021

19 (69.26)
RANK (SCORE)
GLRI 2016 Rank 18



GLRI 2021 ■   □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**78.39**	**7**	-5
1. Demographics			48.21	97	-3
1.1.01	Share of older population	15.1	48.21	97	-3
2. Country Capabilities			91.81	4	0
2.1.01	Economic complexity (ECI)	1.9	91.81	4	0
3. Economic Development and Macroeconomic Stability			85.70	14	+3
3.1.01	GDP per capita	42,661	80.35	26	+3
3.1.02	Services share of economy	56.8	66.62	64	+10
3.1.03	Dependence on natural resources	0.2	86.29	15	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			73.86	28	-11
4.1.01	Concentration of exports (HHI)	0.2	86.21	43	-1
4.1.02	Economics diversity (RCAs)	234	51.78	38	-4
4.1.03	Current account balance	4.8	83.60	19	-10
5. Inequality			83.51	24	-1
5.1.01	Income inequality (Gini coefficient)	31.6	83.51	24	-1
Cyclical Subindex			**64.69**	**24**	
6. Absorptive Capacity			65.65	42	-12
6.1 Absorptive Capacity Input			75.94	22	-6
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	40.0	40.00	22	-3
6.1.04	Coverage of basic health services	86.0	95.08	6	N/A
6.2 Absorptive Capacity Output			62.22	57	0
6.2.01	Quality of earnings	9.9	18.24	25	0
6.2.02	Quality of working environment	38.7	72.88	3	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.0	69.61	58	-10
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	28.6	85.87	23	+3
6.2.07	Growth of medium jobs	-0.1	33.00	82	-6
6.2.08	Labour income share	53.8	79.39	40	-5
6.2.09	Labour income inequality	4.3	71.96	71	+1
6.2.10	Women in labour force (ratio of LFPR)	72.4	66.83	84	+1
6.2.11	Gender pay gap	32.5	0.00	43	-2
6.2.12	Longevity	28.8	96.96	8	+7
6.2.13	Physical health	17.0	95.54	2	+3
6.2.14	Mental health	6.1	56.32	107	+4
7. Adaptive Capacity			62.06	23	+5
7.1 Adaptive Capacity Input			71.62	23	+2
7.1.01	Hiring & firing practices	3.5	42.35	100	+10
7.1.02	Ease of hiring foreign labour	3.8	46.07	97	N/A
7.1.03	Effect of taxation on incentive to work	4.0	46.18	57	+37
7.1.04	Time dealing with gvt regulation	0.1	100.00	1	0
7.1.05	Intensity of local competition	6.0	95.30	3	+7
7.1.06	Trade openness	4.4	56.26	72	+21
7.1.07	Applied tariffs	4.8	61.95	88	+7
7.1.08	Paying taxes	86.9	76.98	22	+3
7.1.09	Enforcing contracts	84.1	99.39	2	+3
7.1.10	Property rights	4.9	65.61	34	+9
7.1.11	Insolvency framework	82.9	89.42	10	0
7.1.12	Time to start a business	8.0	86.24	45	-34
7.1.13	Cost to start a business	14.6	78.28	90	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	3.6	65.25	24	-5

* Rank change from 2016 (5-year change)
Country notes:

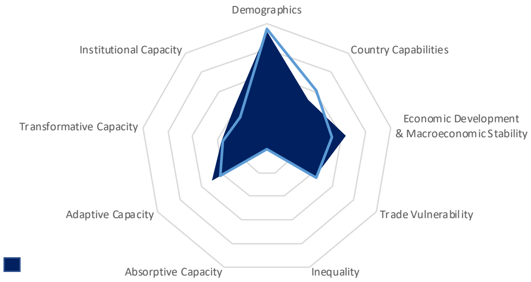
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			52.51	26	+9
7.2.01	ALMP effectiveness	4.5	57.98	29	+20
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.5	59.16	34	N/A
7.2.04	High-skilled labour	40.3	64.91	28	-1
7.2.05	Skilled labour supply	4.9	65.12	17	N/A
7.2.06	Tertiary education attainment	28.7	60.65	16	-4
7.2.07	Skillset of graduates	4.4	57.20	42	N/A
7.2.08	New corporate registrations	2.6	16.55	52	-5
7.2.09	GEI attitudes & perceptions subindex	55.6	64.10	19	+8
7.2.10	Venture capital investments	3.4	3.43	67	-20
7.2.11	Access to loans	3.5	41.98	88	+25
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	78.6	86.54	14	N/A
8. Transformative Capacity			66.65	9	0
8.1 Transformative Capacity Input			68.70	17	-7
8.1.01	Internet & telephony competition laws	1.8	87.50	88	-3
8.1.02	Futrure orientation of gvt	69.5	80.41	15	N/A
8.1.03	Global Cybersecurity Index	0.9	93.64	17	N/A
8.1.04	Gvt procurement of technology	3.8	46.59	31	-11
8.1.05	GERD (% of GDP)	4.2	99.44	2	0
8.1.06	Int'l Property Rights (IPR) score	6.4	62.33	33	+4
8.1.07	Other R&D incentives	0.2	42.51	2	+1
8.1.08	Gvt exp. on education	5.3	65.21	41	+2
8.1.09	Tertiary education exp. per student	7,212	0.02	32	-6
8.1.10	Pupil-teacher ratio (secondary)	13.3	78.08	59	+1
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			64.59	7	-1
8.2.01	ICT access (ICT Development Index)	8.9	98.31	2	-1
8.2.02	ICT usage by firms	5.3	72.04	32	-14
8.2.03	ICTs & business model creation	5.8	80.00	7	+1
8.2.04	ICTs & org. model creation	4.8	63.33	31	-13
8.2.05	Scientific & technical journal articles	1.3	52.39	21	+2
8.2.06	Researchers in R&D	7,980	96.72	3	0
8.2.07	Technicians in R&D	1,311	41.33	13	+2
8.2.08	Quality of research institutions	4.8	63.62	30	-4
8.2.09	Industry-university collaboration	4.4	57.01	25	0
8.2.10	Share of creative goods export	1.8	15.52	28	0
8.2.11	ICT Services Exports	4.8	9.98	77	+21
8.2.12	High-technology net exports	26.4	100.00	1	0
8.2.13	ICT goods exports	24.7	94.88	2	-1
8.2.14	Medium & high-tech mfg in MVA	63.0	80.55	3	-1
8.2.15	High-tech exports (% of mfg exports)	74.2	100.00	1	0
8.2.16	Robot adoption rate	631.0	100.00	1	N/A
8.2.17	Environmental goods exports & imports	37.2	27.42	8	0
8.2.18	Green patent applications	69.2	100.00	1	0
8.2.19	Renewable energy consumption	2.8	3.38	123	-1
8.2.20	CO2 intensity of GDP	0.3	39.51	108	-1
8.2.21	Energy intensity	6.4	42.02	110	-1
8.2.22	Domestic material consumption	2.7	95.50	21	0
8.2.23	Trademark applications (res + nonres)	3.9	90.65	7	-6
8.2.24	International co-inventions	84.8	84.80	14	N/A
8.2.25	Patent applications (res + nonres)	4.0	100.00	1	0
8.2.26	Quality of vocational training	4.8	63.95	22	N/A
8.2.27	PISA scores	519.7	76.75	5	+1
8.2.28	Quality of educational system	3.5	41.37	78	-10
8.2.29	Critical thinking	3.3	38.43	79	N/A
8.2.30	Digital skills	5.0	66.51	24	N/A
8.2.31	STEM graduates	29.9	71.34	14	-1
9. Institutional capacity - cross-cutting driver			63.82	42	+8
9.1.01	GLRI statistical fullness	0.9	60.61	72	-8
9.1.02	World Governance Index	0.9	76.32	27	+8
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	42.5	20.26	121	-18

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Kuwait

World Bank Inome Group: High
Global Labour Resilience Index 2021

83 RANK **(51.76)** (SCORE)
GLRI 2016 Rank 81



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**57.40**	**69**	+6
1. Demographics			94.01	18	-15
1.1.01	Share of older population	2.8	94.01	18	-15
2. Country Capabilities			51.66	51	-1
2.1.01	Economic complexity (ECI)	0.3	51.66	51	-1
3. Economic Development and Macroeconomic Stability			63.88	54	+32
3.1.01	GDP per capita	49,846	83.45	16	-12
3.1.02	Services share of economy	54.1	62.68	79	-26
3.1.03	Dependence on natural resources	0.9	8.78	125	+2
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			44.10	94	-2
4.1.01	Concentration of exports (HHI)	0.7	26.84	129	-2
4.1.02	Economics diversity (RCAs)	39	5.46	127	+1
4.1.03	Current account balance	17.1	100.00	1	+9
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**48.95**	**83**	
6. Absorptive Capacity			N/R	N/A	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	10.0	0.00	113	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	15.8	55.75	85	-12
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	38.5	70.88	47	+3
6.2.07	Growth of medium jobs	0.2	51.64	40	+35
6.2.08	Labour income share	29.4	24.36	130	-2
6.2.09	Labour income inequality	3.7	78.14	52	-4
6.2.10	Women in labour force (ratio of LFPR)	56.8	50.57	115	-24
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.6	80.88	58	-1
6.2.13	Physical health	14.8	80.77	41	+21
6.2.14	Mental health	7.3	75.75	45	+3
7. Adaptive Capacity			50.42	50	+9
7.1 Adaptive Capacity Input			60.06	62	+8
7.1.01	Hiring & firing practices	4.2	54.08	36	+15
7.1.02	Ease of hiring foreign labour	4.0	50.44	79	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.58	36	-21
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	4.8	61.69	89	+18
7.1.06	Trade openness	4.1	52.10	96	+27
7.1.07	Applied tariffs	4.8	62.44	86	-24
7.1.08	Paying taxes	92.5	87.20	6	+3
7.1.09	Enforcing contracts	61.4	62.93	57	+45
7.1.10	Property rights	4.6	60.38	46	+9
7.1.11	Insolvency framework	39.2	42.28	98	-7
7.1.12	Time to start a business	19.4	65.32	100	+13
7.1.13	Cost to start a business	1.7	97.87	34	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-2
7.1.15	Logistics Performance Index	2.9	46.50	63	-8

* Rank change from 2016 (5-year change)
Country notes:

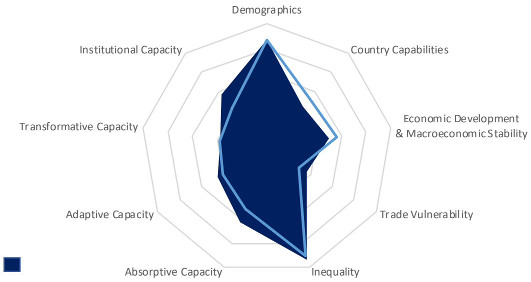
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			40.78	44	N/A
7.2.01	ALMP effectiveness	3.6	43.73	55	+10
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.1	51.07	56	N/A
7.2.04	High-skilled labour	22.0	34.16	72	-16
7.2.05	Skilled labour supply	4.3	54.64	58	N/A
7.2.06	Tertiary education attainment	11.1	23.51	62	-2
7.2.07	Skillset of graduates	3.6	43.17	102	N/A
7.2.08	New corporate registrations	5.9	38.28	26	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	1.7	1.71	86	0
7.2.11	Access to loans	4.4	56.26	37	+6
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	59.1	61.28	31	N/A
8. Transformative Capacity			36.75	96	+10
8.1 Transformative Capacity Input			42.10	97	-4
8.1.01	Internet & telephony competition laws	0.3	12.50	131	0
8.1.02	Futrure orientation of gvt	42.9	36.52	110	N/A
8.1.03	Global Cybersecurity Index	0.6	63.71	69	N/A
8.1.04	Gvt procurement of technology	3.1	35.68	83	+29
8.1.05	GERD (% of GDP)	0.1	1.56	112	-3
8.1.06	Int'l Property Rights (IPR) score	5.5	46.27	60	-2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	43.41	88	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	7.6	97.13	5	0
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			31.40	96	-9
8.2.01	ICT access (ICT Development Index)	6.0	61.09	62	-22
8.2.02	ICT usage by firms	4.7	61.61	66	+8
8.2.03	ICTs & business model creation	4.4	56.67	78	+42
8.2.04	ICTs & org. model creation	4.1	51.67	71	+42
8.2.05	Scientific & technical journal articles	0.2	9.48	58	-4
8.2.06	Researchers in R&D	514	6.07	67	0
8.2.07	Technicians in R&D	45	1.27	73	-1
8.2.08	Quality of research institutions	3.3	38.93	97	+2
8.2.09	Industry-university collaboration	2.9	30.86	107	-3
8.2.10	Share of creative goods export	0.1	0.75	69	0
8.2.11	ICT Services Exports	43.3	95.27	2	+1
8.2.12	High-technology net exports	0.3	1.77	85	+10
8.2.13	ICT goods exports	0.3	1.47	85	+11
8.2.14	Medium & high-tech mfg in MVA	32.9	41.86	44	+2
8.2.15	High-tech exports (% of mfg exports)	20.9	29.29	88	+17
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	0.85	69	-4
8.2.19	Renewable energy consumption	0.0	0.00	133	0
8.2.20	CO2 intensity of GDP	0.5	4.43	124	+1
8.2.21	Energy intensity	5.3	55.08	91	-3
8.2.22	Domestic material consumption	5.0	89.19	42	0
8.2.23	Trademark applications (res + nonres)	2.5	58.58	14	-6
8.2.24	International co-inventions	3.1	3.10	77	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.46	51	N/A
8.2.26	Quality of vocational training	3.9	48.69	78	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.3	38.71	86	+15
8.2.29	Critical thinking	3.6	42.73	57	N/A
8.2.30	Digital skills	4.2	53.45	69	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			41.00	109	+6
9.1.01	GLRI statistical fullness	0.7	21.21	128	+1
9.1.02	World Governance Index	-0.1	49.42	68	+5
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	54.2	46.90	45	-13

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Kyrgyzstan

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

64 RANK **(54.84)** (SCORE)
GLRI 2016 Rank 83



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**60.97**	**57**	+1
1. Demographics			87.17	40	0
1.1.01	Share of older population	4.6	87.17	40	0
2. Country Capabilities			44.81	62	+5
2.1.01	Economic complexity (ECI)	0.0	44.81	62	+5
3. Economic Development and Macroeconomic Stability			50.29	94	-21
3.1.01	GDP per capita	5,253	38.67	104	+5
3.1.02	Services share of economy	50.2	56.88	100	-11
3.1.03	Dependence on natural resources	0.4	58.92	71	-31
3.1.04	Debt dynamics	50.0	49.97	80	N/A
4. Trade Vulnerability			36.39	113	+9
4.1.01	Concentration of exports (HHI)	0.4	61.15	102	+10
4.1.02	Economics diversity (RCAs)	147	31.12	73	-6
4.1.03	Current account balance	-11.9	16.91	122	+5
5. Inequality			93.88	11	+5
5.1.01	Income inequality (Gini coefficient)	27.7	93.88	11	+5
Cyclical Subindex			**51.77**	**71**	
6. Absorptive Capacity			61.83	58	+18
6.1 Absorptive Capacity Input			56.85	60	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	1.7	1.70	73	-8
6.1.04	Coverage of basic health services	70.0	68.85	70	N/A
6.2 Absorptive Capacity Output			63.49	53	-27
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	68.1	32.85	28	N/A
6.2.04	Youth unemployment	14.4	59.90	77	-7
6.2.05	Youth not in EET	20.5	43.21	80	+5
6.2.06	Low-skilled labour	48.6	55.49	69	+1
6.2.07	Growth of medium jobs	1.4	100.00	1	0
6.2.08	Labour income share	39.4	46.91	108	+2
6.2.09	Labour income inequality	3.5	81.04	44	+2
6.2.10	Women in labour force (ratio of LFPR)	59.1	53.01	113	-18
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	22.8	67.01	95	-2
6.2.13	Physical health	14.5	78.45	57	+3
6.2.14	Mental health	7.6	80.50	34	-5
7. Adaptive Capacity			45.13	80	-7
7.1 Adaptive Capacity Input			54.94	86	-6
7.1.01	Hiring & firing practices	3.6	43.36	92	-35
7.1.02	Ease of hiring foreign labour	3.9	47.92	90	N/A
7.1.03	Effect of taxation on incentive to work	3.6	35.24	89	-12
7.1.04	Time dealing with gvt regulation	12.0	64.16	73	0
7.1.05	Intensity of local competition	4.3	47.84	124	-24
7.1.06	Trade openness	4.1	51.01	104	-74
7.1.07	Applied tariffs	2.9	77.78	63	+4
7.1.08	Paying taxes	51.5	12.03	118	-4
7.1.09	Enforcing contracts	50.4	45.26	100	-20
7.1.10	Property rights	3.5	42.02	115	+3
7.1.11	Insolvency framework	50.0	53.90	68	+12
7.1.12	Time to start a business	10.0	82.57	60	-11
7.1.13	Cost to start a business	2.1	97.27	40	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	+19
7.1.15	Logistics Performance Index	2.6	38.75	102	+30

* Rank change from 2016 (5-year change)
Country notes:

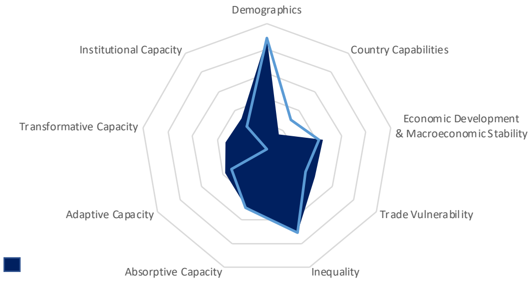
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			35.33	62	0
7.2.01	ALMP effectiveness	2.8	30.38	91	+4
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.4	40.25	120	N/A
7.2.04	High-skilled labour	18.9	28.91	82	0
7.2.05	Skilled labour supply	3.6	43.11	112	N/A
7.2.06	Tertiary education attainment	16.2	34.26	45	-3
7.2.07	Skillset of graduates	3.3	38.47	125	N/A
7.2.08	New corporate registrations	1.3	8.15	75	-7
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.7	44.39	79	+28
7.2.13	Microfinance loan portfolio	70.4	70.40	7	+2
7.2.14	Depth of financial system	23.2	14.97	113	N/A
8. Transformative Capacity			37.18	93	+1
8.1 Transformative Capacity Input			55.03	51	N/A
8.1.01	Internet & telephony competition laws	1.9	93.33	74	-5
8.1.02	Futrure orientation of gvt	37.1	26.96	123	N/A
8.1.03	Global Cybersecurity Index	0.3	25.77	109	N/A
8.1.04	Gvt procurement of technology	2.9	31.59	101	+26
8.1.05	GERD (% of GDP)	0.1	2.23	106	-4
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.6	84.68	14	+8
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	10.6	86.87	35	-3
8.1.11	ICT infrastructure per school	88.8	88.82	43	N/A
8.2 Transformative Capacity Output			19.33	132	-4
8.2.01	ICT access (ICT Development Index)	4.4	40.21	91	-10
8.2.02	ICT usage by firms	3.9	48.33	117	-10
8.2.03	ICTs & business model creation	3.2	36.67	129	-15
8.2.04	ICTs & org. model creation	3.1	35.00	124	-11
8.2.05	Scientific & technical journal articles	0.0	0.81	100	+15
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.9	31.38	114	+10
8.2.09	Industry-university collaboration	2.5	25.46	129	-4
8.2.10	Share of creative goods export	0.2	1.29	59	0
8.2.11	ICT Services Exports	4.8	10.06	76	-2
8.2.12	High-technology net exports	2.3	13.53	50	+45
8.2.13	ICT goods exports	0.1	0.83	98	+17
8.2.14	Medium & high-tech mfg in MVA	2.7	3.15	119	0
8.2.15	High-tech exports (% of mfg exports)	17.3	24.33	94	-43
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	24.5	29.22	66	+7
8.2.20	CO2 intensity of GDP	0.3	34.02	115	+2
8.2.21	Energy intensity	7.7	26.64	117	+8
8.2.22	Domestic material consumption	46.8	0.00	130	0
8.2.23	Trademark applications (res + nonres)	0.6	12.83	87	-2
8.2.24	International co-inventions	0.2	0.19	113	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.56	79	+10
8.2.26	Quality of vocational training	3.3	38.79	120	N/A
8.2.27	PISA scores	324.9	0.00	77	0
8.2.28	Quality of educational system	3.1	34.54	101	+13
8.2.29	Critical thinking	3.0	33.55	99	N/A
8.2.30	Digital skills	3.9	47.56	88	N/A
8.2.31	STEM graduates	20.5	38.20	66	+20
9. Institutional capacity - cross-cutting driver			56.76	68	+25
9.1.01	GLRI statistical fullness	0.8	57.58	82	+5
9.1.02	World Governance Index	-0.6	35.85	105	+11
9.1.03	Statistical Capacity Index	96.7	100.00	1	+23
9.1.04	Social capital	56.6	52.35	35	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Laos

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

112 **(43.19)**
RANK (SCORE)
GLRI 2016 Rank 111



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**50.55**	**104**	+3
1. Demographics			88.80	36	+2
1.1.01	Share of older population	4.2	88.80	36	+2
2. Country Capabilities			15.15	106	+5
2.1.01	Economic complexity (ECI)	-1.2	15.15	106	+5
3. Economic Development and Macroeconomic Stability			45.36	102	+8
3.1.01	GDP per capita	7,826	46.61	96	+3
3.1.02	Services share of economy	42.7	45.56	124	-3
3.1.03	Dependence on natural resources	0.5	49.96	88	+6
3.1.04	Debt dynamics	39.4	39.42	121	N/A
4. Trade Vulnerability			43.95	95	+17
4.1.01	Concentration of exports (HHI)	0.2	77.90	68	-8
4.1.02	Economics diversity (RCAs)	106	21.38	90	-5
4.1.03	Current account balance	-8.0	32.58	114	+12
5. Inequality			70.74	64	+1
5.1.01	Income inequality (Gini coefficient)	36.4	70.74	64	+1
Cyclical Subindex			**39.51**	**110**	
6. Absorptive Capacity			48.88	102	-23
6.1 Absorptive Capacity Input			28.81	102	N/A
6.1.01	Workers' rights	62.0	59.13	101	N/A
6.1.02	Pension coverage	5.6	4.74	114	-46
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	51.0	37.70	109	N/A
6.2 Absorptive Capacity Output			55.57	84	-48
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	75.5	23.63	38	N/A
6.2.04	Youth unemployment	1.7	96.19	3	+2
6.2.05	Youth not in EET	42.1	0.00	120	-110
6.2.06	Low-skilled labour	82.6	3.79	123	+2
6.2.07	Growth of medium jobs	0.6	91.87	9	+2
6.2.08	Labour income share	49.7	70.14	60	0
6.2.09	Labour income inequality	9.8	34.15	114	+1
6.2.10	Women in labour force (ratio of LFPR)	95.7	91.16	7	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	19.4	49.94	108	0
6.2.13	Physical health	12.6	65.96	100	+6
6.2.14	Mental health	7.8	84.44	23	+4
7. Adaptive Capacity			38.22	105	-3
7.1 Adaptive Capacity Input			49.26	105	+9
7.1.01	Hiring & firing practices	3.7	44.64	88	-39
7.1.02	Ease of hiring foreign labour	4.0	49.19	85	N/A
7.1.03	Effect of taxation on incentive to work	4.5	57.50	24	-3
7.1.04	Time dealing with gvt regulation	0.8	97.89	3	+43
7.1.05	Intensity of local competition	4.2	43.86	128	-63
7.1.06	Trade openness	4.3	55.25	76	-1
7.1.07	Applied tariffs	0.7	95.94	6	+49
7.1.08	Paying taxes	54.2	16.93	112	-20
7.1.09	Enforcing contracts	42.0	31.74	120	-8
7.1.10	Property rights	3.9	48.29	93	+16
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	173.0	0.00	130	0
7.1.13	Cost to start a business	3.5	95.14	48	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	+36
7.1.15	Logistics Performance Index	2.7	42.50	81	+39

* Rank change from 2016 (5-year change)
Country notes:

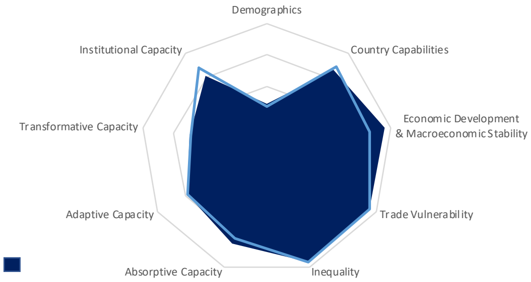
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			27.18	100	N/A
7.2.01	ALMP effectiveness	2.9	31.46	82	-40
7.2.02	Formal & informal education & training	0.7	0.72	83	N/A
7.2.03	Extent of staff training	4.0	49.90	63	N/A
7.2.04	High-skilled labour	9.7	13.34	110	0
7.2.05	Skilled labour supply	4.2	53.20	63	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	48.83	71	N/A
7.2.08	New corporate registrations	0.0	0.12	120	-10
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.8	47.12	75	-6
7.2.13	Microfinance loan portfolio	0.9	0.90	55	-18
7.2.14	Depth of financial system	31.9	26.21	90	N/A
8. Transformative Capacity			33.47	112	N/A
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	0.9	45.45	124	0
8.1.02	Futrure orientation of gvt	44.5	39.18	106	N/A
8.1.03	Global Cybersecurity Index	0.2	19.30	115	N/A
8.1.04	Gvt procurement of technology	3.4	40.16	56	-7
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.9	31.40	105	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	18.2	61.69	82	-1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			27.41	117	N/A
8.2.01	ICT access (ICT Development Index)	2.9	21.27	108	+4
8.2.02	ICT usage by firms	4.3	55.17	95	-12
8.2.03	ICTs & business model creation	n/a	N/A	N/A	N/A
8.2.04	ICTs & org. model creation	n/a	N/A	N/A	N/A
8.2.05	Scientific & technical journal articles	0.0	0.45	112	-4
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.5	41.75	88	-6
8.2.09	Industry-university collaboration	3.6	43.10	53	+20
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	3.2	6.55	96	-9
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	10.0	56.42	15	+3
8.2.14	Medium & high-tech mfg in MVA	3.8	4.51	116	0
8.2.15	High-tech exports (% of mfg exports)	25.4	35.68	83	+5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	45.9	54.61	35	-6
8.2.20	CO2 intensity of GDP	0.4	22.83	118	-37
8.2.21	Energy intensity	5.4	53.98	92	-26
8.2.22	Domestic material consumption	34.4	8.82	125	0
8.2.23	Trademark applications (res + nonres)	0.5	10.54	95	N/A
8.2.24	International co-inventions	0.9	0.91	93	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.20	98	N/A
8.2.26	Quality of vocational training	3.7	45.68	92	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.0	50.18	50	+6
8.2.29	Critical thinking	3.5	41.64	65	N/A
8.2.30	Digital skills	4.1	52.31	73	N/A
8.2.31	STEM graduates	20.8	39.39	60	+39
9. Institutional capacity - cross-cutting driver			31.71	125	+2
9.1.01	GLRI statistical fullness	0.7	12.12	132	+3
9.1.02	World Governance Index	-0.8	32.19	113	-7
9.1.03	Statistical Capacity Index	67.8	50.00	55	+8
9.1.04	Social capital	47.8	32.40	89	+37

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Latvia

World Bank Inome Group: High
Global Labour Resilience Index 2021

38 (61.63)
RANK (SCORE)
GLRI 2016 Rank 34



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**66.89**	**36**	+11
1. Demographics			28.55	126	+2
1.1.01	Share of older population	20.3	28.55	126	+2
2. Country Capabilities			65.97	33	+2
2.1.01	Economic complexity (ECI)	0.8	65.97	33	+2
3. Economic Development and Macroeconomic Stability			76.21	35	+17
3.1.01	GDP per capita	30,830	73.89	41	+7
3.1.02	Services share of economy	64.1	77.53	28	-1
3.1.03	Dependence on natural resources	0.5	54.07	80	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			75.83	25	+2
4.1.01	Concentration of exports (HHI)	0.1	96.82	10	-1
4.1.02	Economics diversity (RCAs)	305	68.65	24	+1
4.1.03	Current account balance	-0.6	62.01	48	+1
5. Inequality			76.60	49	+2
5.1.01	Income inequality (Gini coefficient)	34.2	76.60	49	+2
Cyclical Subindex			**59.00**	**37**	
6. Absorptive Capacity			64.14	48	-3
6.1 Absorptive Capacity Input			70.57	29	-11
6.1.01	Workers' rights	86.0	86.42	27	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	33.3	33.30	29	-2
6.1.04	Coverage of basic health services	71.0	70.49	67	N/A
6.2 Absorptive Capacity Output			61.99	60	+14
6.2.01	Quality of earnings	6.7	6.68	38	0
6.2.02	Quality of working environment	30.3	48.27	13	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	12.3	65.86	67	+9
6.2.05	Youth not in EET	7.9	80.87	19	+10
6.2.06	Low-skilled labour	31.0	82.32	31	-2
6.2.07	Growth of medium jobs	-0.1	30.72	88	+2
6.2.08	Labour income share	53.4	78.48	41	+25
6.2.09	Labour income inequality	3.3	83.67	37	+2
6.2.10	Women in labour force (ratio of LFPR)	81.5	76.36	56	+2
6.2.11	Gender pay gap	21.1	34.97	39	+1
6.2.12	Longevity	25.1	78.59	71	+2
6.2.13	Physical health	14.3	77.24	63	+20
6.2.14	Mental health	6.4	61.86	90	+5
7. Adaptive Capacity			58.49	33	-10
7.1 Adaptive Capacity Input			69.03	33	-11
7.1.01	Hiring & firing practices	4.0	50.64	50	+9
7.1.02	Ease of hiring foreign labour	3.6	43.67	109	N/A
7.1.03	Effect of taxation on incentive to work	3.1	22.31	116	-14
7.1.04	Time dealing with gvt regulation	5.2	84.64	37	+3
7.1.05	Intensity of local competition	5.5	80.16	26	-6
7.1.06	Trade openness	5.1	67.62	18	+3
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	89.7	82.18	12	+11
7.1.09	Enforcing contracts	73.5	82.31	13	-3
7.1.10	Property rights	4.0	50.61	85	-47
7.1.11	Insolvency framework	59.8	64.50	49	-10
7.1.12	Time to start a business	5.5	90.83	27	-8
7.1.13	Cost to start a business	1.8	97.72	36	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	+1
7.1.15	Logistics Performance Index	2.8	45.25	68	-34

* Rank change from 2016 (5-year change)
Country notes:

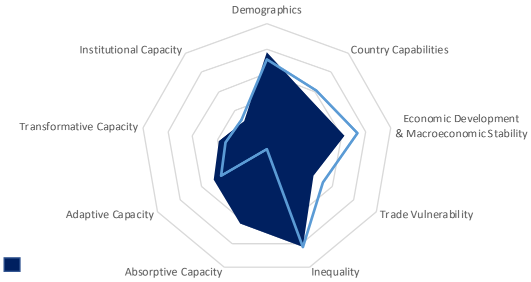
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			47.95	31	-6
7.2.01	ALMP effectiveness	3.9	48.41	46	-8
7.2.02	Formal & informal education & training	47.5	64.29	21	+11
7.2.03	Extent of staff training	4.4	57.10	40	N/A
7.2.04	High-skilled labour	41.6	67.09	26	-2
7.2.05	Skilled labour supply	3.9	48.68	94	N/A
7.2.06	Tertiary education attainment	30.0	63.49	14	0
7.2.07	Skillset of graduates	4.1	51.18	65	N/A
7.2.08	New corporate registrations	8.0	51.97	19	-7
7.2.09	GEI attitudes & perceptions subindex	37.7	37.72	37	0
7.2.10	Venture capital investments	13.1	13.10	31	+14
7.2.11	Access to loans	3.5	41.56	90	+1
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	35.4	30.83	77	N/A
8. Transformative Capacity			49.67	39	-1
8.1 Transformative Capacity Input			52.92	60	-2
8.1.01	Internet & telephony competition laws	1.8	87.50	88	-5
8.1.02	Futrure orientation of gvt	59.0	63.09	48	N/A
8.1.03	Global Cybersecurity Index	0.7	79.93	45	N/A
8.1.04	Gvt procurement of technology	2.7	27.83	118	-31
8.1.05	GERD (% of GDP)	0.4	10.11	64	-13
8.1.06	Int'l Property Rights (IPR) score	5.7	50.09	54	-5
8.1.07	Other R&D incentives	0.0	2.28	41	+4
8.1.08	Gvt exp. on education	5.3	66.45	35	+1
8.1.09	Tertiary education exp. per student	6,286	0.02	35	-12
8.1.10	Pupil-teacher ratio (secondary)	8.3	94.84	12	-3
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			46.41	32	+1
8.2.01	ICT access (ICT Development Index)	7.3	77.69	29	+2
8.2.02	ICT usage by firms	5.4	72.85	30	+7
8.2.03	ICTs & business model creation	5.0	66.67	37	+17
8.2.04	ICTs & org. model creation	4.8	63.33	31	+3
8.2.05	Scientific & technical journal articles	0.8	30.40	36	-2
8.2.06	Researchers in R&D	1,792	21.59	41	-1
8.2.07	Technicians in R&D	391	12.22	40	-1
8.2.08	Quality of research institutions	4.2	52.54	49	-9
8.2.09	Industry-university collaboration	3.1	34.45	99	-39
8.2.10	Share of creative goods export	0.1	1.23	60	0
8.2.11	ICT Services Exports	12.5	27.13	25	+26
8.2.12	High-technology net exports	7.4	43.54	22	+6
8.2.13	ICT goods exports	9.3	52.87	17	-1
8.2.14	Medium & high-tech mfg in MVA	20.6	26.12	72	-6
8.2.15	High-tech exports (% of mfg exports)	43.4	60.85	52	+2
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-50
8.2.19	Renewable energy consumption	42.6	50.72	39	+8
8.2.20	CO2 intensity of GDP	0.1	79.26	40	-1
8.2.21	Energy intensity	3.8	73.76	52	+1
8.2.22	Domestic material consumption	6.8	84.21	48	+2
8.2.23	Trademark applications (res + nonres)	1.8	42.33	23	+5
8.2.24	International co-inventions	20.6	20.59	45	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.42	53	-7
8.2.26	Quality of vocational training	4.2	53.52	61	N/A
8.2.27	PISA scores	487.3	64.01	26	+3
8.2.28	Quality of educational system	3.7	44.40	66	-6
8.2.29	Critical thinking	3.8	46.71	44	N/A
8.2.30	Digital skills	4.8	63.10	38	N/A
8.2.31	STEM graduates	20.5	38.42	63	-3
9. Institutional capacity - cross-cutting driver			60.54	51	-16
9.1.01	GLRI statistical fullness	0.9	87.88	8	0
9.1.02	World Governance Index	0.8	73.23	32	+1
9.1.03	Statistical Capacity Index	53.3	25.00	86	N/A
9.1.04	Social capital	45.1	26.16	111	-13

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Lebanon

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

77 RANK **(52.33)** (SCORE)
GLRI 2016 Rank 63



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**62.91**	**51**	-18
1. Demographics			77.22	61	+15
1.1.01	Share of older population	7.3	77.22	61	+15
2. Country Capabilities			52.85	48	0
2.1.01	Economic complexity (ECI)	0.3	52.85	48	0
3. Economic Development and Macroeconomic Stability			62.77	58	-27
3.1.01	GDP per capita	14,717	59.17	71	+3
3.1.02	Services share of economy	75.9	95.15	3	+2
3.1.03	Dependence on natural resources	0.2	76.41	39	+2
3.1.04	Debt dynamics	36.6	36.56	130	N/A
4. Trade Vulnerability			42.95	98	-22
4.1.01	Concentration of exports (HHI)	0.2	83.95	50	-36
4.1.02	Economics diversity (RCAs)	205	44.89	47	-16
4.1.03	Current account balance	-22.0	0.00	127	0
5. Inequality			82.98	26	-1
5.1.01	Income inequality (Gini coefficient)	31.8	82.98	26	-1
Cyclical Subindex			**47.05**	**90**	
6. Absorptive Capacity			62.80	52	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	72.0	70.50	64	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	73.0	73.77	61	N/A
6.2 Absorptive Capacity Output			59.50	72	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	17.6	50.56	92	-6
6.2.05	Youth not in EET	21.3	40.95	83	0
6.2.06	Low-skilled labour	29.7	84.22	27	-2
6.2.07	Growth of medium jobs	-0.1	27.56	95	+1
6.2.08	Labour income share	47.5	65.18	76	0
6.2.09	Labour income inequality	4.9	66.12	84	+2
6.2.10	Women in labour force (ratio of LFPR)	32.0	24.75	126	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.6	86.20	38	-2
6.2.13	Physical health	14.8	80.75	43	+6
6.2.14	Mental health	6.8	68.74	70	-5
7. Adaptive Capacity			48.75	56	+9
7.1 Adaptive Capacity Input			55.15	85	-27
7.1.01	Hiring & firing practices	3.9	48.52	63	+6
7.1.02	Ease of hiring foreign labour	3.8	47.49	92	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.36	40	-11
7.1.04	Time dealing with gvt regulation	4.1	87.95	31	+4
7.1.05	Intensity of local competition	5.7	84.91	15	+11
7.1.06	Trade openness	3.9	48.88	115	-72
7.1.07	Applied tariffs	1.1	93.28	11	+59
7.1.08	Paying taxes	67.9	42.12	82	-46
7.1.09	Enforcing contracts	49.8	44.34	102	-16
7.1.10	Property rights	4.2	53.03	74	+1
7.1.11	Insolvency framework	29.1	31.37	121	-5
7.1.12	Time to start a business	15.0	73.39	84	-6
7.1.13	Cost to start a business	42.0	36.66	118	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	-22
7.1.15	Logistics Performance Index	2.7	43.00	80	+3

* Rank change from 2016 (5-year change)
Country notes:

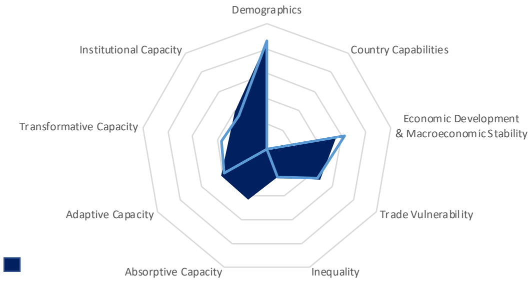
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			42.34	39	+28
7.2.01	ALMP effectiveness	2.0	17.46	124	-17
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	46.86	83	N/A
7.2.04	High-skilled labour	35.0	55.98	37	0
7.2.05	Skilled labour supply	5.1	67.89	9	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.9	64.61	24	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	28.0	23.46	63	+4
7.2.10	Venture capital investments	41.7	41.70	12	+22
7.2.11	Access to loans	4.4	57.22	35	+38
7.2.13	Microfinance loan portfolio	2.3	2.30	47	+11
7.2.14	Depth of financial system	47.1	45.89	51	N/A
8. Transformative Capacity			38.33	91	+21
8.1 Transformative Capacity Input			42.90	92	N/A
8.1.01	Internet & telephony competition laws	0.5	25.00	129	-1
8.1.02	Futrure orientation of gvt	44.8	39.61	103	N/A
8.1.03	Global Cybersecurity Index	0.2	18.31	118	N/A
8.1.04	Gvt procurement of technology	2.8	30.00	112	+23
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.3	27.00	105	+10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.71	121	0
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	7.7	96.84	7	-1
8.1.11	ICT infrastructure per school	81.7	81.68	49	N/A
8.2 Transformative Capacity Output			33.77	82	+19
8.2.01	ICT access (ICT Development Index)	6.3	65.24	55	-5
8.2.02	ICT usage by firms	4.0	49.67	113	+12
8.2.03	ICTs & business model creation	3.6	43.33	118	+2
8.2.04	ICTs & org. model creation	3.5	41.67	110	+18
8.2.05	Scientific & technical journal articles	0.3	10.50	53	+4
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.6	43.67	81	+42
8.2.09	Industry-university collaboration	3.6	43.73	46	+69
8.2.10	Share of creative goods export	0.1	0.68	73	0
8.2.11	ICT Services Exports	4.2	8.71	83	+5
8.2.12	High-technology net exports	1.0	5.88	66	+29
8.2.13	ICT goods exports	2.9	16.32	36	+32
8.2.14	Medium & high-tech mfg in MVA	15.6	19.65	84	0
8.2.15	High-tech exports (% of mfg exports)	37.1	52.05	62	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.74	70	-13
8.2.19	Renewable energy consumption	3.3	3.93	121	-4
8.2.20	CO2 intensity of GDP	0.2	56.68	92	+1
8.2.21	Energy intensity	4.8	61.79	77	-6
8.2.22	Domestic material consumption	8.5	79.67	62	0
8.2.23	Trademark applications (res + nonres)	0.2	3.80	108	-6
8.2.24	International co-inventions	17.2	17.16	49	N/A
8.2.25	Patent applications (res + nonres)	0.0	1.11	59	+2
8.2.26	Quality of vocational training	3.6	43.10	102	N/A
8.2.27	PISA scores	376.7	20.40	70	-1
8.2.28	Quality of educational system	5.0	66.42	18	+8
8.2.29	Critical thinking	4.3	55.08	26	N/A
8.2.30	Digital skills	5.0	67.46	22	N/A
8.2.31	STEM graduates	23.4	48.59	43	-2
9. Institutional capacity - cross-cutting driver			28.62	131	-12
9.1.01	GLRI statistical fullness	0.8	48.48	100	+3
9.1.02	World Governance Index	-0.8	30.50	120	-7
9.1.03	Statistical Capacity Index	44.4	9.62	98	-19
9.1.04	Social capital	42.1	19.32	123	-4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Lesotho

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

107 RANK **(44.53)** (SCORE)
GLRI 2016 Rank 92



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.85**	**81**	+3
1. Demographics			85.96	44	-2
1.1.01	Share of older population	4.9	85.96	44	-2
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			56.18	77	-20
3.1.01	GDP per capita	2,768	25.92	120	-5
3.1.02	Services share of economy	51.4	58.67	92	-5
3.1.03	Dependence on natural resources	0.1	91.36	7	-2
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			49.38	80	+10
4.1.01	Concentration of exports (HHI)	0.3	69.54	88	-6
4.1.02	Economics diversity (RCAs)	78	14.73	105	+4
4.1.03	Current account balance	-0.1	63.88	43	+36
5. Inequality			23.40	121	+1
5.1.01	Income inequality (Gini coefficient)	54.2	23.40	121	+1
Cyclical Subindex			**39.37**	**112**	
6. Absorptive Capacity			42.88	113	N/A
6.1 Absorptive Capacity Input			47.42	82	N/A
6.1.01	Workers' rights	79.0	78.46	43	N/A
6.1.02	Pension coverage	94.0	93.95	40	-8
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	48.0	32.79	111	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	33.7	4.44	126	-4
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	52.9	48.98	79	+1
6.2.07	Growth of medium jobs	0.3	67.66	22	-4
6.2.08	Labour income share	66.7	100.00	1	0
6.2.09	Labour income inequality	6.8	51.94	99	+1
6.2.10	Women in labour force (ratio of LFPR)	79.2	73.99	61	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	10.4	4.61	134	-1
6.2.13	Physical health	6.0	20.66	135	0
6.2.14	Mental health	2.5	0.00	136	0
7. Adaptive Capacity			41.93	89	-10
7.1 Adaptive Capacity Input			55.31	84	+6
7.1.01	Hiring & firing practices	3.6	42.83	97	-39
7.1.02	Ease of hiring foreign labour	3.5	42.07	116	N/A
7.1.03	Effect of taxation on incentive to work	3.5	31.97	95	-36
7.1.04	Time dealing with gvt regulation	2.7	92.17	21	+24
7.1.05	Intensity of local competition	5.5	79.67	29	+60
7.1.06	Trade openness	3.0	33.52	135	-22
7.1.07	Applied tariffs	3.4	74.13	67	-10
7.1.08	Paying taxes	68.9	43.92	79	+2
7.1.09	Enforcing contracts	57.2	56.12	77	+14
7.1.10	Property rights	3.7	44.17	108	-60
7.1.11	Insolvency framework	37.0	39.91	106	-7
7.1.12	Time to start a business	15.0	73.39	84	+21
7.1.13	Cost to start a business	7.7	88.76	71	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	+32
7.1.15	Logistics Performance Index	2.3	32.00	125	-3

* Rank change from 2016 (5-year change)
Country notes:

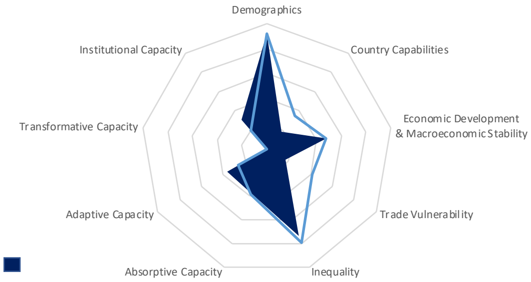
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			N/R	N/A	N/A
7.2.01	ALMP effectiveness	3.9	48.45	45	+29
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.5	42.30	109	N/A
7.2.04	High-skilled labour	11.4	16.30	106	-2
7.2.05	Skilled labour supply	3.4	40.50	119	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	47.70	80	N/A
7.2.08	New corporate registrations	2.8	18.30	50	0
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	1.5	8.46	135	-74
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	16.6	6.46	128	N/A
8. Transformative Capacity			31.42	121	-19
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	45.3	40.50	100	N/A
8.1.03	Global Cybersecurity Index	0.1	3.51	132	N/A
8.1.04	Gvt procurement of technology	3.2	37.28	75	+25
8.1.05	GERD (% of GDP)	0.0	0.79	115	0
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	11.4	87.85	10	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	25.3	37.57	102	-6
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			18.91	133	-6
8.2.01	ICT access (ICT Development Index)	3.0	22.96	104	0
8.2.02	ICT usage by firms	3.4	39.28	131	+2
8.2.03	ICTs & business model creation	3.3	38.33	126	-6
8.2.04	ICTs & org. model creation	3.0	33.33	126	0
8.2.05	Scientific & technical journal articles	0.0	0.31	118	-4
8.2.06	Researchers in R&D	23	0.11	108	-4
8.2.07	Technicians in R&D	7	0.04	100	-6
8.2.08	Quality of research institutions	3.1	35.20	106	+4
8.2.09	Industry-university collaboration	3.1	35.31	97	-2
8.2.10	Share of creative goods export	0.0	0.01	113	0
8.2.11	ICT Services Exports	5.5	11.59	68	+26
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	2.5	14.27	41	-1
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	38.7	46.12	43	-4
8.2.20	CO2 intensity of GDP	0.4	11.40	123	-1
8.2.21	Energy intensity	8.0	22.37	120	+2
8.2.22	Domestic material consumption	50.1	0.00	130	0
8.2.23	Trademark applications (res + nonres)	0.6	12.89	85	+5
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	3.4	39.73	117	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.6	44.00	68	-21
8.2.29	Critical thinking	4.0	49.64	38	N/A
8.2.30	Digital skills	3.5	41.49	115	N/A
8.2.31	STEM graduates	15.4	20.33	96	+4
9. Institutional capacity - cross-cutting driver			39.07	110	0
9.1.01	GLRI statistical fullness	0.7	24.24	124	-1
9.1.02	World Governance Index	-0.3	43.94	83	-8
9.1.03	Statistical Capacity Index	67.8	50.00	55	+19
9.1.04	Social capital	45.6	27.41	108	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Liberia

World Bank Inome Group: Low
Global Labour Resilience Index 2021

125 RANK **(39.25)** (SCORE)
GLRI 2016 Rank N/A



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.32**	**119**	-38
1. Demographics			92.07	31	-8
1.1.01	Share of older population	3.3	92.07	31	-8
2. Country Capabilities			18.27	104	0
2.1.01	Economic complexity (ECI)	-1.0	18.27	104	0
3. Economic Development and Macroeconomic Stability			48.13	98	+3
3.1.01	GDP per capita	1,428	12.76	133	-1
3.1.02	Services share of economy	48.9	54.90	108	-23
3.1.03	Dependence on natural resources	0.2	83.00	25	+28
3.1.04	Debt dynamics	45.2	45.24	106	N/A
4. Trade Vulnerability			17.63	135	-36
4.1.01	Concentration of exports (HHI)	0.5	49.09	120	+8
4.1.02	Economics diversity (RCAs)	32	3.80	130	+3
4.1.03	Current account balance	-20.7	0.00	127	-113
5. Inequality			73.67	51	-9
5.1.01	Income inequality (Gini coefficient)	35.3	73.67	51	-9
Cyclical Subindex			**35.22**	**128**	
6. Absorptive Capacity			36.85	128	-28
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	77.3	76.55	48	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	39.0	18.03	131	N/A
6.2 Absorptive Capacity Output			36.62	124	-2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	90.2	5.45	54	-9
6.2.04	Youth unemployment	2.3	94.46	6	-3
6.2.05	Youth not in EET	13.2	65.15	46	+4
6.2.06	Low-skilled labour	81.2	5.95	121	-3
6.2.07	Growth of medium jobs	-0.1	29.87	89	-28
6.2.08	Labour income share	38.9	45.78	109	0
6.2.09	Labour income inequality	52.7	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	89.4	84.60	18	-9
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	14.8	26.84	128	-1
6.2.13	Physical health	2.9	0.00	136	0
6.2.14	Mental health	5.3	44.67	127	-1
7. Adaptive Capacity			36.37	112	+12
7.1 Adaptive Capacity Input			48.46	109	+12
7.1.01	Hiring & firing practices	3.8	46.82	74	-22
7.1.02	Ease of hiring foreign labour	4.2	53.92	58	N/A
7.1.03	Effect of taxation on incentive to work	3.6	34.29	91	-47
7.1.04	Time dealing with gvt regulation	5.4	84.04	40	+16
7.1.05	Intensity of local competition	4.2	45.14	127	+6
7.1.06	Trade openness	3.7	45.54	124	-59
7.1.07	Applied tariffs	9.5	22.90	118	+5
7.1.08	Paying taxes	76.7	58.22	59	0
7.1.09	Enforcing contracts	35.2	20.89	130	0
7.1.10	Property rights	3.8	46.14	103	-52
7.1.11	Insolvency framework	40.6	43.83	94	+36
7.1.12	Time to start a business	18.0	67.89	98	-76
7.1.13	Cost to start a business	15.7	76.61	93	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	+25
7.1.15	Logistics Performance Index	2.2	30.75	128	-29

* Rank change from 2016 (5-year change)
Country notes:

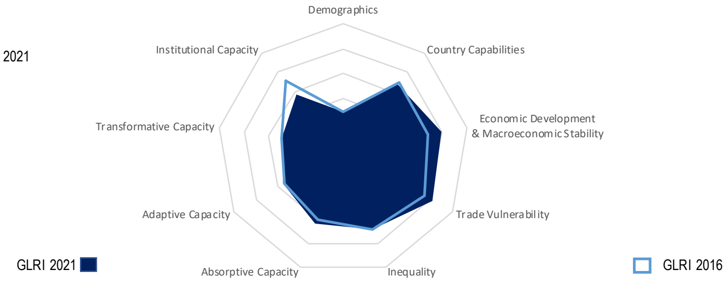
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.28	111	N/A
7.2.01	ALMP effectiveness	2.7	27.72	100	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.7	45.32	90	N/A
7.2.04	High-skilled labour	10.0	13.95	109	-1
7.2.05	Skilled labour supply	3.7	45.20	103	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	42.14	106	N/A
7.2.08	New corporate registrations	0.0	0.00	121	-10
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.1	35.29	111	-24
7.2.13	Microfinance loan portfolio	0.9	0.90	55	+3
7.2.14	Depth of financial system	17.7	8.00	127	N/A
8. Transformative Capacity			N/R	N/A	N/A
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.8	87.50	88	+1
8.1.02	Frutrure orientation of gvt	39.9	31.55	115	N/A
8.1.03	Global Cybersecurity Index	0.2	20.50	112	N/A
8.1.04	Gvt procurement of technology	3.2	37.44	74	-36
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.6	31.65	96	-44
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.6	26.24	116	-39
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	18.4	60.89	84	-7
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			N/R	N/A	N/A
8.2.01	ICT access (ICT Development Index)	1.9	7.65	126	-2
8.2.02	ICT usage by firms	3.9	47.65	120	+3
8.2.03	ICTs & business model creation	3.5	41.67	122	N/A
8.2.04	ICTs & org. model creation	3.7	45.00	97	N/A
8.2.05	Scientific & technical journal articles	0.0	0.17	123	+8
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.6	26.37	129	-12
8.2.09	Industry-university collaboration	3.1	34.45	98	+16
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	85.0	100.00	1	+7
8.2.20	CO2 intensity of GDP	0.2	63.61	79	-10
8.2.21	Energy intensity	17.6	0.00	130	0
8.2.22	Domestic material consumption	51.6	0.00	130	0
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	3.3	38.96	119	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.0	33.02	106	-21
8.2.29	Critical thinking	3.1	34.71	97	N/A
8.2.30	Digital skills	0.0	0.00	134	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			30.95	126	+4
9.1.01	GLRI statistical fullness	0.7	24.24	124	+5
9.1.02	World Governance Index	-0.7	33.18	110	+4
9.1.03	Statistical Capacity Index	54.4	26.92	85	+8
9.1.04	Social capital	52.7	43.54	55	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Lithuania

World Bank Inome Group: High
Global Labour Resilience Index 2021

40 RANK **(60.82)** (SCORE)
GLRI 2016 Rank 36



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**67.49**	**35**	+15
1. Demographics			29.22	123	-2
1.1.01	Share of older population	20.2	29.22	123	-2
2. Country Capabilities			67.33	30	+4
2.1.01	Economic complexity (ECI)	0.9	67.33	30	+4
3. Economic Development and Macroeconomic Stability			79.56	28	+16
3.1.01	GDP per capita	36,975	77.51	34	+4
3.1.02	Services share of economy	61.6	73.76	34	+8
3.1.03	Dependence on natural resources	0.4	64.06	60	+8
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			81.98	16	+12
4.1.01	Concentration of exports (HHI)	0.1	94.36	20	+12
4.1.02	Economics diversity (RCAs)	357	81.00	17	0
4.1.03	Current account balance	1.5	70.59	33	+32
5. Inequality			68.09	68	0
5.1.01	Income inequality (Gini coefficient)	37.4	68.09	68	0
Cyclical Subindex			**57.49**	**44**	
6. Absorptive Capacity			63.73	49	-5
6.1 Absorptive Capacity Input			70.21	30	-7
6.1.01	Workers' rights	91.0	92.11	13	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	25.9	25.90	36	-5
6.1.04	Coverage of basic health services	73.0	73.77	61	N/A
6.2 Absorptive Capacity Output			61.57	65	+2
6.2.01	Quality of earnings	7.9	10.82	34	-1
6.2.02	Quality of working environment	30.8	49.68	11	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	12.4	65.55	68	+9
6.2.05	Youth not in EET	8.6	78.52	24	-3
6.2.06	Low-skilled labour	27.6	87.49	16	+2
6.2.07	Growth of medium jobs	-0.1	33.69	74	+8
6.2.08	Labour income share	47.6	65.40	73	+18
6.2.09	Labour income inequality	3.4	82.64	39	-4
6.2.10	Women in labour force (ratio of LFPR)	83.5	78.42	44	-5
6.2.11	Gender pay gap	12.5	61.58	25	-4
6.2.12	Longevity	25.4	79.86	65	+9
6.2.13	Physical health	14.1	76.14	67	+8
6.2.14	Mental health	4.4	30.56	134	0
7. Adaptive Capacity			55.59	36	-4
7.1 Adaptive Capacity Input			67.58	39	-1
7.1.01	Hiring & firing practices	4.0	49.75	57	+58
7.1.02	Ease of hiring foreign labour	3.6	43.73	108	N/A
7.1.03	Effect of taxation on incentive to work	3.0	20.19	120	-2
7.1.04	Time dealing with gvt regulation	6.0	82.23	45	+3
7.1.05	Intensity of local competition	5.5	80.34	25	-6
7.1.06	Trade openness	4.7	61.55	39	+47
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	88.7	80.19	16	+21
7.1.09	Enforcing contracts	78.8	90.81	7	+9
7.1.10	Property rights	4.3	55.71	64	-3
7.1.11	Insolvency framework	46.7	50.37	78	-7
7.1.12	Time to start a business	5.5	90.83	27	-8
7.1.13	Cost to start a business	0.6	99.54	13	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	3.0	50.50	53	-9

* Rank change from 2016 (5-year change)
Country notes:

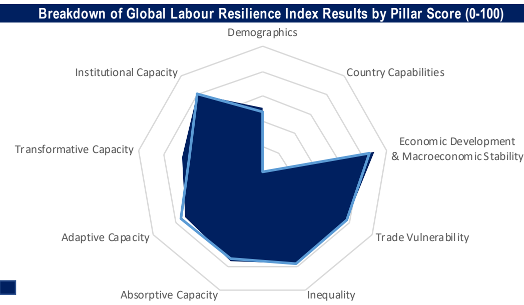
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			43.61	37	-10
7.2.01	ALMP effectiveness	4.1	51.19	39	+7
7.2.02	Formal & informal education & training	27.9	37.67	36	-3
7.2.03	Extent of staff training	4.8	63.01	24	N/A
7.2.04	High-skilled labour	42.9	69.18	24	-1
7.2.05	Skilled labour supply	3.5	41.08	117	N/A
7.2.06	Tertiary education attainment	33.9	71.59	5	-2
7.2.07	Skillset of graduates	3.6	43.02	103	N/A
7.2.08	New corporate registrations	3.3	21.52	41	-2
7.2.09	GEI attitudes & perceptions subindex	41.9	43.95	33	-2
7.2.10	Venture capital investments	2.4	2.40	77	-54
7.2.11	Access to loans	4.1	51.46	52	+34
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	32.7	27.23	86	N/A
8. Transformative Capacity			49.64	40	-4
8.1 Transformative Capacity Input			52.70	62	-6
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	62.1	68.25	36	N/A
8.1.03	Global Cybersecurity Index	0.9	97.48	4	N/A
8.1.04	Gvt procurement of technology	2.9	32.11	99	-4
8.1.05	GERD (% of GDP)	0.8	19.65	39	-4
8.1.06	Int'l Property Rights (IPR) score	6.4	61.94	34	+9
8.1.07	Other R&D incentives	0.0	1.06	45	-2
8.1.08	Gvt exp. on education	4.2	50.10	67	+5
8.1.09	Tertiary education exp. per student	6,077	0.02	36	-7
8.1.10	Pupil-teacher ratio (secondary)	7.8	96.39	9	-1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			46.59	30	0
8.2.01	ICT access (ICT Development Index)	7.2	76.78	34	0
8.2.02	ICT usage by firms	5.8	80.55	11	-10
8.2.03	ICTs & business model creation	5.2	70.00	29	-5
8.2.04	ICTs & org. model creation	5.1	68.33	21	-1
8.2.05	Scientific & technical journal articles	0.8	33.69	34	-3
8.2.06	Researchers in R&D	3,191	38.57	29	0
8.2.07	Technicians in R&D	463	14.48	33	-2
8.2.08	Quality of research institutions	4.5	59.00	37	-10
8.2.09	Industry-university collaboration	4.1	50.88	35	-9
8.2.10	Share of creative goods export	0.4	3.61	43	0
8.2.11	ICT Services Exports	5.8	12.22	65	+26
8.2.12	High-technology net exports	5.9	34.72	26	+6
8.2.13	ICT goods exports	4.1	23.06	28	+4
8.2.14	Medium & high-tech mfg in MVA	24.9	31.62	59	-6
8.2.15	High-tech exports (% of mfg exports)	42.5	59.63	55	+4
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.6	5.38	38	-3
8.2.19	Renewable energy consumption	33.6	39.96	50	+6
8.2.20	CO2 intensity of GDP	0.1	76.98	47	0
8.2.21	Energy intensity	3.8	74.00	49	0
8.2.22	Domestic material consumption	5.7	87.26	43	0
8.2.23	Trademark applications (res + nonres)	1.5	35.70	33	+1
8.2.24	International co-inventions	24.3	24.28	38	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.95	63	0
8.2.26	Quality of vocational training	4.2	54.16	57	N/A
8.2.27	PISA scores	479.7	60.99	30	+4
8.2.28	Quality of educational system	3.6	43.19	71	-20
8.2.29	Critical thinking	3.7	45.54	47	N/A
8.2.30	Digital skills	4.9	64.18	35	N/A
8.2.31	STEM graduates	23.8	49.98	38	+7
9. Institutional capacity - cross-cutting driver			57.17	67	-38
9.1.01	GLRI statistical fullness	0.9	87.88	8	0
9.1.02	World Governance Index	0.9	75.70	28	-3
9.1.03	Statistical Capacity Index	43.3	7.69	99	N/A
9.1.04	Social capital	42.6	20.62	120	-33

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Luxembourg

World Bank Inome Group: High
Global Labour Resilience Index 2021

9 RANK **(74.07)** (SCORE)
GLRI 2016 Rank 10



GLRI 2021 | GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.42**	**13**	+6
1. Demographics			51.13	95	+4
1.1.01	Share of older population	14.3	51.13	95	+4
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			90.25	4	0
3.1.01	GDP per capita	114,482	100.00	1	+1
3.1.02	Services share of economy	79.2	100.00	1	0
3.1.03	Dependence on natural resources	0.3	65.86	57	-1
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			76.85	24	0
4.1.01	Concentration of exports (HHI)	0.1	93.82	23	-5
4.1.02	Economics diversity (RCAs)	241	53.44	36	+5
4.1.03	Current account balance	4.7	83.28	20	-3
5. Inequality			77.66	45	+2
5.1.01	Income inequality (Gini coefficient)	33.8	77.66	45	+2
Cyclical Subindex			**73.40**	**9**	
6. Absorptive Capacity			75.40	9	+1
6.1 Absorptive Capacity Input			79.89	15	-4
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	49.5	49.50	14	-1
6.1.04	Coverage of basic health services	83.0	90.16	13	N/A
6.2 Absorptive Capacity Output			73.90	8	-1
6.2.01	Quality of earnings	30.5	93.24	4	0
6.2.02	Quality of working environment	23.1	27.06	33	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	14.9	58.36	81	+4
6.2.05	Youth not in EET	5.6	87.58	8	+4
6.2.06	Low-skilled labour	20.2	98.68	2	0
6.2.07	Growth of medium jobs	-0.4	3.10	134	0
6.2.08	Labour income share	56.2	84.80	31	+11
6.2.09	Labour income inequality	3.0	87.31	26	-7
6.2.10	Women in labour force (ratio of LFPR)	86.2	81.33	30	+20
6.2.11	Gender pay gap	3.4	89.52	3	-1
6.2.12	Longevity	28.6	96.22	14	-2
6.2.13	Physical health	15.0	81.98	37	+3
6.2.14	Mental health	7.0	71.50	58	+2
7. Adaptive Capacity			71.37	10	-6
7.1 Adaptive Capacity Input			70.57	25	-1
7.1.01	Hiring & firing practices	4.4	56.67	26	+37
7.1.02	Ease of hiring foreign labour	5.4	73.75	4	N/A
7.1.03	Effect of taxation on incentive to work	5.1	73.22	8	+1
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.3	75.33	50	0
7.1.06	Trade openness	5.5	74.35	4	0
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	87.4	77.83	20	-2
7.1.09	Enforcing contracts	73.3	82.00	15	-13
7.1.10	Property rights	6.3	88.56	4	+1
7.1.11	Insolvency framework	45.5	49.07	81	-9
7.1.12	Time to start a business	16.5	70.64	90	-9
7.1.13	Cost to start a business	1.7	97.87	34	N/A
7.1.14	Ease of getting credit	15.0	15.00	130	-6
7.1.15	Logistics Performance Index	3.6	65.75	23	-15

* Rank change from 2016 (5-year change)
Country notes:

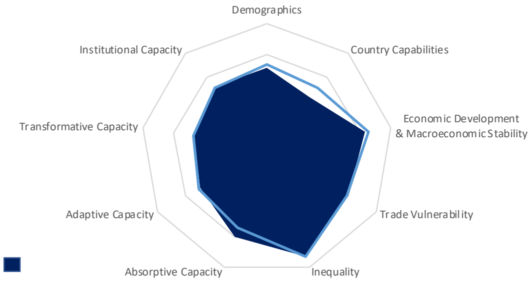
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			72.17	4	-3
7.2.01	ALMP effectiveness	5.4	72.97	5	-2
7.2.02	Formal & informal education & training	48.1	65.10	19	-16
7.2.03	Extent of staff training	5.5	75.15	3	N/A
7.2.04	High-skilled labour	61.2	100.00	1	0
7.2.05	Skilled labour supply	4.4	56.39	51	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	5.0	66.86	18	N/A
7.2.08	New corporate registrations	17.2	98.27	2	-1
7.2.09	GEI attitudes & perceptions subindex	49.2	54.60	26	-1
7.2.10	Venture capital investments	49.9	49.90	9	-4
7.2.11	Access to loans	5.0	66.29	15	-10
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	80.0	88.32	11	N/A
8. Transformative Capacity			64.91	13	+6
8.1 Transformative Capacity Input			70.00	13	+17
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	81.3	100.00	1	N/A
8.1.03	Global Cybersecurity Index	0.9	95.39	12	N/A
8.1.04	Gvt procurement of technology	4.7	61.25	9	-3
8.1.05	GERD (% of GDP)	1.2	29.01	28	0
8.1.06	Int'l Property Rights (IPR) score	8.3	93.37	9	-4
8.1.07	Other R&D incentives	0.0	12.29	24	-1
8.1.08	Gvt exp. on education	3.9	45.68	77	+8
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	8.8	92.97	18	+2
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			59.83	16	+1
8.2.01	ICT access (ICT Development Index)	8.5	93.39	7	-1
8.2.02	ICT usage by firms	5.8	79.24	14	-3
8.2.03	ICTs & business model creation	5.8	80.00	7	-3
8.2.04	ICTs & org. model creation	5.3	71.67	15	-3
8.2.05	Scientific & technical journal articles	1.4	56.19	18	+2
8.2.06	Researchers in R&D	4,942	59.83	17	+1
8.2.07	Technicians in R&D	3,166	100.00	1	0
8.2.08	Quality of research institutions	5.1	68.67	25	0
8.2.09	Industry-university collaboration	4.8	63.57	16	+1
8.2.10	Share of creative goods export	0.0	0.37	82	0
8.2.11	ICT Services Exports	3.8	7.75	89	-4
8.2.12	High-technology net exports	0.6	3.53	73	-10
8.2.13	ICT goods exports	2.4	13.35	43	+1
8.2.14	Medium & high-tech mfg in MVA	20.0	25.37	74	-7
8.2.15	High-tech exports (% of mfg exports)	46.6	65.42	42	+6
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	23.9	80.81	10	+3
8.2.19	Renewable energy consumption	15.4	18.37	86	+23
8.2.20	CO2 intensity of GDP	0.1	78.19	43	+5
8.2.21	Energy intensity	2.9	85.23	15	+5
8.2.22	Domestic material consumption	1.6	98.60	10	-1
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	100.0	100.00	1	N/A
8.2.25	Patent applications (res + nonres)	0.6	12.25	11	0
8.2.26	Quality of vocational training	5.2	70.60	9	N/A
8.2.27	PISA scores	476.7	59.80	33	-2
8.2.28	Quality of educational system	4.3	55.83	35	-12
8.2.29	Critical thinking	4.5	58.64	19	N/A
8.2.30	Digital skills	5.2	69.82	16	N/A
8.2.31	STEM graduates	17.9	29.23	77	+15
9. Institutional capacity - cross-cutting driver			80.68	14	0
9.1.01	GLRI statistical fullness	0.8	54.55	90	-21
9.1.02	World Governance Index	1.7	97.85	5	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	61.8	64.30	21	-2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

North Macedonia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

65 RANK **(54.83)** (SCORE)
GLRI 2016 Rank 54



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**58.61**	**64**	-3
1. Demographics			51.84	92	-1
1.1.01	Share of older population	14.1	51.84	92	-1
2. Country Capabilities			42.93	67	+4
2.1.01	Economic complexity (ECI)	-0.1	42.93	67	+4
3. Economic Development and Macroeconomic Stability			63.47	55	-2
3.1.01	GDP per capita	16,506	61.46	66	+5
3.1.02	Services share of economy	54.6	63.34	72	+6
3.1.03	Dependence on natural resources	0.2	79.50	30	+15
3.1.04	Debt dynamics	49.5	49.52	91	N/A
4. Trade Vulnerability			59.93	54	+6
4.1.01	Concentration of exports (HHI)	0.2	80.03	57	+1
4.1.02	Economics diversity (RCAs)	168	36.10	63	+3
4.1.03	Current account balance	-0.2	63.65	46	+10
5. Inequality			72.87	55	+1
5.1.01	Income inequality (Gini coefficient)	35.6	72.87	55	+1
Cyclical Subindex			**52.94**	**65**	
6. Absorptive Capacity			59.47	68	-7
6.1 Absorptive Capacity Input			54.45	68	-26
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	71.4	71.14	61	-20
6.1.03	Unemployment coverage	11.5	11.50	53	+3
6.1.04	Coverage of basic health services	72.0	72.13	65	N/A
6.2 Absorptive Capacity Output			61.15	66	+5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	39.1	0.00	129	0
6.2.05	Youth not in EET	18.1	50.34	70	+22
6.2.06	Low-skilled labour	38.9	70.26	48	0
6.2.07	Growth of medium jobs	0.0	42.56	58	+2
6.2.08	Labour income share	43.7	56.61	93	+1
6.2.09	Labour income inequality	3.0	86.55	30	+1
6.2.10	Women in labour force (ratio of LFPR)	63.8	57.93	101	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.6	81.29	54	-2
6.2.13	Physical health	14.0	75.11	70	-11
6.2.14	Mental health	8.2	90.82	7	+3
7. Adaptive Capacity			49.08	54	-15
7.1 Adaptive Capacity Input			65.70	44	-15
7.1.01	Hiring & firing practices	3.6	43.27	93	-79
7.1.02	Ease of hiring foreign labour	3.6	43.87	107	N/A
7.1.03	Effect of taxation on incentive to work	4.1	48.96	51	-26
7.1.04	Time dealing with gvt regulation	10.3	69.28	68	0
7.1.05	Intensity of local competition	5.4	77.08	40	-1
7.1.06	Trade openness	4.0	49.53	113	-46
7.1.07	Applied tariffs	1.9	85.91	52	-44
7.1.08	Paying taxes	84.7	72.95	28	-21
7.1.09	Enforcing contracts	65.3	69.20	41	+31
7.1.10	Property rights	4.1	51.17	80	-28
7.1.11	Insolvency framework	72.7	78.46	28	+6
7.1.12	Time to start a business	15.0	73.39	84	-11
7.1.13	Cost to start a business	0.1	100.00	1	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+10
7.1.15	Logistics Performance Index	2.7	42.50	81	+31

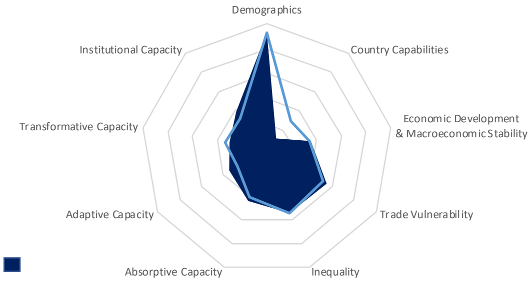
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			32.45	76	-32
7.2.01	ALMP effectiveness	3.1	34.95	71	-21
7.2.02	Formal & informal education & training	12.7	17.02	46	N/A
7.2.03	Extent of staff training	3.2	36.71	125	N/A
7.2.04	High-skilled labour	28.7	45.40	48	+2
7.2.05	Skilled labour supply	3.5	40.99	118	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	41.36	110	N/A
7.2.08	New corporate registrations	3.6	23.50	39	-5
7.2.09	GEI attitudes & perceptions subindex	25.2	19.35	72	-4
7.2.10	Venture capital investments	45.7	45.70	11	+1
7.2.11	Access to loans	4.3	55.49	39	+14
7.2.13	Microfinance loan portfolio	0.3	0.30	62	-47
7.2.14	Depth of financial system	33.7	28.60	83	N/A
8. Transformative Capacity			47.32	47	+1
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	49.4	47.17	82	N/A
8.1.03	Global Cybersecurity Index	0.8	85.64	36	N/A
8.1.04	Gvt procurement of technology	3.9	48.38	24	+30
8.1.05	GERD (% of GDP)	0.4	8.00	71	-7
8.1.06	Int'l Property Rights (IPR) score	4.7	32.25	94	-29
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	n/a	N/A	N/A	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	8.7	93.26	16	+3
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			35.39	61	-3
8.2.01	ICT access (ICT Development Index)	6.0	61.48	60	-6
8.2.02	ICT usage by firms	4.7	62.10	62	-10
8.2.03	ICTs & business model creation	4.6	60.00	59	-13
8.2.04	ICTs & org. model creation	4.1	51.67	71	-14
8.2.05	Scientific & technical journal articles	0.2	9.55	57	-7
8.2.06	Researchers in R&D	799	9.53	55	-2
8.2.07	Technicians in R&D	91	2.72	61	+1
8.2.08	Quality of research institutions	3.9	49.11	57	+10
8.2.09	Industry-university collaboration	3.4	40.65	66	-9
8.2.10	Share of creative goods export	1.0	8.13	34	0
8.2.11	ICT Services Exports	10.7	23.10	36	+2
8.2.12	High-technology net exports	1.1	6.47	63	-12
8.2.13	ICT goods exports	0.9	4.92	66	+7
8.2.14	Medium & high-tech mfg in MVA	29.6	37.68	47	+3
8.2.15	High-tech exports (% of mfg exports)	62.3	87.49	16	+7
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-27
8.2.19	Renewable energy consumption	19.1	22.71	78	-8
8.2.20	CO2 intensity of GDP	0.2	58.73	88	+4
8.2.21	Energy intensity	4.2	69.12	61	-1
8.2.22	Domestic material consumption	15.2	61.30	94	0
8.2.23	Trademark applications (res + nonres)	1.9	45.43	20	-3
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.55	81	+3
8.2.26	Quality of vocational training	3.2	36.12	125	N/A
8.2.27	PISA scores	400.0	29.59	64	+7
8.2.28	Quality of educational system	3.8	47.06	55	-5
8.2.29	Critical thinking	2.9	31.75	107	N/A
8.2.30	Digital skills	3.7	44.50	103	N/A
8.2.31	STEM graduates	20.0	36.45	68	-2
9. Institutional capacity - cross-cutting driver			51.88	78	-12
9.1.01	GLRI statistical fullness	0.8	48.48	100	-5
9.1.02	World Governance Index	0.0	51.35	63	-1
9.1.03	Statistical Capacity Index	75.6	63.46	39	-16
9.1.04	Social capital	50.1	37.64	73	+13

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Madagascar

World Bank Inome Group: Low
Global Labour Resilience Index 2021



117 RANK **(40.91)** (SCORE)
GLRI 2016 Rank 124

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.25**	**120**	-10
1. Demographics			92.97	25	-7
1.1.01	Share of older population	3.0	92.97	25	-7
2. Country Capabilities			11.47	113	+1
2.1.01	Economic complexity (ECI)	-1.3	11.47	113	+1
3. Economic Development and Macroeconomic Stability			36.01	123	-4
3.1.01	GDP per capita	1,646	15.59	131	0
3.1.02	Services share of economy	52.4	60.17	89	+8
3.1.03	Dependence on natural resources	0.7	31.04	103	-8
3.1.04	Debt dynamics	49.3	49.32	92	N/A
4. Trade Vulnerability			55.01	62	+18
4.1.01	Concentration of exports (HHI)	0.3	72.61	81	+3
4.1.02	Economics diversity (RCAs)	124	25.65	82	-1
4.1.03	Current account balance	0.6	66.78	38	+28
5. Inequality			54.26	93	0
5.1.01	Income inequality (Gini coefficient)	42.6	54.26	93	0
Cyclical Subindex			**37.74**	**119**	
6. Absorptive Capacity			44.21	109	-13
6.1 Absorptive Capacity Input			17.87	115	N/A
6.1.01	Workers' rights	82.0	81.88	33	N/A
6.1.02	Pension coverage	4.6	3.73	116	-47
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	28.0	0.00	135	N/A
6.2 Absorptive Capacity Output			52.98	91	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	83.9	13.26	47	-7
6.2.04	Youth unemployment	3.1	92.22	10	+2
6.2.05	Youth not in EET	6.8	84.07	14	+1
6.2.06	Low-skilled labour	85.3	0.00	129	0
6.2.07	Growth of medium jobs	0.6	84.98	13	0
6.2.08	Labour income share	47.2	64.50	78	-3
6.2.09	Labour income inequality	23.6	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	93.7	89.15	9	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.9	47.53	109	+1
6.2.13	Physical health	9.7	46.19	118	-5
6.2.14	Mental health	6.4	60.95	92	+5
7. Adaptive Capacity			34.52	119	+2
7.1 Adaptive Capacity Input			45.44	118	+2
7.1.01	Hiring & firing practices	3.7	44.88	86	-20
7.1.02	Ease of hiring foreign labour	4.2	53.89	59	N/A
7.1.03	Effect of taxation on incentive to work	4.0	45.70	60	+35
7.1.04	Time dealing with gvt regulation	20.8	38.31	101	-5
7.1.05	Intensity of local competition	4.8	61.57	90	-4
7.1.06	Trade openness	3.9	48.29	118	-20
7.1.07	Applied tariffs	7.7	37.82	104	+14
7.1.08	Paying taxes	62.6	32.37	96	-39
7.1.09	Enforcing contracts	46.5	39.05	112	-5
7.1.10	Property rights	3.1	35.68	126	-2
7.1.11	Insolvency framework	34.8	37.54	112	-8
7.1.12	Time to start a business	8.0	86.24	45	+23
7.1.13	Cost to start a business	n/a	N/A	N/A	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	+23
7.1.15	Logistics Performance Index	2.4	34.75	118	+3

* Rank change from 2016 (5-year change)
Country notes:

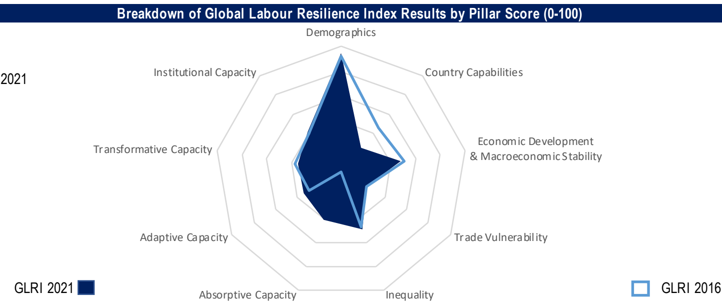
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			23.61	114	-7
7.2.01	ALMP effectiveness	2.3	20.83	111	+3
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.5	42.09	110	N/A
7.2.04	High-skilled labour	3.7	3.37	131	0
7.2.05	Skilled labour supply	3.8	46.92	100	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.6	43.75	99	N/A
7.2.08	New corporate registrations	0.1	0.68	114	-12
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	9.7	9.70	40	-2
7.2.11	Access to loans	3.0	33.90	115	-40
7.2.13	Microfinance loan portfolio	25.7	25.70	15	+21
7.2.14	Depth of financial system	18.6	9.11	125	N/A
8. Transformative Capacity			29.74	124	-11
8.1 Transformative Capacity Input			32.94	108	-16
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	35.5	24.20	126	N/A
8.1.03	Global Cybersecurity Index	0.2	19.41	114	N/A
8.1.04	Gvt procurement of technology	2.8	30.72	104	-22
8.1.05	GERD (% of GDP)	0.0	0.00	118	-1
8.1.06	Int'l Property Rights (IPR) score	4.0	21.95	111	-2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.8	29.30	108	+5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	19.3	57.85	92	+1
8.1.11	ICT infrastructure per school	13.1	13.07	70	N/A
8.2 Transformative Capacity Output			26.54	120	-4
8.2.01	ICT access (ICT Development Index)	1.7	5.32	131	0
8.2.02	ICT usage by firms	4.2	53.98	100	+2
8.2.03	ICTs & business model creation	4.4	56.67	78	+23
8.2.04	ICTs & org. model creation	4.2	53.33	63	+27
8.2.05	Scientific & technical journal articles	0.0	0.15	125	-4
8.2.06	Researchers in R&D	34	0.24	102	-11
8.2.07	Technicians in R&D	13	0.23	92	-5
8.2.08	Quality of research institutions	3.6	42.65	84	+16
8.2.09	Industry-university collaboration	3.3	38.93	75	+14
8.2.10	Share of creative goods export	0.0	0.20	89	0
8.2.11	ICT Services Exports	7.5	16.01	54	+3
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	0.1	0.35	114	-6
8.2.14	Medium & high-tech mfg in MVA	3.6	4.23	117	+1
8.2.15	High-tech exports (% of mfg exports)	4.6	6.48	116	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-4
8.2.19	Renewable energy consumption	82.6	98.39	10	+4
8.2.20	CO2 intensity of GDP	0.1	86.44	23	-4
8.2.21	Energy intensity	8.9	11.75	125	-10
8.2.22	Domestic material consumption	29.6	22.01	121	0
8.2.23	Trademark applications (res + nonres)	0.1	1.88	117	0
8.2.24	International co-inventions	0.1	0.11	116	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.04	109	+2
8.2.26	Quality of vocational training	3.6	43.79	101	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.0	32.66	107	+3
8.2.29	Critical thinking	2.7	28.59	118	N/A
8.2.30	Digital skills	n/a	N/A	N/A	N/A
8.2.31	STEM graduates	23.8	50.07	37	-6
9. Institutional capacity - cross-cutting driver			38.52	114	+4
9.1.01	GLRI statistical fullness	0.9	63.64	65	+14
9.1.02	World Governance Index	-0.8	32.56	111	-2
9.1.03	Statistical Capacity Index	55.6	28.85	82	+1
9.1.04	Social capital	47.4	31.46	93	+11

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Malawi

World Bank Inome Group: Low
Global Labour Resilience Index 2021

120 **(40.43)**
RANK (SCORE)
GLRI 2016 Rank 116



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**45.22**	**127**	-9
1. Demographics			94.47	15	+7
1.1.01	Share of older population	2.6	94.47	15	+7
2. Country Capabilities			25.46	98	-13
2.1.01	Economic complexity (ECI)	-0.8	25.46	98	-13
3. Economic Development and Macroeconomic Stability			48.22	97	-8
3.1.01	GDP per capita	1,060	6.83	135	-1
3.1.02	Services share of economy	54.4	63.05	74	+27
3.1.03	Dependence on natural resources	0.2	80.40	29	-2
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			23.77	129	+2
4.1.01	Concentration of exports (HHI)	0.4	59.90	105	+11
4.1.02	Economics diversity (RCAs)	64	11.40	111	-6
4.1.03	Current account balance	-20.2	0.00	127	-3
5. Inequality			48.67	102	0
5.1.01	Income inequality (Gini coefficient)	44.7	48.67	102	0
Cyclical Subindex			**38.03**	**116**	
6. Absorptive Capacity			40.41	119	N/A
6.1 Absorptive Capacity Input			29.88	100	N/A
6.1.01	Workers' rights	87.0	87.56	26	N/A
6.1.02	Pension coverage	2.3	1.41	121	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	46.0	29.51	116	N/A
6.2 Absorptive Capacity Output			43.92	109	+5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.5	79.51	36	-4
6.2.05	Youth not in EET	32.9	6.50	116	-1
6.2.06	Low-skilled labour	85.0	0.14	128	0
6.2.07	Growth of medium jobs	0.2	57.08	33	-4
6.2.08	Labour income share	35.1	37.21	123	-2
6.2.09	Labour income inequality	8.9	38.90	112	0
6.2.10	Women in labour force (ratio of LFPR)	89.5	84.73	16	+4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	15.9	32.29	123	0
6.2.13	Physical health	8.7	39.26	128	+4
6.2.14	Mental health	6.5	63.55	87	-9
7. Adaptive Capacity			33.65	124	-9
7.1 Adaptive Capacity Input			49.61	103	0
7.1.01	Hiring & firing practices	3.7	44.79	87	-8
7.1.02	Ease of hiring foreign labour	3.8	47.35	93	N/A
7.1.03	Effect of taxation on incentive to work	3.9	42.22	69	+32
7.1.04	Time dealing with gvt regulation	5.0	85.24	36	+3
7.1.05	Intensity of local competition	4.4	50.63	120	-48
7.1.06	Trade openness	4.5	58.27	54	-26
7.1.07	Applied tariffs	4.8	62.44	86	-6
7.1.08	Paying taxes	62.0	31.32	98	-22
7.1.09	Enforcing contracts	47.4	40.42	107	+12
7.1.10	Property rights	3.9	48.27	94	-26
7.1.11	Insolvency framework	34.9	37.70	111	+16
7.1.12	Time to start a business	37.0	33.03	121	-2
7.1.13	Cost to start a business	44.6	32.71	121	N/A
7.1.14	Ease of getting credit	90.0	90.00	9	+106
7.1.15	Logistics Performance Index	2.6	39.75	94	-22

* Rank change from 2016 (5-year change)
Country notes:

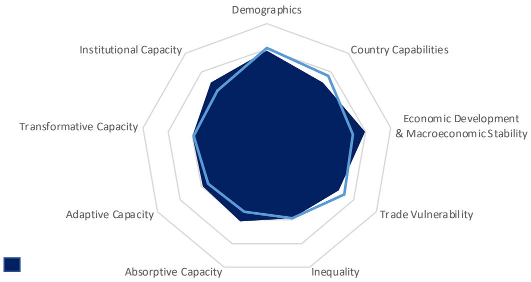
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			17.70	128	-16
7.2.01	ALMP effectiveness	2.4	22.90	110	+3
7.2.02	Formal & informal education & training	0.8	0.88	80	0
7.2.03	Extent of staff training	3.6	42.58	107	N/A
7.2.04	High-skilled labour	4.2	4.22	128	0
7.2.05	Skilled labour supply	3.8	46.03	102	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.4	39.57	121	N/A
7.2.08	New corporate registrations	0.1	0.42	117	-11
7.2.09	GEI attitudes & perceptions subindex	15.1	4.56	90	-2
7.2.10	Venture capital investments	10.5	10.50	37	N/A
7.2.11	Access to loans	2.6	26.67	125	-19
7.2.13	Microfinance loan portfolio	3.6	3.60	38	-20
7.2.14	Depth of financial system	19.7	10.46	121	N/A
8. Transformative Capacity			34.74	108	-10
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.1	56.25	117	-6
8.1.02	Futrure orientation of gvt	40.7	32.85	114	N/A
8.1.03	Global Cybersecurity Index	0.3	28.07	104	N/A
8.1.04	Gvt procurement of technology	2.7	28.60	116	-12
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.7	32.34	93	-10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.7	57.85	54	-23
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	72.3	27.18	115	+2
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			31.90	89	-8
8.2.01	ICT access (ICT Development Index)	1.7	6.10	129	+1
8.2.02	ICT usage by firms	3.8	46.10	124	-15
8.2.03	ICTs & business model creation	3.4	40.00	123	-9
8.2.04	ICTs & org. model creation	2.7	28.33	132	-24
8.2.05	Scientific & technical journal articles	0.0	0.45	110	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.8	30.63	118	-12
8.2.09	Industry-university collaboration	2.7	28.44	116	0
8.2.10	Share of creative goods export	0.0	0.00	118	0
8.2.11	ICT Services Exports	27.0	59.17	6	+4
8.2.12	High-technology net exports	0.5	2.94	76	-13
8.2.13	ICT goods exports	0.1	0.75	99	+5
8.2.14	Medium & high-tech mfg in MVA	11.3	14.23	93	0
8.2.15	High-tech exports (% of mfg exports)	41.6	58.35	57	+10
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	75.9	90.38	17	-5
8.2.20	CO2 intensity of GDP	0.1	92.56	8	-3
8.2.21	Energy intensity	4.1	69.61	59	+4
8.2.22	Domestic material consumption	41.2	0.00	130	0
8.2.23	Trademark applications (res + nonres)	0.1	1.42	119	-3
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.00	120	-6
8.2.26	Quality of vocational training	3.5	41.87	108	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.2	36.31	96	-1
8.2.29	Critical thinking	3.0	33.34	101	N/A
8.2.30	Digital skills	2.8	30.71	130	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			41.87	105	-4
9.1.01	GLRI statistical fullness	0.8	42.42	110	-7
9.1.02	World Governance Index	-0.5	39.67	97	-5
9.1.03	Statistical Capacity Index	73.3	59.62	44	+1
9.1.04	Social capital	39.8	14.07	132	-8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Malaysia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

29 RANK **(64.80)** (SCORE)
GLRI 2016 Rank 35



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**69.97**	**27**	0
1. Demographics			78.53	60	-2
1.1.01	Share of older population	6.9	78.53	60	-2
2. Country Capabilities			69.49	25	-2
2.1.01	Economic complexity (ECI)	1.0	69.49	25	-2
3. Economic Development and Macroeconomic Stability			79.42	29	+13
3.1.01	GDP per capita	28,351	72.22	46	-6
3.1.02	Services share of economy	54.2	62.74	78	+17
3.1.03	Dependence on natural resources	0.3	74.42	43	+3
3.1.04	Debt dynamics	100.0	99.96	33	N/A
4. Trade Vulnerability			66.42	41	-8
4.1.01	Concentration of exports (HHI)	0.2	79.28	64	-15
4.1.02	Economics diversity (RCAs)	214	47.03	45	-2
4.1.03	Current account balance	2.1	72.93	27	-4
5. Inequality			58.51	86	0
5.1.01	Income inequality (Gini coefficient)	41.0	58.51	86	0
Cyclical Subindex			**62.21**	**30**	
6. Absorptive Capacity			61.33	59	+5
6.1 Absorptive Capacity Input			51.47	73	N/A
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	19.8	19.07	93	-33
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	73.0	73.77	61	N/A
6.2 Absorptive Capacity Output			64.62	47	-4
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.3	68.77	61	-6
6.2.05	Youth not in EET	12.5	67.18	43	-2
6.2.06	Low-skilled labour	42.3	65.12	58	-3
6.2.07	Growth of medium jobs	-0.3	17.60	124	-5
6.2.08	Labour income share	41.8	52.32	102	+1
6.2.09	Labour income inequality	4.4	70.98	73	0
6.2.10	Women in labour force (ratio of LFPR)	65.8	60.01	99	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.2	79.10	69	-3
6.2.13	Physical health	15.2	83.11	29	+5
6.2.14	Mental health	7.7	81.99	27	+19
7. Adaptive Capacity			58.59	32	-1
7.1 Adaptive Capacity Input			71.71	20	-13
7.1.01	Hiring & firing practices	5.0	66.66	9	-4
7.1.02	Ease of hiring foreign labour	4.8	63.03	19	N/A
7.1.03	Effect of taxation on incentive to work	5.0	71.24	10	-3
7.1.04	Time dealing with gvt regulation	3.1	90.96	23	+4
7.1.05	Intensity of local competition	5.4	78.70	33	-3
7.1.06	Trade openness	5.1	68.93	13	-5
7.1.07	Applied tariffs	4.0	68.66	76	-66
7.1.08	Paying taxes	76.1	57.06	63	-34
7.1.09	Enforcing contracts	68.2	73.85	30	-6
7.1.10	Property rights	5.4	72.65	28	-2
7.1.11	Insolvency framework	67.0	72.32	37	+4
7.1.12	Time to start a business	17.5	68.81	96	-60
7.1.13	Cost to start a business	5.4	92.25	57	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-11
7.1.15	Logistics Performance Index	3.2	55.50	39	-16

* Rank change from 2016 (5-year change)
Country notes:

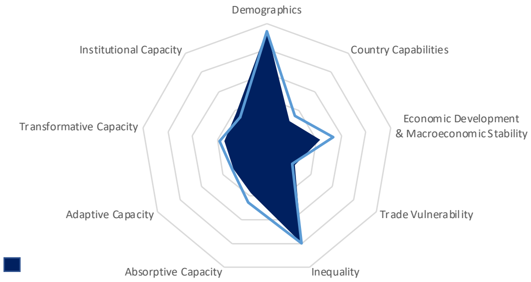
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			45.47	36	+11
7.2.01	ALMP effectiveness	5.0	65.98	11	-4
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	5.3	71.03	8	N/A
7.2.04	High-skilled labour	28.0	44.20	51	+4
7.2.05	Skilled labour supply	5.1	67.88	10	N/A
7.2.06	Tertiary education attainment	11.3	23.91	61	-4
7.2.07	Skillset of graduates	5.3	71.79	6	N/A
7.2.08	New corporate registrations	2.4	15.26	53	-5
7.2.09	GEI attitudes & perceptions subindex	33.3	31.21	45	-7
7.2.10	Venture capital investments	3.3	3.30	70	-15
7.2.11	Access to loans	4.7	61.84	19	-17
7.2.13	Microfinance loan portfolio	2.2	2.20	48	+10
7.2.14	Depth of financial system	79.0	87.04	13	N/A
8. Transformative Capacity			60.03	18	0
8.1 Transformative Capacity Input			74.18	5	+3
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutture orientation of gvt	66.9	76.07	24	N/A
8.1.03	Global Cybersecurity Index	0.9	95.83	8	N/A
8.1.04	Gvt procurement of technology	5.0	65.96	4	-1
8.1.05	GERD (% of GDP)	1.3	30.36	22	+5
8.1.06	Int'l Property Rights (IPR) score	6.5	63.06	32	-5
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.8	59.00	51	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.4	84.34	44	+7
8.1.11	ICT infrastructure per school	93.0	93.04	39	-38
8.2 Transformative Capacity Output			45.87	33	+3
8.2.01	ICT access (ICT Development Index)	6.4	66.28	54	+2
8.2.02	ICT usage by firms	5.7	77.61	20	-1
8.2.03	ICTs & business model creation	5.5	75.00	16	-8
8.2.04	ICTs & org. model creation	5.3	71.67	15	-12
8.2.05	Scientific & technical journal articles	0.7	29.57	37	+1
8.2.06	Researchers in R&D	2,274	27.44	37	-4
8.2.07	Technicians in R&D	263	8.16	50	+5
8.2.08	Quality of research institutions	5.2	69.25	24	-4
8.2.09	Industry-university collaboration	5.2	69.60	11	+1
8.2.10	Share of creative goods export	2.3	19.59	24	0
8.2.11	ICT Services Exports	7.2	15.34	56	-1
8.2.12	High-technology net exports	34.1	100.00	1	0
8.2.13	ICT goods exports	31.0	94.88	2	-1
8.2.14	Medium & high-tech mfg in MVA	44.1	56.30	22	-1
8.2.15	High-tech exports (% of mfg exports)	66.1	92.81	13	+6
8.2.16	Robot adoption rate	34.0	10.15	28	N/A
8.2.17	Environmental goods exports & imports	11.5	6.87	26	0
8.2.18	Green patent applications	1.0	3.45	45	+3
8.2.19	Renewable energy consumption	5.2	6.20	116	+3
8.2.20	CO2 intensity of GDP	0.3	36.54	112	-3
8.2.21	Energy intensity	4.2	69.00	62	+12
8.2.22	Domestic material consumption	8.9	78.65	65	+2
8.2.23	Trademark applications (res + nonres)	1.3	31.43	40	+5
8.2.24	International co-inventions	32.5	32.54	31	N/A
8.2.25	Patent applications (res + nonres)	0.2	5.09	21	-1
8.2.26	Quality of vocational training	5.1	68.10	12	N/A
8.2.27	PISA scores	431.0	41.81	45	+12
8.2.28	Quality of educational system	5.2	69.70	14	-4
8.2.29	Critical thinking	4.6	60.29	17	N/A
8.2.30	Digital skills	5.4	72.85	10	N/A
8.2.31	STEM graduates	40.8	97.98	2	+19
9. Institutional capacity - cross-cutting driver			69.44	32	+12
9.1.01	GLRI statistical fullness	0.9	84.85	14	+6
9.1.02	World Governance Index	0.5	64.88	42	+3
9.1.03	Statistical Capacity Index	78.9	69.23	31	+18
9.1.04	Social capital	58.7	57.30	27	+20

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mali

World Bank Inome Group: Low
Global Labour Resilience Index 2021

118 **(40.84)**
RANK (SCORE)
GLRI 2016 Rank 109



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**51.95**	**99**	-6
1. Demographics			95.01	11	+2
1.1.01	Share of older population	2.5	95.01	11	+2
2. Country Capabilities			28.60	90	+15
2.1.01	Economic complexity (ECI)	-0.6	28.60	90	+15
3. Economic Development and Macroeconomic Stability			43.17	110	-29
3.1.01	GDP per capita	2,327	22.48	123	0
3.1.02	Services share of economy	33.1	31.35	134	-1
3.1.03	Dependence on natural resources	0.4	63.09	64	-55
3.1.04	Debt dynamics	49.8	49.85	84	N/A
4. Trade Vulnerability			25.86	127	+2
4.1.01	Concentration of exports (HHI)	0.8	15.03	131	-1
4.1.02	Economics diversity (RCAs)	90	17.58	97	+34
4.1.03	Current account balance	-4.9	44.98	97	-2
5. Inequality			79.79	39	+1
5.1.01	Income inequality (Gini coefficient)	33.0	79.79	39	+1
Cyclical Subindex			**35.28**	**126**	
6. Absorptive Capacity			37.25	126	-39
6.1 Absorptive Capacity Input			21.16	112	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	2.7	1.82	119	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	38.0	16.39	133	N/A
6.2 Absorptive Capacity Output			42.62	112	-2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	88.9	6.99	51	-3
6.2.04	Youth unemployment	14.7	58.78	79	+8
6.2.05	Youth not in EET	26.7	24.87	94	-1
6.2.06	Low-skilled labour	85.8	0.00	129	-3
6.2.07	Growth of medium jobs	0.1	48.77	49	-27
6.2.08	Labour income share	50.9	72.85	56	-2
6.2.09	Labour income inequality	7.6	46.24	102	-5
6.2.10	Women in labour force (ratio of LFPR)	76.0	70.61	72	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	13.5	20.31	131	0
6.2.13	Physical health	9.4	43.68	123	-3
6.2.14	Mental health	7.3	75.72	46	+3
7. Adaptive Capacity			30.92	127	-22
7.1 Adaptive Capacity Input			39.81	129	-31
7.1.01	Hiring & firing practices	3.9	48.88	61	-8
7.1.02	Ease of hiring foreign labour	3.9	48.77	86	N/A
7.1.03	Effect of taxation on incentive to work	3.7	36.97	85	-19
7.1.04	Time dealing with gvt regulation	27.5	39.16	100	-81
7.1.05	Intensity of local competition	4.6	56.17	107	-14
7.1.06	Trade openness	3.7	45.57	123	+10
7.1.07	Applied tariffs	9.4	23.89	116	-16
7.1.08	Paying taxes	51.5	12.03	119	-16
7.1.09	Enforcing contracts	42.8	33.04	119	-20
7.1.10	Property rights	3.6	43.71	111	-11
7.1.11	Insolvency framework	43.4	46.79	87	-3
7.1.12	Time to start a business	11.0	80.73	66	-21
7.1.13	Cost to start a business	58.4	11.75	126	N/A
7.1.14	Ease of getting credit	30.0	30.00	123	-18
7.1.15	Logistics Performance Index	2.6	39.75	94	+19

* Rank change from 2016 (5-year change)
Country notes:

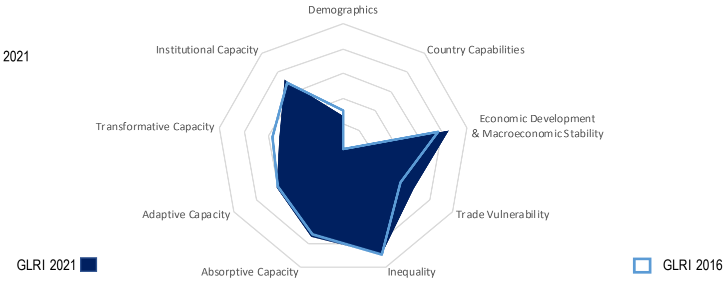
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			22.02	121	-18
7.2.01	ALMP effectiveness	3.1	35.02	70	-26
7.2.02	Formal & informal education & training	0.8	0.87	81	-8
7.2.03	Extent of staff training	3.6	42.54	108	N/A
7.2.04	High-skilled labour	3.7	3.38	130	0
7.2.05	Skilled labour supply	4.0	49.33	89	N/A
7.2.06	Tertiary education attainment	2.2	4.75	84	0
7.2.07	Skillset of graduates	3.9	47.76	77	N/A
7.2.08	New corporate registrations	0.3	2.00	106	-14
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	10.7	10.70	35	N/A
7.2.11	Access to loans	3.4	40.49	97	-18
7.2.13	Microfinance loan portfolio	14.0	14.00	21	+18
7.2.14	Depth of financial system	21.9	13.38	116	N/A
8. Transformative Capacity			34.26	109	-16
8.1 Transformative Capacity Input			34.13	105	-15
8.1.01	Internet & telephony competition laws	1.2	60.00	112	+2
8.1.02	Futrure orientation of gvt	36.7	26.15	125	N/A
8.1.03	Global Cybersecurity Index	0.1	7.24	131	N/A
8.1.04	Gvt procurement of technology	3.5	41.99	45	+11
8.1.05	GERD (% of GDP)	0.3	6.57	79	-2
8.1.06	Int'l Property Rights (IPR) score	4.7	33.38	90	+4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.1	33.64	103	-15
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	17.4	64.11	80	+2
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			34.39	76	-5
8.2.01	ICT access (ICT Development Index)	2.2	11.54	122	-6
8.2.02	ICT usage by firms	4.1	51.53	106	-18
8.2.03	ICTs & business model creation	3.9	48.33	111	-57
8.2.04	ICTs & org. model creation	3.7	45.00	97	-30
8.2.05	Scientific & technical journal articles	0.0	0.14	128	-3
8.2.06	Researchers in R&D	33	0.23	103	-2
8.2.07	Technicians in R&D	24	0.59	88	-3
8.2.08	Quality of research institutions	3.9	48.22	62	+13
8.2.09	Industry-university collaboration	3.3	38.67	77	+19
8.2.10	Share of creative goods export	0.0	0.00	125	0
8.2.11	ICT Services Exports	39.3	86.39	5	0
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	0.0	0.28	116	+1
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.10	88	+9
8.2.19	Renewable energy consumption	58.6	69.77	28	0
8.2.20	CO2 intensity of GDP	0.1	90.97	10	+3
8.2.21	Energy intensity	2.6	88.77	10	+5
8.2.22	Domestic material consumption	34.9	7.27	126	+1
8.2.23	Trademark applications (res + nonres)	0.0	0.04	125	-4
8.2.24	International co-inventions	0.2	0.19	112	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	3.7	45.76	91	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.3	38.02	88	+18
8.2.29	Critical thinking	3.3	39.02	77	N/A
8.2.30	Digital skills	3.6	43.29	107	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			37.48	116	+1
9.1.01	GLRI statistical fullness	0.8	48.48	100	-5
9.1.02	World Governance Index	-0.9	28.71	121	-6
9.1.03	Statistical Capacity Index	67.8	50.00	55	+21
9.1.04	Social capital	44.8	25.54	112	-16

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Malta

World Bank Inome Group: High
Global Labour Resilience Index 2021

24 **(66.85)**
RANK (SCORE)
GLRI 2016 Rank 26



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**67.92**	**33**	**+18**
1. Demographics			26.76	128	-8
1.1.01	Share of older population	20.8	26.76	128	-8
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			85.67	15	+3
3.1.01	GDP per capita	43,340	80.67	24	+3
3.1.02	Services share of economy	75.8	94.98	4	0
3.1.03	Dependence on natural resources	0.3	71.68	47	+17
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			64.41	43	+31
4.1.01	Concentration of exports (HHI)	0.3	73.99	78	+19
4.1.02	Economics diversity (RCAs)	97	19.24	94	+11
4.1.03	Current account balance	10.5	100.00	1	+23
5. Inequality			89.36	19	0
5.1.01	Income inequality (Gini coefficient)	29.4	89.36	19	0
Cyclical Subindex			**66.31**	**22**	
6. Absorptive Capacity			74.66	11	0
6.1 Absorptive Capacity Input			77.18	19	-5
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	81.0	80.83	53	-16
6.1.03	Unemployment coverage	62.2	62.20	9	-1
6.1.04	Coverage of basic health services	82.0	88.52	18	N/A
6.2 Absorptive Capacity Output			73.82	9	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	8.2	77.44	40	+19
6.2.05	Youth not in EET	8.0	80.37	21	+9
6.2.06	Low-skilled labour	29.9	83.99	29	+2
6.2.07	Growth of medium jobs	-0.3	12.15	131	0
6.2.08	Labour income share	48.6	67.66	67	-10
6.2.09	Labour income inequality	2.5	94.99	8	0
6.2.10	Women in labour force (ratio of LFPR)	68.7	62.98	95	+11
6.2.11	Gender pay gap	9.0	72.32	16	-2
6.2.12	Longevity	28.3	94.67	18	-1
6.2.13	Physical health	15.7	86.55	17	-1
6.2.14	Mental health	7.5	78.92	38	-1
7. Adaptive Capacity			61.13	25	-5
7.1 Adaptive Capacity Input			65.02	45	+12
7.1.01	Hiring & firing practices	4.1	51.57	43	+29
7.1.02	Ease of hiring foreign labour	4.6	60.35	27	N/A
7.1.03	Effect of taxation on incentive to work	4.9	67.58	14	+3
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	6.2	99.15	2	0
7.1.06	Trade openness	5.2	70.51	9	+43
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	76.2	57.27	62	-38
7.1.09	Enforcing contracts	67.6	72.78	34	+24
7.1.10	Property rights	5.1	68.79	31	+4
7.1.11	Insolvency framework	38.3	41.33	102	-10
7.1.12	Time to start a business	20.5	63.30	104	-1
7.1.13	Cost to start a business	7.3	89.37	67	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	+9
7.1.15	Logistics Performance Index	2.8	45.25	68	-19

* Rank change from 2016 (5-year change)
Country notes:

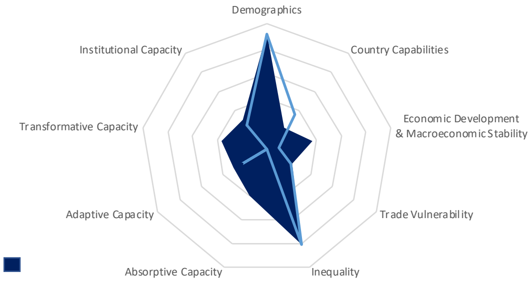
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			57.24	22	-5
7.2.01	ALMP effectiveness	4.8	62.92	18	-1
7.2.02	Formal & informal education & training	36.3	49.07	32	-3
7.2.03	Extent of staff training	4.1	50.93	57	N/A
7.2.04	High-skilled labour	44.3	71.53	22	+3
7.2.05	Skilled labour supply	3.5	42.49	114	N/A
7.2.06	Tertiary education attainment	18.4	38.96	40	+7
7.2.07	Skillset of graduates	4.9	64.55	25	N/A
7.2.08	New corporate registrations	17.5	98.27	2	-1
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	36.5	36.50	16	N/A
7.2.11	Access to loans	4.4	55.91	38	-23
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	56.9	58.53	34	N/A
8. Transformative Capacity			51.93	32	-11
8.1 Transformative Capacity Input			50.71	69	-38
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	58.7	62.53	53	N/A
8.1.03	Global Cybersecurity Index	0.5	50.44	81	N/A
8.1.04	Gvt procurement of technology	3.8	46.81	28	-9
8.1.05	GERD (% of GDP)	0.6	13.75	53	-6
8.1.06	Int'l Property Rights (IPR) score	6.7	67.14	28	-5
8.1.07	Other R&D incentives	0.0	2.20	42	-3
8.1.08	Gvt exp. on education	5.3	65.43	39	+1
8.1.09	Tertiary education exp. per student	18,009	0.03	11	-6
8.1.10	Pupil-teacher ratio (secondary)	7.1	98.72	2	+5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			53.15	20	0
8.2.01	ICT access (ICT Development Index)	7.9	85.47	22	+3
8.2.02	ICT usage by firms	5.2	70.09	37	-7
8.2.03	ICTs & business model creation	5.6	76.67	13	+16
8.2.04	ICTs & org. model creation	4.9	65.00	26	+8
8.2.05	Scientific & technical journal articles	1.0	38.67	32	+4
8.2.06	Researchers in R&D	1,947	23.46	39	0
8.2.07	Technicians in R&D	886	27.87	22	-1
8.2.08	Quality of research institutions	4.1	51.94	51	+4
8.2.09	Industry-university collaboration	4.0	50.00	36	+13
8.2.10	Share of creative goods export	0.1	0.47	78	0
8.2.11	ICT Services Exports	0.6	0.74	126	+3
8.2.12	High-technology net exports	3.8	22.36	37	-19
8.2.13	ICT goods exports	13.2	74.78	11	-1
8.2.14	Medium & high-tech mfg in MVA	38.0	48.41	36	-1
8.2.15	High-tech exports (% of mfg exports)	46.4	65.16	44	+13
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	13.8	46.57	19	+1
8.2.19	Renewable energy consumption	7.4	8.76	111	+3
8.2.20	CO2 intensity of GDP	0.1	92.60	6	+10
8.2.21	Energy intensity	1.6	100.00	1	0
8.2.22	Domestic material consumption	3.5	93.40	30	+2
8.2.23	Trademark applications (res + nonres)	2.6	61.58	12	+14
8.2.24	International co-inventions	44.2	44.16	30	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.23	97	-18
8.2.26	Quality of vocational training	4.5	57.80	44	N/A
8.2.27	PISA scores	459.0	52.84	39	-2
8.2.28	Quality of educational system	5.0	65.93	19	-4
8.2.29	Critical thinking	3.9	47.68	43	N/A
8.2.30	Digital skills	4.7	62.01	41	N/A
8.2.31	STEM graduates	18.0	29.69	75	-40
9. Institutional capacity - cross-cutting driver			72.39	26	+7
9.1.01	GLRI statistical fullness	0.8	57.58	82	+5
9.1.02	World Governance Index	1.1	80.25	23	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	64.6	70.56	17	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mauritania

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

123 RANK **(39.30)** (SCORE)
GLRI 2016 Rank 129



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**48.49**	**112**	+17
1. Demographics			92.55	29	-3
1.1.01	Share of older population	3.2	92.55	29	-3
2. Country Capabilities			21.56	102	-1
2.1.01	Economic complexity (ECI)	-0.9	21.56	102	-1
3. Economic Development and Macroeconomic Stability			36.87	120	+16
3.1.01	GDP per capita	5,197	38.46	106	+30
3.1.02	Services share of economy	45.7	50.16	115	+17
3.1.03	Dependence on natural resources	0.7	25.51	106	+20
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			23.59	130	+2
4.1.01	Concentration of exports (HHI)	0.3	66.75	91	+8
4.1.02	Economics diversity (RCAs)	33	4.04	129	+2
4.1.03	Current account balance	-18.6	0.00	127	0
5. Inequality			80.85	33	+2
5.1.01	Income inequality (Gini coefficient)	32.6	80.85	33	+2
Cyclical Subindex			**34.70**	**130**	
6. Absorptive Capacity			39.21	122	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	67.0	64.82	84	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	41.0	21.31	127	N/A
6.2 Absorptive Capacity Output			40.35	119	-10
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	90.0	5.60	53	N/A
6.2.04	Youth unemployment	14.8	58.71	80	-8
6.2.05	Youth not in EET	35.5	0.00	120	-4
6.2.06	Low-skilled labour	73.6	17.43	113	0
6.2.07	Growth of medium jobs	0.1	51.00	41	+4
6.2.08	Labour income share	43.3	55.71	95	+3
6.2.09	Labour income inequality	6.6	53.26	98	0
6.2.10	Women in labour force (ratio of LFPR)	45.8	39.07	122	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	16.6	35.80	120	0
6.2.13	Physical health	11.0	54.67	112	-9
6.2.14	Mental health	7.1	72.59	56	-4
7. Adaptive Capacity			30.03	129	+3
7.1 Adaptive Capacity Input			42.25	124	+7
7.1.01	Hiring & firing practices	3.1	34.53	119	-12
7.1.02	Ease of hiring foreign labour	3.6	44.08	105	N/A
7.1.03	Effect of taxation on incentive to work	4.2	50.18	47	+7
7.1.04	Time dealing with gvt regulation	17.2	48.49	91	-4
7.1.05	Intensity of local competition	5.0	66.36	72	+49
7.1.06	Trade openness	3.0	33.04	136	-4
7.1.07	Applied tariffs	8.0	35.42	109	+8
7.1.08	Paying taxes	42.6	0.00	130	0
7.1.09	Enforcing contracts	60.4	61.33	63	+3
7.1.10	Property rights	2.6	26.07	133	+1
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	6.0	89.91	29	+9
7.1.13	Cost to start a business	19.3	71.14	100	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	+16
7.1.15	Logistics Performance Index	2.3	33.25	123	+8

* Rank change from 2016 (5-year change)
Country notes:

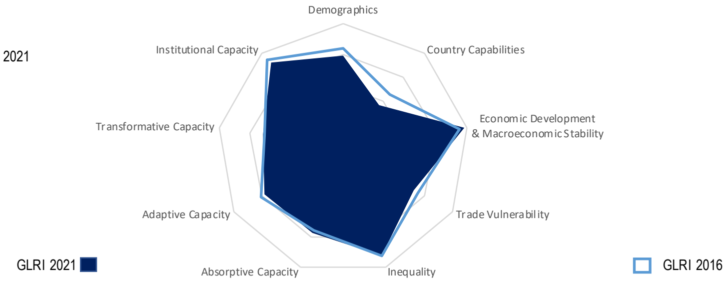
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			17.81	127	N/A
7.2.01	ALMP effectiveness	2.2	19.90	113	N/A
7.2.02	Formal & informal education & training	4.3	5.65	57	-6
7.2.03	Extent of staff training	2.4	24.13	134	N/A
7.2.04	High-skilled labour	9.0	12.28	111	0
7.2.05	Skilled labour supply	3.7	44.72	105	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	2.9	32.15	129	N/A
7.2.08	New corporate registrations	0.4	2.35	102	+2
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.1	17.63	131	-13
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	12.7	1.47	132	N/A
8. Transformative Capacity			36.60	99	N/A
8.1 Transformative Capacity Input			43.23	89	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrue orientation of gvt	27.3	10.74	131	N/A
8.1.03	Global Cybersecurity Index	0.1	9.65	127	N/A
8.1.04	Gvt procurement of technology	3.3	38.72	67	+52
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	4.2	24.11	109	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.6	26.92	115	-7
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	25.9	35.65	104	+11
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			29.97	103	N/A
8.2.01	ICT access (ICT Development Index)	2.3	12.84	119	+1
8.2.02	ICT usage by firms	4.6	60.72	70	+8
8.2.03	ICTs & business model creation	3.6	43.33	118	+2
8.2.04	ICTs & org. model creation	3.4	40.00	116	+2
8.2.05	Scientific & technical journal articles	0.0	0.14	130	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.6	27.00	128	-7
8.2.09	Industry-university collaboration	2.7	28.06	119	+15
8.2.10	Share of creative goods export	0.0	0.00	124	0
8.2.11	ICT Services Exports	8.7	18.73	43	+18
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.20	82	+15
8.2.19	Renewable energy consumption	23.3	27.79	71	-14
8.2.20	CO2 intensity of GDP	0.1	79.48	38	+4
8.2.21	Energy intensity	4.6	63.50	75	-20
8.2.22	Domestic material consumption	32.1	15.15	123	0
8.2.23	Trademark applications (res + nonres)	0.0	1.08	122	+1
8.2.24	International co-inventions	0.4	0.39	107	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	3.5	41.06	112	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	1.9	14.21	136	-14
8.2.29	Critical thinking	2.4	23.59	129	N/A
8.2.30	Digital skills	3.9	48.10	85	N/A
8.2.31	STEM graduates	30.2	72.30	13	+49
9. Institutional capacity - cross-cutting driver			30.18	127	-2
9.1.01	GLRI statistical fullness	0.8	36.36	115	+8
9.1.02	World Governance Index	-0.8	32.46	112	+8
9.1.03	Statistical Capacity Index	54.4	26.92	84	-13
9.1.04	Social capital	40.2	15.17	130	-5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mauritius

World Bank Inome Group: High
Global Labour Resilience Index 2021

43 **(59.47)**
RANK (SCORE)
GLRI 2016 Rank 38



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**59.84**	**62**	-9
1. Demographics			59.61	86	-2
1.1.01	Share of older population	12.0	59.61	86	-2
2. Country Capabilities			36.36	79	+3
2.1.01	Economic complexity (ECI)	-0.3	36.36	79	+3
3. Economic Development and Macroeconomic Stability			78.45	31	-6
3.1.01	GDP per capita	22,989	68.05	54	+1
3.1.02	Services share of economy	67.3	82.24	18	+3
3.1.03	Dependence on natural resources	0.1	86.55	14	+15
3.1.04	Debt dynamics	78.9	78.85	58	N/A
4. Trade Vulnerability			52.36	73	-9
4.1.01	Concentration of exports (HHI)	0.2	80.89	56	+5
4.1.02	Economics diversity (RCAs)	162	34.68	66	+5
4.1.03	Current account balance	-5.7	41.51	105	-22
5. Inequality			72.34	58	0
5.1.01	Income inequality (Gini coefficient)	35.8	72.34	58	0
Cyclical Subindex			**59.28**	**36**	
6. Absorptive Capacity			57.12	76	-24
6.1 Absorptive Capacity Input			55.90	63	-25
6.1.01	Workers' rights	74.0	72.78	54	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	1.2	1.88	72	-7
6.1.04	Coverage of basic health services	63.0	57.38	93	N/A
6.2 Absorptive Capacity Output			57.52	80	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	53.5	50.90	16	0
6.2.04	Youth unemployment	23.9	32.56	108	0
6.2.05	Youth not in EET	20.5	43.44	78	-1
6.2.06	Low-skilled labour	40.7	67.50	50	+2
6.2.07	Growth of medium jobs	-0.2	23.44	110	+10
6.2.08	Labour income share	45.1	59.77	87	+2
6.2.09	Labour income inequality	4.5	70.16	75	+6
6.2.10	Women in labour force (ratio of LFPR)	62.7	56.78	104	+3
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.9	77.62	74	+1
6.2.13	Physical health	13.6	72.27	86	+15
6.2.14	Mental health	7.4	78.31	39	0
7. Adaptive Capacity			57.93	34	-15
7.1 Adaptive Capacity Input			73.77	13	+3
7.1.01	Hiring & firing practices	4.6	59.75	19	+22
7.1.02	Ease of hiring foreign labour	4.4	55.92	51	N/A
7.1.03	Effect of taxation on incentive to work	5.1	72.02	9	-1
7.1.04	Time dealing with gvt regulation	9.4	71.99	61	+1
7.1.05	Intensity of local competition	5.3	76.05	45	-24
7.1.06	Trade openness	4.9	64.97	30	-3
7.1.07	Applied tariffs	0.8	95.27	7	-2
7.1.08	Paying taxes	93.5	89.08	5	+6
7.1.09	Enforcing contracts	70.4	77.27	25	+14
7.1.10	Property rights	4.9	64.84	36	-6
7.1.11	Insolvency framework	73.8	79.57	26	+6
7.1.12	Time to start a business	4.5	92.66	21	+10
7.1.13	Cost to start a business	1.0	98.94	22	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	2.7	43.25	79	+31

* Rank change from 2016 (5-year change)
Country notes:

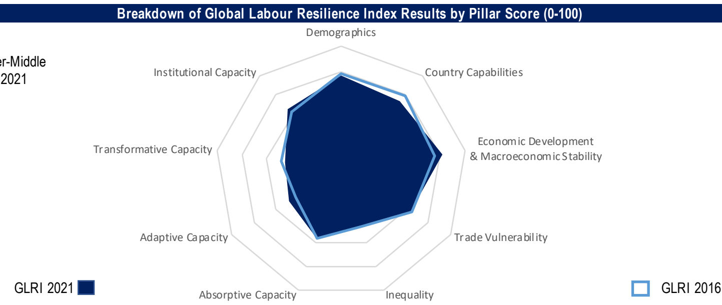
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			42.09	41	-18
7.2.01	ALMP effectiveness	3.7	45.32	51	-17
7.2.02	Formal & informal education & training	1.7	2.05	74	-12
7.2.03	Extent of staff training	4.4	56.84	41	N/A
7.2.04	High-skilled labour	24.9	39.03	60	+3
7.2.05	Skilled labour supply	4.0	50.63	78	N/A
7.2.06	Tertiary education attainment	10.8	22.84	63	N/A
7.2.07	Skillset of graduates	4.3	54.47	50	N/A
7.2.08	New corporate registrations	9.3	60.12	17	-4
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	8.3	8.30	46	-45
7.2.11	Access to loans	4.2	53.43	44	-15
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	65.8	69.99	26	N/A
8. Transformative Capacity			51.77	33	+2
8.1 Transformative Capacity Input			68.83	15	+9
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	66.0	74.69	25	N/A
8.1.03	Global Cybersecurity Index	0.9	94.41	15	N/A
8.1.04	Gvt procurement of technology	3.4	40.04	57	+7
8.1.05	GERD (% of GDP)	0.2	3.85	91	0
8.1.06	Int'l Property Rights (IPR) score	6.2	59.00	38	-5
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.0	61.72	47	+9
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.0	85.72	37	+11
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			34.71	71	-11
8.2.01	ICT access (ICT Development Index)	5.9	59.79	63	0
8.2.02	ICT usage by firms	4.6	59.93	72	+1
8.2.03	ICTs & business model creation	4.4	56.67	78	-24
8.2.04	ICTs & org. model creation	4.2	53.33	63	-11
8.2.05	Scientific & technical journal articles	0.1	4.01	76	-3
8.2.06	Researchers in R&D	474	5.58	69	+10
8.2.07	Technicians in R&D	130	3.96	56	+15
8.2.08	Quality of research institutions	3.6	43.63	82	+6
8.2.09	Industry-university collaboration	3.2	36.61	91	+6
8.2.10	Share of creative goods export	0.0	0.32	84	0
8.2.11	ICT Services Exports	4.2	8.59	85	-13
8.2.12	High-technology net exports	0.0	0.00	115	-20
8.2.13	ICT goods exports	1.8	10.19	52	-39
8.2.14	Medium & high-tech mfg in MVA	5.2	6.39	112	+1
8.2.15	High-tech exports (% of mfg exports)	14.3	20.10	102	+17
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.8	2.67	47	-11
8.2.19	Renewable energy consumption	9.7	11.57	107	-8
8.2.20	CO2 intensity of GDP	0.2	71.11	61	+2
8.2.21	Energy intensity	2.3	91.82	7	+1
8.2.22	Domestic material consumption	7.2	83.31	52	+2
8.2.23	Trademark applications (res + nonres)	1.6	38.36	27	-3
8.2.24	International co-inventions	11.3	11.26	53	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.56	78	+14
8.2.26	Quality of vocational training	4.3	54.64	54	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.1	51.31	46	-6
8.2.29	Critical thinking	3.4	40.15	70	N/A
8.2.30	Digital skills	4.3	55.75	58	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			71.64	28	-5
9.1.01	GLRI statistical fullness	0.9	69.70	54	-1
9.1.02	World Governance Index	0.8	72.49	33	-2
9.1.03	Statistical Capacity Index	85.6	80.77	14	-10
9.1.04	Social capital	57.2	53.88	33	-11

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mexico

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

45 RANK **(58.69)** (SCORE)
GLRI 2016 Rank 43



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**67.87**	**34**	+1
1. Demographics			76.68	66	-2
1.1.01	Share of older population	7.4	76.68	66	-2
2. Country Capabilities			73.36	20	0
2.1.01	Economic complexity (ECI)	1.1	73.36	20	0
3. Economic Development and Macroeconomic Stability			81.87	24	0
3.1.01	GDP per capita	19,746	65.02	58	-2
3.1.02	Services share of economy	60.5	72.19	42	-7
3.1.03	Dependence on natural resources	0.2	85.70	19	-2
3.1.04	Debt dynamics	99.7	99.73	34	N/A
4. Trade Vulnerability			63.20	47	+3
4.1.01	Concentration of exports (HHI)	0.1	88.96	38	-9
4.1.02	Economics diversity (RCAs)	200	43.71	49	-1
4.1.03	Current account balance	-1.9	56.92	60	+8
5. Inequality			46.81	103	0
5.1.01	Income inequality (Gini coefficient)	45.4	46.81	103	0
Cyclical Subindex			**54.11**	**56**	
6. Absorptive Capacity			56.78	82	-32
6.1 Absorptive Capacity Input			59.05	53	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	78.6	78.41	54	-8
6.1.03	Unemployment coverage	14.9	14.90	50	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			56.02	82	+7
6.2.01	Quality of earnings	4.9	0.00	39	0
6.2.02	Quality of working environment	28.9	44.16	18	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.1	80.80	30	+6
6.2.05	Youth not in EET	18.3	49.87	72	+3
6.2.06	Low-skilled labour	50.0	53.36	72	+2
6.2.07	Growth of medium jobs	-0.1	32.36	85	+9
6.2.08	Labour income share	34.6	36.08	124	-1
6.2.09	Labour income inequality	3.6	79.43	49	+13
6.2.10	Women in labour force (ratio of LFPR)	56.3	50.10	116	-1
6.2.11	Gender pay gap	18.8	42.27	36	-6
6.2.12	Longevity	26.2	83.97	47	0
6.2.13	Physical health	15.7	86.94	16	+15
6.2.14	Mental health	8.1	88.96	12	+5
7. Adaptive Capacity			47.23	66	+3
7.1 Adaptive Capacity Input			63.42	50	-4
7.1.01	Hiring & firing practices	3.4	40.46	104	-14
7.1.02	Ease of hiring foreign labour	4.4	56.66	47	N/A
7.1.03	Effect of taxation on incentive to work	3.5	32.99	93	+16
7.1.04	Time dealing with gvt regulation	13.6	59.34	79	-1
7.1.05	Intensity of local competition	5.2	72.32	62	-2
7.1.06	Trade openness	4.7	61.07	43	+20
7.1.07	Applied tariffs	1.2	91.96	12	+72
7.1.08	Paying taxes	65.6	37.79	87	-15
7.1.09	Enforcing contracts	67.0	71.88	36	+14
7.1.10	Property rights	4.0	49.57	91	-8
7.1.11	Insolvency framework	70.3	75.89	31	-7
7.1.12	Time to start a business	8.4	85.50	52	-8
7.1.13	Cost to start a business	17.0	74.63	96	N/A
7.1.14	Ease of getting credit	90.0	90.00	9	+1
7.1.15	Logistics Performance Index	3.1	51.25	49	-1

* Rank change from 2016 (5-year change)
Country notes:

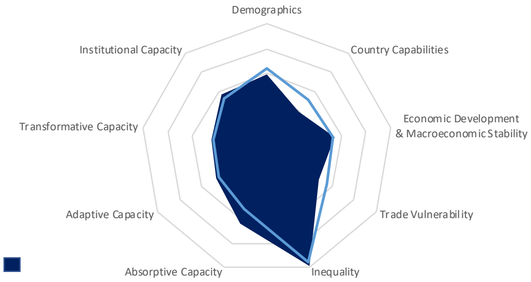
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.04	83	-4
7.2.01	ALMP effectiveness	2.5	25.25	105	-28
7.2.02	Formal & informal education & training	30.4	41.09	35	N/A
7.2.03	Extent of staff training	3.8	47.01	80	N/A
7.2.04	High-skilled labour	20.2	30.99	78	-1
7.2.05	Skilled labour supply	4.2	52.96	65	N/A
7.2.06	Tertiary education attainment	16.0	33.87	47	-2
7.2.07	Skillset of graduates	4.1	51.79	60	N/A
7.2.08	New corporate registrations	1.0	6.39	82	+2
7.2.09	GEI attitudes & perceptions subindex	30.8	27.58	53	-9
7.2.10	Venture capital investments	1.1	1.10	93	-19
7.2.11	Access to loans	3.8	46.06	77	+23
7.2.13	Microfinance loan portfolio	6.8	6.80	33	+25
7.2.14	Depth of financial system	36.9	32.67	70	N/A
8. Transformative Capacity			45.21	56	-11
8.1 Transformative Capacity Input			48.77	75	-24
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	56.2	58.46	62	N/A
8.1.03	Global Cybersecurity Index	0.6	66.89	66	N/A
8.1.04	Gvt procurement of technology	3.1	34.49	88	-14
8.1.05	GERD (% of GDP)	0.5	11.14	60	-1
8.1.06	Int'l Property Rights (IPR) score	5.2	40.95	70	+4
8.1.07	Other R&D incentives	0.0	3.61	37	+5
8.1.08	Gvt exp. on education	5.2	65.02	42	+2
8.1.09	Tertiary education exp. per student	7,570	0.02	28	-9
8.1.10	Pupil-teacher ratio (secondary)	16.9	66.04	78	-10
8.1.11	ICT infrastructure per school	89.8	89.84	42	-17
8.2 Transformative Capacity Output			41.64	38	+1
8.2.01	ICT access (ICT Development Index)	5.2	50.45	73	+7
8.2.02	ICT usage by firms	4.8	63.44	59	+12
8.2.03	ICTs & business model creation	5.1	68.33	31	+32
8.2.04	ICTs & org. model creation	4.5	58.33	47	+10
8.2.05	Scientific & technical journal articles	0.1	5.10	71	-4
8.2.06	Researchers in R&D	244	2.79	78	-6
8.2.07	Technicians in R&D	140	4.27	55	-1
8.2.08	Quality of research institutions	4.3	54.76	44	+10
8.2.09	Industry-university collaboration	3.6	43.57	47	-6
8.2.10	Share of creative goods export	2.1	17.59	25	0
8.2.11	ICT Services Exports	0.3	0.00	130	-3
8.2.12	High-technology net exports	15.0	88.26	8	+2
8.2.13	ICT goods exports	16.1	91.14	8	+1
8.2.14	Medium & high-tech mfg in MVA	41.6	53.08	28	+2
8.2.15	High-tech exports (% of mfg exports)	81.0	100.00	1	0
8.2.16	Robot adoption rate	31.0	9.17	30	N/A
8.2.17	Environmental goods exports & imports	33.0	24.06	9	0
8.2.18	Green patent applications	0.4	1.18	59	+2
8.2.19	Renewable energy consumption	9.5	11.36	109	-3
8.2.20	CO2 intensity of GDP	0.2	63.19	80	+3
8.2.21	Energy intensity	3.4	78.88	35	+8
8.2.22	Domestic material consumption	4.5	90.74	38	0
8.2.23	Trademark applications (res + nonres)	1.1	25.58	51	+2
8.2.24	International co-inventions	9.0	9.02	58	N/A
8.2.25	Patent applications (res + nonres)	0.1	3.00	33	-2
8.2.26	Quality of vocational training	4.2	53.88	59	N/A
8.2.27	PISA scores	416.0	35.90	53	+1
8.2.28	Quality of educational system	3.0	33.35	105	+11
8.2.29	Critical thinking	3.0	33.34	100	N/A
8.2.30	Digital skills	3.8	46.01	96	N/A
8.2.31	STEM graduates	25.5	55.83	27	-7
9. Institutional capacity - cross-cutting driver			65.57	36	+4
9.1.01	GLRI statistical fullness	1.0	100.00	1	+1
9.1.02	World Governance Index	-0.4	43.13	88	-8
9.1.03	Statistical Capacity Index	93.3	94.23	3	+4
9.1.04	Social capital	46.4	29.17	101	+6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Moldova

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

56 **(55.93)**
RANK (SCORE)
GLRI 2016 Rank 58



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**60.20**	**60**	-11
1. Demographics			59.56	87	-4
1.1.01	Share of older population	12.0	59.56	87	-4
2. Country Capabilities			39.13	74	-6
2.1.01	Economic complexity (ECI)	-0.2	39.13	74	-6
3. Economic Development and Macroeconomic Stability			54.78	81	+1
3.1.01	GDP per capita	13,034	56.76	77	+21
3.1.02	Services share of economy	54.2	62.85	76	+10
3.1.03	Dependence on natural resources	0.5	54.41	79	-5
3.1.04	Debt dynamics	49.1	49.15	95	N/A
4. Trade Vulnerability			48.13	88	-22
4.1.01	Concentration of exports (HHI)	0.2	85.01	45	+1
4.1.02	Economics diversity (RCAs)	173	37.29	60	+3
4.1.03	Current account balance	-10.6	22.10	120	-21
5. Inequality			99.20	2	+5
5.1.01	Income inequality (Gini coefficient)	25.7	99.20	2	+5
Cyclical Subindex			**53.79**	**60**	
6. Absorptive Capacity			62.68	53	+19
6.1 Absorptive Capacity Input			55.48	64	N/A
6.1.01	Workers' rights	83.0	83.01	30	N/A
6.1.02	Pension coverage	75.2	74.97	60	N/A
6.1.03	Unemployment coverage	10.5	10.50	54	-7
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			65.07	42	-5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	12.5	65.23	70	-20
6.2.05	Youth not in EET	28.3	20.30	100	+3
6.2.06	Low-skilled labour	52.7	49.21	77	+2
6.2.07	Growth of medium jobs	0.2	54.36	37	-5
6.2.08	Labour income share	58.7	90.44	17	+14
6.2.09	Labour income inequality	3.4	81.88	42	-1
6.2.10	Women in labour force (ratio of LFPR)	88.1	83.21	24	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.3	69.60	90	-1
6.2.13	Physical health	13.3	70.22	91	-1
6.2.14	Mental health	6.7	66.29	76	+6
7. Adaptive Capacity			46.01	76	-23
7.1 Adaptive Capacity Input			61.76	58	-5
7.1.01	Hiring & firing practices	3.8	47.23	68	+27
7.1.02	Ease of hiring foreign labour	4.1	51.31	76	N/A
7.1.03	Effect of taxation on incentive to work	3.4	29.78	104	+2
7.1.04	Time dealing with gvt regulation	6.8	79.82	51	+1
7.1.05	Intensity of local competition	4.8	60.04	96	-2
7.1.06	Trade openness	4.7	61.21	41	+40
7.1.07	Applied tariffs	3.5	72.64	73	-3
7.1.08	Paying taxes	84.7	72.84	29	+27
7.1.09	Enforcing contracts	60.9	62.03	60	-25
7.1.10	Property rights	3.3	38.40	122	-2
7.1.11	Insolvency framework	54.8	59.10	60	-6
7.1.12	Time to start a business	4.0	93.58	12	+10
7.1.13	Cost to start a business	5.6	91.95	59	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-20
7.1.15	Logistics Performance Index	2.5	36.50	109	-17

* Rank change from 2016 (5-year change)
Country notes:

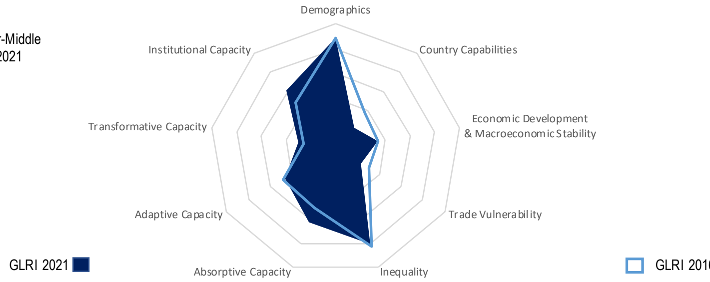
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.27	89	-35
7.2.01	ALMP effectiveness	2.9	31.90	81	+12
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.6	42.78	106	N/A
7.2.04	High-skilled labour	27.2	42.81	53	-2
7.2.05	Skilled labour supply	3.2	36.67	129	N/A
7.2.06	Tertiary education attainment	20.1	42.55	32	+2
7.2.07	Skillset of graduates	3.5	41.11	111	N/A
7.2.08	New corporate registrations	1.9	11.99	59	-6
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.2	37.17	105	-8
7.2.13	Microfinance loan portfolio	0.4	0.40	60	-39
7.2.14	Depth of financial system	23.4	15.30	111	N/A
8. Transformative Capacity			44.72	60	+6
8.1 Transformative Capacity Input			59.62	33	+9
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	44.2	38.71	107	N/A
8.1.03	Global Cybersecurity Index	0.7	70.50	54	N/A
8.1.04	Gvt procurement of technology	2.5	24.91	129	-9
8.1.05	GERD (% of GDP)	0.3	6.78	77	-6
8.1.06	Int'l Property Rights (IPR) score	4.0	21.30	112	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.7	84.92	11	-8
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	9.9	89.50	29	-12
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			29.81	104	+2
8.2.01	ICT access (ICT Development Index)	6.5	67.19	50	+8
8.2.02	ICT usage by firms	4.2	54.10	99	-8
8.2.03	ICTs & business model creation	4.1	51.67	99	+10
8.2.04	ICTs & org. model creation	3.9	48.33	86	+13
8.2.05	Scientific & technical journal articles	0.1	2.07	87	-6
8.2.06	Researchers in R&D	696	8.28	59	-3
8.2.07	Technicians in R&D	60	1.75	71	-7
8.2.08	Quality of research institutions	2.9	31.42	113	+5
8.2.09	Industry-university collaboration	2.7	28.29	118	+2
8.2.10	Share of creative goods export	1.8	15.52	27	0
8.2.11	ICT Services Exports	13.9	30.19	21	-8
8.2.12	High-technology net exports	0.7	4.12	72	+12
8.2.13	ICT goods exports	0.3	1.56	83	+3
8.2.14	Medium & high-tech mfg in MVA	19.5	24.71	75	+7
8.2.15	High-tech exports (% of mfg exports)	37.9	53.26	59	+15
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.7	2.37	50	+16
8.2.19	Renewable energy consumption	26.1	31.04	63	+6
8.2.20	CO2 intensity of GDP	0.2	71.09	62	+2
8.2.21	Energy intensity	7.3	31.03	114	+3
8.2.22	Domestic material consumption	24.9	34.90	114	+1
8.2.23	Trademark applications (res + nonres)	1.1	26.74	50	-6
8.2.24	International co-inventions	4.0	3.98	73	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.69	75	-1
8.2.26	Quality of vocational training	3.5	41.57	109	N/A
8.2.27	PISA scores	424.3	39.18	48	+2
8.2.28	Quality of educational system	3.2	37.29	92	+7
8.2.29	Critical thinking	3.3	38.72	78	N/A
8.2.30	Digital skills	4.5	57.57	53	N/A
8.2.31	STEM graduates	22.3	44.70	50	-3
9. Institutional capacity - cross-cutting driver			56.28	71	-9
9.1.01	GLRI statistical fullness	0.9	60.61	72	-3
9.1.02	World Governance Index	-0.4	43.15	87	+2
9.1.03	Statistical Capacity Index	91.1	90.38	5	-4
9.1.04	Social capital	47.6	31.90	90	+37

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mongolia

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

89 RANK **(50.28)** (SCORE)
GLRI 2016 Rank 98



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.45**	**118**	-14
1. Demographics			88.70	37	0
1.1.01	Share of older population	4.2	88.70	37	0
2. Country Capabilities			22.84	99	-1
2.1.01	Economic complexity (ECI)	-0.9	22.84	99	-1
3. Economic Development and Macroeconomic Stability			34.13	125	-4
3.1.01	GDP per capita	12,310	55.62	82	-7
3.1.02	Services share of economy	39.0	40.16	129	-16
3.1.03	Dependence on natural resources	0.9	4.43	131	-3
3.1.04	Debt dynamics	39.3	39.33	122	N/A
4. Trade Vulnerability			23.12	131	-10
4.1.01	Concentration of exports (HHI)	0.4	53.43	114	+4
4.1.02	Economics diversity (RCAs)	57	9.74	116	+2
4.1.03	Current account balance	-14.6	6.20	126	-20
5. Inequality			80.59	34	-4
5.1.01	Income inequality (Gini coefficient)	32.7	80.59	34	-4
Cyclical Subindex			**51.70**	**72**	
6. Absorptive Capacity			62.21	56	+22
6.1 Absorptive Capacity Input			62.25	49	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	31.0	31.00	31	+19
6.1.04	Coverage of basic health services	62.0	55.74	94	N/A
6.2 Absorptive Capacity Output			62.20	58	-13
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	30.9	78.95	6	-1
6.2.04	Youth unemployment	16.3	54.29	90	-29
6.2.05	Youth not in EET	19.7	45.83	77	-21
6.2.06	Low-skilled labour	52.7	49.20	78	0
6.2.07	Growth of medium jobs	0.3	63.02	25	-1
6.2.08	Labour income share	41.4	51.42	104	+7
6.2.09	Labour income inequality	5.5	60.93	93	-1
6.2.10	Women in labour force (ratio of LFPR)	80.3	75.12	59	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	22.1	63.56	97	0
6.2.13	Physical health	14.1	75.67	69	-11
6.2.14	Mental health	6.7	66.22	78	-2
7. Adaptive Capacity			46.55	72	-30
7.1 Adaptive Capacity Input			53.49	91	-7
7.1.01	Hiring & firing practices	3.8	46.52	78	-23
7.1.02	Ease of hiring foreign labour	3.4	39.29	122	N/A
7.1.03	Effect of taxation on incentive to work	3.1	23.58	113	-21
7.1.04	Time dealing with gvt regulation	19.4	41.87	95	-6
7.1.05	Intensity of local competition	4.5	52.51	115	-37
7.1.06	Trade openness	4.0	49.88	109	-40
7.1.07	Applied tariffs	5.3	58.38	96	-9
7.1.08	Paying taxes	77.3	59.36	56	+9
7.1.09	Enforcing contracts	61.4	62.82	58	-37
7.1.10	Property rights	3.6	44.16	109	-4
7.1.11	Insolvency framework	30.1	32.50	120	-3
7.1.12	Time to start a business	12.0	78.90	73	-18
7.1.13	Cost to start a business	1.4	98.33	31	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+33
7.1.15	Logistics Performance Index	2.4	34.25	120	+3

* Rank change from 2016 (5-year change)
Country notes:

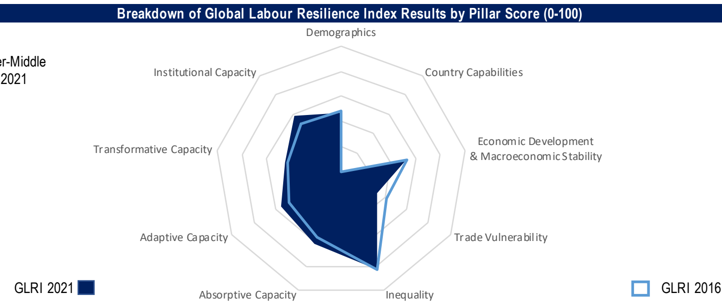
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			39.61	50	-18
7.2.01	ALMP effectiveness	2.8	30.39	90	-9
7.2.02	Formal & informal education & training	0.6	0.63	85	-11
7.2.03	Extent of staff training	3.7	45.80	88	N/A
7.2.04	High-skilled labour	24.7	38.60	62	0
7.2.05	Skilled labour supply	2.8	29.92	133	N/A
7.2.06	Tertiary education attainment	23.7	50.14	24	-3
7.2.07	Skillset of graduates	3.4	40.23	116	N/A
7.2.08	New corporate registrations	5.5	35.93	28	-4
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	54.3	54.30	6	+4
7.2.11	Access to loans	2.9	32.44	118	+17
7.2.13	Microfinance loan portfolio	100.0	100.00	1	0
7.2.14	Depth of financial system	24.7	16.97	109	N/A
8. Transformative Capacity			30.52	123	+3
8.1 Transformative Capacity Input			42.37	95	N/A
8.1.01	Internet & telephony competition laws	n/a	N/A	N/A	N/A
8.1.02	Futrure orientation of gvt	37.2	27.08	121	N/A
8.1.03	Global Cybersecurity Index	0.5	48.90	84	N/A
8.1.04	Gvt procurement of technology	2.8	30.15	109	-21
8.1.05	GERD (% of GDP)	0.1	2.82	99	-4
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.2	64.18	44	+29
8.1.09	Tertiary education exp. per student	1,189	0.00	65	-3
8.1.10	Pupil-teacher ratio (secondary)	14.5	73.97	66	-4
8.1.11	ICT infrastructure per school	91.9	91.88	41	N/A
8.2 Transformative Capacity Output			18.67	134	-5
8.2.01	ICT access (ICT Development Index)	5.0	47.86	76	-5
8.2.02	ICT usage by firms	5.1	67.87	41	+4
8.2.03	ICTs & business model creation	4.1	51.67	99	-20
8.2.04	ICTs & org. model creation	3.6	43.33	101	-2
8.2.05	Scientific & technical journal articles	0.0	1.70	90	-1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.2	36.57	105	-2
8.2.09	Industry-university collaboration	2.6	26.11	124	-14
8.2.10	Share of creative goods export	0.0	0.03	104	0
8.2.11	ICT Services Exports	2.6	5.22	105	+11
8.2.12	High-technology net exports	0.1	0.59	100	-23
8.2.13	ICT goods exports	0.0	0.14	123	-12
8.2.14	Medium & high-tech mfg in MVA	5.4	6.56	110	-8
8.2.15	High-tech exports (% of mfg exports)	1.9	2.66	121	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-26
8.2.19	Renewable energy consumption	3.6	4.23	120	-2
8.2.20	CO2 intensity of GDP	0.8	0.00	128	0
8.2.21	Energy intensity	5.9	47.64	101	-7
8.2.22	Domestic material consumption	43.6	0.00	130	0
8.2.23	Trademark applications (res + nonres)	1.2	28.65	44	+5
8.2.24	International co-inventions	4.4	4.41	69	N/A
8.2.25	Patent applications (res + nonres)	0.0	1.20	57	-10
8.2.26	Quality of vocational training	3.7	44.42	95	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.8	29.97	113	-2
8.2.29	Critical thinking	2.9	31.63	109	N/A
8.2.30	Digital skills	3.8	46.28	92	N/A
8.2.31	STEM graduates	25.3	55.31	28	+42
9. Institutional capacity - cross-cutting driver			61.03	49	+25
9.1.01	GLRI statistical fullness	0.8	57.58	82	-3
9.1.02	World Governance Index	0.0	52.81	59	+8
9.1.03	Statistical Capacity Index	91.1	90.38	4	+45
9.1.04	Social capital	52.1	42.12	59	-6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Montenegro

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

63 RANK **(54.92)** (SCORE)
GLRI 2016 Rank 67



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.27**	**92**	-5
1. Demographics			46.98	101	-3
1.1.01	Share of older population	15.4	46.98	101	-3
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			51.72	90	-6
3.1.01	GDP per capita	21,379	66.60	57	+5
3.1.02	Services share of economy	59.1	70.10	50	-11
3.1.03	Dependence on natural resources	0.6	39.36	96	+1
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			33.33	121	-23
4.1.01	Concentration of exports (HHI)	0.2	79.34	61	+3
4.1.02	Economics diversity (RCAs)	103	20.67	91	-7
4.1.03	Current account balance	-17.1	0.00	127	-9
5. Inequality			82.71	29	0
5.1.01	Income inequality (Gini coefficient)	31.9	82.71	29	0
Cyclical Subindex			**55.75**	**53**	
6. Absorptive Capacity			60.97	61	-7
6.1 Absorptive Capacity Input			56.56	61	N/A
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	52.3	51.87	73	N/A
6.1.03	Unemployment coverage	35.6	35.60	28	-3
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			62.44	56	+7
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	30.7	12.94	123	+2
6.2.05	Youth not in EET	17.3	52.77	65	+5
6.2.06	Low-skilled labour	38.4	71.09	46	-3
6.2.07	Growth of medium jobs	-0.1	26.81	98	+7
6.2.08	Labour income share	45.7	61.12	86	+2
6.2.09	Labour income inequality	3.0	87.28	27	-2
6.2.10	Women in labour force (ratio of LFPR)	74.0	68.59	78	-10
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.3	84.43	45	0
6.2.13	Physical health	14.0	75.06	71	-1
6.2.14	Mental health	7.8	84.31	24	-3
7. Adaptive Capacity			55.05	40	+4
7.1 Adaptive Capacity Input			64.17	48	+13
7.1.01	Hiring & firing practices	4.1	51.24	47	+21
7.1.02	Ease of hiring foreign labour	4.2	54.13	57	N/A
7.1.03	Effect of taxation on incentive to work	4.0	44.57	63	+1
7.1.04	Time dealing with gvt regulation	9.6	71.39	63	0
7.1.05	Intensity of local competition	4.4	50.57	121	+4
7.1.06	Trade openness	4.4	57.29	64	+7
7.1.07	Applied tariffs	3.1	76.54	64	+11
7.1.08	Paying taxes	76.7	58.18	60	+34
7.1.09	Enforcing contracts	66.8	71.47	37	+69
7.1.10	Property rights	4.0	50.05	87	-11
7.1.11	Insolvency framework	66.1	71.36	40	-2
7.1.12	Time to start a business	12.0	78.90	73	-11
7.1.13	Cost to start a business	1.5	98.18	33	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	-8
7.1.15	Logistics Performance Index	2.8	43.75	76	-11

* Rank change from 2016 (5-year change)
Country notes:

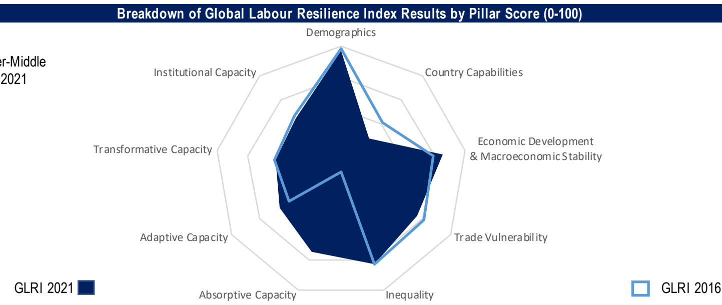
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			45.92	35	+5
7.2.01	ALMP effectiveness	4.0	50.39	40	+23
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.0	49.50	66	N/A
7.2.04	High-skilled labour	36.9	59.12	33	-4
7.2.05	Skilled labour supply	4.0	50.58	79	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	48.75	72	N/A
7.2.08	New corporate registrations	11.3	73.35	9	+12
7.2.09	GEI attitudes & perceptions subindex	31.8	29.05	50	-1
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.6	43.36	83	-36
7.2.13	Microfinance loan portfolio	2.5	2.50	46	-7
7.2.14	Depth of financial system	52.3	52.62	40	N/A
8. Transformative Capacity			45.69	52	+15
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	61.8	67.69	38	N/A
8.1.03	Global Cybersecurity Index	0.6	67.98	64	N/A
8.1.04	Gvt procurement of technology	3.3	37.70	72	-17
8.1.05	GERD (% of GDP)	0.4	8.48	69	+1
8.1.06	Int'l Property Rights (IPR) score	4.7	32.17	95	-14
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	n/a	N/A	N/A	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			39.04	48	0
8.2.01	ICT access (ICT Development Index)	6.4	67.06	51	+5
8.2.02	ICT usage by firms	4.4	56.95	88	-20
8.2.03	ICTs & business model creation	4.5	58.33	71	+1
8.2.04	ICTs & org. model creation	4.2	53.33	63	+15
8.2.05	Scientific & technical journal articles	0.4	16.05	47	0
8.2.06	Researchers in R&D	734	8.74	56	-2
8.2.07	Technicians in R&D	156	4.78	52	+4
8.2.08	Quality of research institutions	3.7	44.52	76	-20
8.2.09	Industry-university collaboration	3.2	36.78	90	-46
8.2.10	Share of creative goods export	0.1	1.15	62	0
8.2.11	ICT Services Exports	3.9	7.92	88	-12
8.2.12	High-technology net exports	0.2	1.18	90	-6
8.2.13	ICT goods exports	0.4	2.53	75	0
8.2.14	Medium & high-tech mfg in MVA	14.9	18.74	89	0
8.2.15	High-tech exports (% of mfg exports)	26.1	36.63	80	+1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-43
8.2.19	Renewable energy consumption	38.1	45.41	44	-2
8.2.20	CO2 intensity of GDP	0.2	69.69	67	+13
8.2.21	Energy intensity	4.2	69.24	60	+7
8.2.22	Domestic material consumption	6.2	86.05	44	+2
8.2.23	Trademark applications (res + nonres)	5.1	100.00	1	0
8.2.24	International co-inventions	18.6	18.55	47	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.40	89	-22
8.2.26	Quality of vocational training	4.0	49.76	75	N/A
8.2.27	PISA scores	422.0	38.26	51	0
8.2.28	Quality of educational system	3.8	46.71	56	-17
8.2.29	Critical thinking	3.6	42.57	59	N/A
8.2.30	Digital skills	4.3	55.29	60	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			58.07	63	+10
9.1.01	GLRI statistical fullness	0.8	48.48	100	-13
9.1.02	World Governance Index	0.1	55.92	54	+3
9.1.03	Statistical Capacity Index	85.6	80.77	14	+42
9.1.04	Social capital	51.3	40.41	64	+8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Morocco

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

88 RANK **(50.58)** (SCORE)
GLRI 2016 Rank 85



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**56.58**	**71**	-2
1. Demographics			77.11	63	-1
1.1.01	Share of older population	7.3	77.11	63	-1
2. Country Capabilities			28.06	93	+1
2.1.01	Economic complexity (ECI)	-0.7	28.06	93	+1
3. Economic Development and Macroeconomic Stability			65.72	51	+12
3.1.01	GDP per capita	7,515	45.80	97	-7
3.1.02	Services share of economy	50.0	56.56	102	+1
3.1.03	Dependence on natural resources	0.2	75.96	41	+9
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			55.53	59	-2
4.1.01	Concentration of exports (HHI)	0.2	85.05	44	+4
4.1.02	Economics diversity (RCAs)	180	38.95	58	+2
4.1.03	Current account balance	-5.5	42.59	102	-43
5. Inequality			62.50	79	-2
5.1.01	Income inequality (Gini coefficient)	39.5	62.50	79	-2
Cyclical Subindex			**47.59**	**88**	
6. Absorptive Capacity			54.12	87	N/A
6.1 Absorptive Capacity Input			58.03	57	N/A
6.1.01	Workers' rights	75.0	73.92	52	N/A
6.1.02	Pension coverage	39.8	39.25	80	-27
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	70.0	68.85	70	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	22.1	37.73	104	-8
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	55.2	45.44	84	+4
6.2.07	Growth of medium jobs	0.4	75.33	18	+1
6.2.08	Labour income share	43.5	56.16	94	-13
6.2.09	Labour income inequality	5.9	58.35	95	-1
6.2.10	Women in labour force (ratio of LFPR)	30.6	23.27	128	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.5	80.42	60	+5
6.2.13	Physical health	12.3	63.84	104	-5
6.2.14	Mental health	4.7	34.79	133	0
7. Adaptive Capacity			45.53	79	+5
7.1 Adaptive Capacity Input			63.20	51	-1
7.1.01	Hiring & firing practices	3.8	47.18	69	+25
7.1.02	Ease of hiring foreign labour	4.3	55.38	53	N/A
7.1.03	Effect of taxation on incentive to work	4.2	49.94	48	-3
7.1.04	Time dealing with gvt regulation	4.6	86.45	33	+4
7.1.05	Intensity of local competition	5.2	72.22	63	-19
7.1.06	Trade openness	4.3	54.97	78	-58
7.1.07	Applied tariffs	3.9	69.99	75	-3
7.1.08	Paying taxes	85.7	74.79	23	+30
7.1.09	Enforcing contracts	60.9	62.12	59	+3
7.1.10	Property rights	4.7	61.62	41	-1
7.1.11	Insolvency framework	52.9	57.12	65	+40
7.1.12	Time to start a business	9.0	84.40	57	-5
7.1.13	Cost to start a business	8.0	88.30	73	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-10
7.1.15	Logistics Performance Index	2.5	38.50	103	-49

* Rank change from 2016 (5-year change)
Country notes:

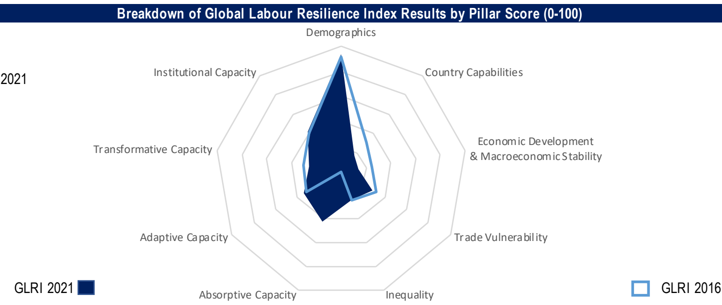
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			27.86	99	-1
7.2.01	ALMP effectiveness	2.1	18.69	120	-25
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.6	43.57	100	N/A
7.2.04	High-skilled labour	9.0	12.27	112	+3
7.2.05	Skilled labour supply	4.0	49.35	88	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.5	40.99	113	N/A
7.2.08	New corporate registrations	1.9	12.25	57	-2
7.2.09	GEI attitudes & perceptions subindex	28.3	23.90	60	+10
7.2.10	Venture capital investments	3.0	3.00	73	+6
7.2.11	Access to loans	3.8	46.54	76	-32
7.2.13	Microfinance loan portfolio	6.4	6.40	34	+9
7.2.14	Depth of financial system	49.9	49.45	45	N/A
8. Transformative Capacity			42.25	73	-5
8.1 Transformative Capacity Input			52.42	63	-10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	60.3	65.17	41	N/A
8.1.03	Global Cybersecurity Index	0.4	44.96	92	N/A
8.1.04	Gvt procurement of technology	3.3	37.54	73	+3
8.1.05	GERD (% of GDP)	0.7	16.52	48	+1
8.1.06	Int'l Property Rights (IPR) score	5.6	48.85	56	+5
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.3	65.33	40	+2
8.1.09	Tertiary education exp. per student	5,929	0.02	37	-5
8.1.10	Pupil-teacher ratio (secondary)	19.4	57.42	93	N/A
8.1.11	ICT infrastructure per school	88.4	88.41	44	N/A
8.2 Transformative Capacity Output			32.08	86	0
8.2.01	ICT access (ICT Development Index)	4.8	45.40	84	0
8.2.02	ICT usage by firms	4.2	53.36	103	+7
8.2.03	ICTs & business model creation	4.6	60.00	59	+20
8.2.04	ICTs & org. model creation	4.1	51.67	71	+25
8.2.05	Scientific & technical journal articles	0.1	5.51	69	+5
8.2.06	Researchers in R&D	1,069	12.81	50	-3
8.2.07	Technicians in R&D	40	1.11	75	-1
8.2.08	Quality of research institutions	3.0	33.80	109	-28
8.2.09	Industry-university collaboration	3.0	33.43	104	-12
8.2.10	Share of creative goods export	0.1	0.71	71	0
8.2.11	ICT Services Exports	8.6	18.44	45	-9
8.2.12	High-technology net exports	1.5	8.83	57	N/A
8.2.13	ICT goods exports	2.2	12.71	44	+3
8.2.14	Medium & high-tech mfg in MVA	27.7	35.29	53	+3
8.2.15	High-tech exports (% of mfg exports)	57.8	81.08	26	+8
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	0.91	68	-6
8.2.19	Renewable energy consumption	10.4	12.41	101	-1
8.2.20	CO2 intensity of GDP	0.2	53.84	96	+1
8.2.21	Energy intensity	3.2	81.32	25	+3
8.2.22	Domestic material consumption	13.6	65.71	89	-1
8.2.23	Trademark applications (res + nonres)	0.4	8.37	97	-4
8.2.24	International co-inventions	1.8	1.77	86	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.66	46	+30
8.2.26	Quality of vocational training	3.8	46.16	90	N/A
8.2.27	PISA scores	368.0	16.98	72	+1
8.2.28	Quality of educational system	2.7	28.56	117	-19
8.2.29	Critical thinking	2.7	29.05	115	N/A
8.2.30	Digital skills	3.9	48.02	86	N/A
8.2.31	STEM graduates	18.4	31.15	74	+3
9. Institutional capacity - cross-cutting driver			44.43	96	-14
9.1.01	GLRI statistical fullness	0.9	60.61	72	+15
9.1.02	World Governance Index	-0.3	44.51	80	-1
9.1.03	Statistical Capacity Index	66.7	48.08	61	-31
9.1.04	Social capital	35.5	4.46	135	-6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Mozambique

World Bank Inome Group: Low
Global Labour Resilience Index 2021

132 **(35.02)**
RANK (SCORE)
GLRI 2016 Rank 127



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**31.68**	**136**	-1
1. Demographics			93.59	20	+8
1.1.01	Share of older population	2.9	93.59	20	+8
2. Country Capabilities			16.70	105	+4
2.1.01	Economic complexity (ECI)	-1.1	16.70	105	+4
3. Economic Development and Macroeconomic Stability			13.54	136	-5
3.1.01	GDP per capita	1,280	10.59	134	-1
3.1.02	Services share of economy	43.2	46.33	122	-23
3.1.03	Dependence on natural resources	0.8	13.65	122	-3
3.1.04	Debt dynamics	0.0	0.00	133	N/A
4. Trade Vulnerability			28.86	125	-8
4.1.01	Concentration of exports (HHI)	0.3	72.32	82	-9
4.1.02	Economics diversity (RCAs)	76	14.25	108	-11
4.1.03	Current account balance	-30.6	0.00	127	0
5. Inequality			23.94	120	+1
5.1.01	Income inequality (Gini coefficient)	54.0	23.94	120	+1
Cyclical Subindex			**36.69**	**121**	
6. Absorptive Capacity			42.12	115	N/A
6.1 Absorptive Capacity Input			23.88	111	N/A
6.1.01	Workers' rights	76.0	75.05	51	N/A
6.1.02	Pension coverage	17.3	16.55	97	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	46.0	29.51	116	N/A
6.2 Absorptive Capacity Output			48.20	104	-2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	86.7	9.72	49	-7
6.2.04	Youth unemployment	6.9	81.38	28	+1
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	86.4	0.00	129	0
6.2.07	Growth of medium jobs	1.0	100.00	1	0
6.2.08	Labour income share	49.7	70.14	60	+2
6.2.09	Labour income inequality	17.3	6.36	125	0
6.2.10	Women in labour force (ratio of LFPR)	97.8	93.40	4	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	15.6	30.50	126	+2
6.2.13	Physical health	8.1	35.09	131	-6
6.2.14	Mental health	6.0	55.45	110	-8
7. Adaptive Capacity			34.16	120	-12
7.1 Adaptive Capacity Input			48.49	108	-15
7.1.01	Hiring & firing practices	3.2	36.30	115	-26
7.1.02	Ease of hiring foreign labour	3.3	38.46	125	N/A
7.1.03	Effect of taxation on incentive to work	3.9	42.49	68	-11
7.1.04	Time dealing with gvt regulation	6.5	80.72	47	-17
7.1.05	Intensity of local competition	4.5	51.81	117	-25
7.1.06	Trade openness	3.4	40.83	127	-78
7.1.07	Applied tariffs	4.2	67.34	78	+1
7.1.08	Paying taxes	64.0	34.97	92	-5
7.1.09	Enforcing contracts	39.8	28.19	126	-16
7.1.10	Property rights	3.7	44.93	105	+5
7.1.11	Insolvency framework	47.8	51.59	76	-16
7.1.12	Time to start a business	17.0	69.72	95	-3
7.1.13	Cost to start a business	18.1	72.96	99	N/A
7.1.14	Ease of getting credit	25.0	25.00	129	-14
7.1.15	Logistics Performance Index	2.7	42.10	86	+44

* Rank change from 2016 (5-year change)
Country notes:

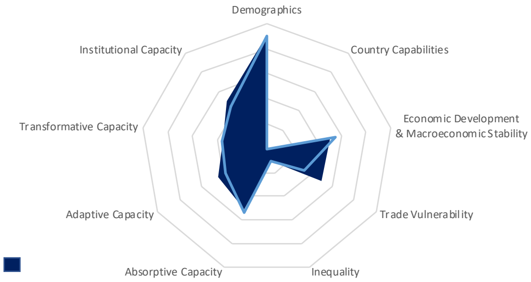
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			19.82	125	N/A
7.2.01	ALMP effectiveness	2.1	17.51	123	-12
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.0	32.93	129	N/A
7.2.04	High-skilled labour	3.9	3.73	129	0
7.2.05	Skilled labour supply	3.3	38.13	125	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	2.8	30.36	133	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	9.0	9.02	44	N/A
7.2.11	Access to loans	2.9	31.96	119	+2
7.2.13	Microfinance loan portfolio	0.2	0.20	64	-16
7.2.14	Depth of financial system	22.8	14.57	115	N/A
8. Transformative Capacity			25.82	130	-9
8.1 Transformative Capacity Input			30.99	111	-11
8.1.01	Internet & telephony competition laws	1.2	58.33	114	+2
8.1.02	Futrure orientation of gvt	34.1	21.90	127	N/A
8.1.03	Global Cybersecurity Index	0.2	15.24	122	N/A
8.1.04	Gvt procurement of technology	2.9	32.29	97	-13
8.1.05	GERD (% of GDP)	0.3	7.62	73	+1
8.1.06	Int'l Property Rights (IPR) score	4.5	29.42	102	-6
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.5	83.14	16	0
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	36.5	0.00	123	-5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			20.65	131	-9
8.2.01	ICT access (ICT Development Index)	2.3	13.62	118	+7
8.2.02	ICT usage by firms	4.1	50.92	109	-4
8.2.03	ICTs & business model creation	3.9	48.33	111	+3
8.2.04	ICTs & org. model creation	3.1	35.00	124	-11
8.2.05	Scientific & technical journal articles	0.0	0.14	129	-3
8.2.06	Researchers in R&D	41	0.33	96	-1
8.2.07	Technicians in R&D	26	0.65	87	-4
8.2.08	Quality of research institutions	2.7	28.66	123	-12
8.2.09	Industry-university collaboration	3.2	37.21	86	-1
8.2.10	Share of creative goods export	0.0	0.00	119	0
8.2.11	ICT Services Exports	3.2	6.40	98	+13
8.2.12	High-technology net exports	0.5	2.94	76	-8
8.2.13	ICT goods exports	0.0	0.23	118	-11
8.2.14	Medium & high-tech mfg in MVA	10.9	13.64	95	0
8.2.15	High-tech exports (% of mfg exports)	15.8	22.17	97	-51
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	59.5	70.79	27	-14
8.2.20	CO2 intensity of GDP	0.2	57.90	91	-18
8.2.21	Energy intensity	13.2	0.00	130	0
8.2.22	Domestic material consumption	28.3	25.36	119	-1
8.2.23	Trademark applications (res + nonres)	0.1	2.44	116	-7
8.2.24	International co-inventions	0.3	0.28	110	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.04	112	-5
8.2.26	Quality of vocational training	3.0	33.62	130	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.7	28.72	116	+1
8.2.29	Critical thinking	2.6	26.28	124	N/A
8.2.30	Digital skills	2.7	28.99	131	N/A
8.2.31	STEM graduates	9.6	0.00	109	-5
9. Institutional capacity - cross-cutting driver			41.30	106	-6
9.1.01	GLRI statistical fullness	0.9	60.61	72	+7
9.1.02	World Governance Index	-0.8	31.92	115	-12
9.1.03	Statistical Capacity Index	64.4	44.23	66	-10
9.1.04	Social capital	48.7	34.41	83	+17

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Namibia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

97 **(47.87)**
RANK (SCORE)
GLRI 2016 Rank 101



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**51.82**	**100**	+14
1. Demographics			90.87	34	-1
1.1.01	Share of older population	3.6	90.87	34	-1
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			51.19	91	-15
3.1.01	GDP per capita	9,637	50.75	90	-8
3.1.02	Services share of economy	59.3	70.41	49	-4
3.1.03	Dependence on natural resources	0.5	45.49	91	-6
3.1.04	Debt dynamics	47.7	47.73	103	N/A
4. Trade Vulnerability			50.54	76	+37
4.1.01	Concentration of exports (HHI)	0.2	76.84	72	+11
4.1.02	Economics diversity (RCAs)	100	19.95	92	0
4.1.03	Current account balance	-2.4	54.84	64	+59
5. Inequality			10.37	123	+1
5.1.01	Income inequality (Gini coefficient)	59.1	10.37	123	+1
Cyclical Subindex			**45.89**	**96**	
6. Absorptive Capacity			51.06	95	-35
6.1 Absorptive Capacity Input			78.02	17	N/A
6.1.01	Workers' rights	82.0	81.88	33	N/A
6.1.02	Pension coverage	98.4	98.39	36	-8
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	62.0	55.74	94	N/A
6.2 Absorptive Capacity Output			42.08	115	+6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	47.0	59.04	12	-1
6.2.04	Youth unemployment	39.5	0.00	129	-1
6.2.05	Youth not in EET	31.8	10.44	111	+1
6.2.06	Low-skilled labour	58.4	40.56	90	+1
6.2.07	Growth of medium jobs	-0.1	33.27	80	0
6.2.08	Labour income share	47.6	65.40	73	+9
6.2.09	Labour income inequality	15.0	13.39	124	+4
6.2.10	Women in labour force (ratio of LFPR)	88.6	83.74	20	+8
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	17.8	41.80	116	+2
6.2.13	Physical health	10.2	49.67	115	+13
6.2.14	Mental health	6.6	65.52	81	+4
7. Adaptive Capacity			44.69	81	+5
7.1 Adaptive Capacity Input			56.93	77	-8
7.1.01	Hiring & firing practices	3.8	46.30	80	+33
7.1.02	Ease of hiring foreign labour	3.3	38.51	124	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.38	39	-15
7.1.04	Time dealing with gvt regulation	3.1	90.96	23	+4
7.1.05	Intensity of local competition	4.7	58.71	102	-4
7.1.06	Trade openness	4.2	54.10	89	-32
7.1.07	Applied tariffs	1.0	93.70	9	-3
7.1.08	Paying taxes	74.5	54.22	69	-3
7.1.09	Enforcing contracts	63.4	66.15	50	-3
7.1.10	Property rights	5.2	70.37	30	+2
7.1.11	Insolvency framework	36.9	39.84	107	-10
7.1.12	Time to start a business	54.0	1.83	129	-1
7.1.13	Cost to start a business	11.3	83.29	80	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-14
7.1.15	Logistics Performance Index	2.7	43.62	78	+13

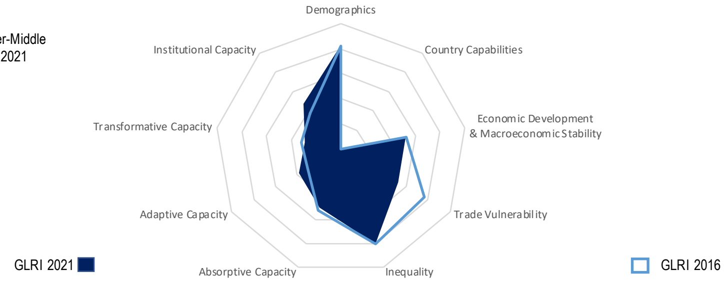
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			32.45	75	+11
7.2.01	ALMP effectiveness	2.8	30.45	89	+3
7.2.02	Formal & informal education & training	7.2	9.49	50	+15
7.2.03	Extent of staff training	4.4	56.33	42	N/A
7.2.04	High-skilled labour	18.5	28.25	83	+4
7.2.05	Skilled labour supply	3.9	48.35	95	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.7	44.82	96	N/A
7.2.08	New corporate registrations	1.2	7.35	77	-5
7.2.09	GEI attitudes & perceptions subindex	32.6	30.25	49	-2
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.9	48.27	67	-1
7.2.13	Microfinance loan portfolio	0.5	0.50	58	+13
7.2.14	Depth of financial system	52.6	52.90	39	N/A
8. Transformative Capacity			35.31	105	0
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.4	69.23	103	-1
8.1.02	Fruture orientation of gvt	64.7	72.57	28	N/A
8.1.03	Global Cybersecurity Index	0.1	11.84	125	N/A
8.1.04	Gvt procurement of technology	3.3	39.14	63	+18
8.1.05	GERD (% of GDP)	0.3	7.68	72	+1
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.1	33.82	102	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	24.6	39.98	101	-4
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			31.43	95	-7
8.2.01	ICT access (ICT Development Index)	3.9	33.98	97	+1
8.2.02	ICT usage by firms	5.0	66.64	47	0
8.2.03	ICTs & business model creation	4.3	55.00	86	-7
8.2.04	ICTs & org. model creation	3.8	46.67	91	-13
8.2.05	Scientific & technical journal articles	0.1	2.45	84	-1
8.2.06	Researchers in R&D	143	1.57	86	-1
8.2.07	Technicians in R&D	63	1.84	67	0
8.2.08	Quality of research institutions	3.5	42.45	86	-6
8.2.09	Industry-university collaboration	3.3	37.96	83	-7
8.2.10	Share of creative goods export	0.0	0.09	93	0
8.2.11	ICT Services Exports	5.1	10.57	72	+33
8.2.12	High-technology net exports	0.0	0.00	115	-55
8.2.13	ICT goods exports	0.3	1.77	82	-8
8.2.14	Medium & high-tech mfg in MVA	7.3	9.10	104	+1
8.2.15	High-tech exports (% of mfg exports)	1.9	2.65	122	-8
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.71	71	+26
8.2.19	Renewable energy consumption	28.1	33.46	60	+1
8.2.20	CO2 intensity of GDP	0.2	69.29	68	-6
8.2.21	Energy intensity	3.5	77.42	40	-8
8.2.22	Domestic material consumption	9.8	76.16	69	0
8.2.23	Trademark applications (res + nonres)	1.5	35.79	32	-5
8.2.24	International co-inventions	3.6	3.64	75	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.35	93	+1
8.2.26	Quality of vocational training	4.0	49.51	76	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.3	37.95	89	+14
8.2.29	Critical thinking	3.4	40.80	67	N/A
8.2.30	Digital skills	3.6	43.90	105	N/A
8.2.31	STEM graduates	13.0	11.97	101	-21
9. Institutional capacity - cross-cutting driver			49.33	86	+3
9.1.01	GLRI statistical fullness	0.9	60.61	72	-8
9.1.02	World Governance Index	0.3	60.20	48	0
9.1.03	Statistical Capacity Index	50.0	19.23	90	+4
9.1.04	Social capital	52.7	43.55	54	-8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Nepal
World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

91 **(50.00)**
RANK (SCORE)
GLRI 2016 Rank 79



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**65.76**	**38**	-12
1. Demographics			82.77	52	+3
1.1.01	Share of older population	5.8	82.77	52	+3
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			52.44	89	-4
3.1.01	GDP per capita	3,417	30.11	115	+5
3.1.02	Services share of economy	50.6	57.43	96	+8
3.1.03	Dependence on natural resources	0.2	76.04	40	+3
3.1.04	Debt dynamics	48.7	48.68	97	N/A
4. Trade Vulnerability			53.30	70	-45
4.1.01	Concentration of exports (HHI)	0.1	90.19	32	+3
4.1.02	Economics diversity (RCAs)	199	43.47	51	+6
4.1.03	Current account balance	-9.6	26.23	119	-118
5. Inequality			80.32	37	+1
5.1.01	Income inequality (Gini coefficient)	32.8	80.32	37	+1
Cyclical Subindex			**42.11**	**106**	
6. Absorptive Capacity			49.60	99	-33
6.1 Absorptive Capacity Input			53.22	70	N/A
6.1.01	Workers' rights	77.0	76.19	49	N/A
6.1.02	Pension coverage	62.5	62.16	69	-21
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	48.0	32.79	111	N/A
6.2 Absorptive Capacity Output			48.40	103	-2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	77.6	21.00	41	+10
6.2.04	Youth unemployment	2.3	94.48	5	+2
6.2.05	Youth not in EET	35.3	0.00	120	-30
6.2.06	Low-skilled labour	82.0	4.73	122	+1
6.2.07	Growth of medium jobs	0.5	78.20	16	0
6.2.08	Labour income share	37.1	41.72	114	-2
6.2.09	Labour income inequality	13.1	20.17	119	-1
6.2.10	Women in labour force (ratio of LFPR)	97.3	92.85	5	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.7	61.66	100	+2
6.2.13	Physical health	11.2	56.23	110	+1
6.2.14	Mental health	6.4	61.34	91	-1
7. Adaptive Capacity			38.41	103	+11
7.1 Adaptive Capacity Input			48.68	107	-3
7.1.01	Hiring & firing practices	3.4	40.25	105	+6
7.1.02	Ease of hiring foreign labour	3.5	42.45	113	N/A
7.1.03	Effect of taxation on incentive to work	4.0	44.34	64	+3
7.1.04	Time dealing with gvt regulation	1.4	96.08	11	0
7.1.05	Intensity of local competition	4.8	60.97	92	-2
7.1.06	Trade openness	3.9	48.61	117	-40
7.1.07	Applied tariffs	12.4	6.77	130	-3
7.1.08	Paying taxes	52.7	14.20	115	-24
7.1.09	Enforcing contracts	45.3	36.98	115	-10
7.1.10	Property rights	4.2	53.58	71	+32
7.1.11	Insolvency framework	47.2	50.92	77	-12
7.1.12	Time to start a business	22.5	59.63	107	-22
7.1.13	Cost to start a business	24.9	62.63	107	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	+72
7.1.15	Logistics Performance Index	2.5	37.75	108	-6

* Rank change from 2016 (5-year change)
Country notes:

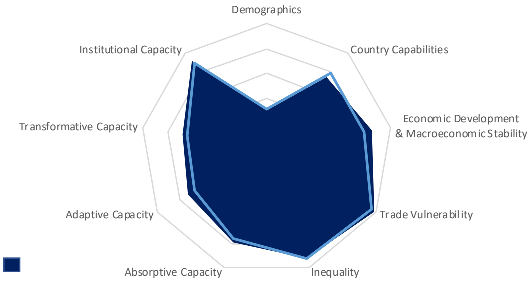
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			28.15	97	+12
7.2.01	ALMP effectiveness	2.8	30.30	92	+17
7.2.02	Formal & informal education & training	2.0	2.45	70	-4
7.2.03	Extent of staff training	3.5	41.74	114	N/A
7.2.04	High-skilled labour	5.3	6.06	125	0
7.2.05	Skilled labour supply	4.0	49.45	87	N/A
7.2.06	Tertiary education attainment	4.6	9.77	76	-2
7.2.07	Skillset of graduates	3.8	46.13	89	N/A
7.2.08	New corporate registrations	1.3	8.60	73	+5
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.9	47.63	71	+37
7.2.13	Microfinance loan portfolio	15.6	15.60	19	+19
7.2.14	Depth of financial system	51.8	51.89	41	N/A
8. Transformative Capacity			28.97	127	-10
8.1 Transformative Capacity Input			27.68	114	-10
8.1.01	Internet & telephony competition laws	1.3	64.29	108	-5
8.1.02	Futrure orientation of gvt	38.4	29.05	119	N/A
8.1.03	Global Cybersecurity Index	0.3	26.43	107	N/A
8.1.04	Gvt procurement of technology	2.8	30.63	106	+12
8.1.05	GERD (% of GDP)	0.3	6.79	76	+2
8.1.06	Int'l Property Rights (IPR) score	4.9	37.14	81	+16
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.4	53.36	63	+30
8.1.09	Tertiary education exp. per student	2,746	0.01	57	-3
8.1.10	Pupil-teacher ratio (secondary)	28.3	27.80	114	-9
8.1.11	ICT infrastructure per school	1.3	1.27	73	-36
8.2 Transformative Capacity Output			30.26	102	-23
8.2.01	ICT access (ICT Development Index)	2.9	20.88	110	0
8.2.02	ICT usage by firms	3.8	46.80	122	0
8.2.03	ICTs & business model creation	3.4	40.00	123	-5
8.2.04	ICTs & org. model creation	3.3	38.33	120	-2
8.2.05	Scientific & technical journal articles	0.0	1.06	94	+2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.7	28.35	124	+2
8.2.09	Industry-university collaboration	2.8	29.49	112	+11
8.2.10	Share of creative goods export	0.0	0.35	83	0
8.2.11	ICT Services Exports	18.0	39.33	13	-6
8.2.12	High-technology net exports	0.1	0.59	100	+13
8.2.13	ICT goods exports	0.6	3.57	69	+60
8.2.14	Medium & high-tech mfg in MVA	8.4	10.43	101	0
8.2.15	High-tech exports (% of mfg exports)	17.0	23.83	95	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	n/a	N/A	N/A	N/A
8.2.19	Renewable energy consumption	76.6	91.17	15	-14
8.2.20	CO2 intensity of GDP	0.1	83.01	30	-21
8.2.21	Energy intensity	7.8	24.32	118	-5
8.2.22	Domestic material consumption	32.3	14.43	124	0
8.2.23	Trademark applications (res + nonres)	0.2	4.54	104	0
8.2.24	International co-inventions	0.8	0.80	96	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.05	106	-4
8.2.26	Quality of vocational training	3.3	38.73	121	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.7	44.24	67	+3
8.2.29	Critical thinking	3.2	35.93	92	N/A
8.2.30	Digital skills	3.7	44.50	102	N/A
8.2.31	STEM graduates	12.9	11.80	102	N/A
9. Institutional capacity - cross-cutting driver			46.85	90	+15
9.1.01	GLRI statistical fullness	0.8	57.58	82	+13
9.1.02	World Governance Index	-0.6	36.82	103	+8
9.1.03	Statistical Capacity Index	74.4	61.54	43	+13
9.1.04	Social capital	49.5	36.18	80	-12

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Netherlands

World Bank Inome Group: High
Global Labour Resilience Index 2021

3 **(78.19)**
RANK (SCORE)
GLRI 2016 Rank 4



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**79.22**	**2**	+1
1. Demographics			31.28	117	-3
1.1.01	Share of older population	19.6	31.28	117	-3
2. Country Capabilities			74.31	19	0
2.1.01	Economic complexity (ECI)	1.2	74.31	19	0
3. Economic Development and Macroeconomic Stability			84.85	19	-3
3.1.01	GDP per capita	57,141	86.17	10	+1
3.1.02	Services share of economy	69.8	85.97	11	0
3.1.03	Dependence on natural resources	0.3	67.82	54	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			99.00	1	+1
4.1.01	Concentration of exports (HHI)	0.1	96.99	7	+1
4.1.02	Economics diversity (RCAs)	440	100.00	1	0
4.1.03	Current account balance	10.8	100.00	1	+12
5. Inequality			92.55	14	-1
5.1.01	Income inequality (Gini coefficient)	28.2	92.55	14	-1
Cyclical Subindex			**77.68**	**2**	
6. Absorptive Capacity			78.45	5	-1
6.1 Absorptive Capacity Input			89.50	6	0
6.1.01	Workers' rights	95.0	96.66	9	N/A
6.1.02	Pension coverage	99.0	98.99	34	-8
6.1.03	Unemployment coverage	73.0	70.84	8	-1
6.1.04	Coverage of basic health services	86.0	95.08	6	N/A
6.2 Absorptive Capacity Output			74.77	3	+2
6.2.01	Quality of earnings	28.6	86.12	5	0
6.2.02	Quality of working environment	23.4	27.98	32	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	6.4	82.86	25	+32
6.2.05	Youth not in EET	4.3	91.56	3	+5
6.2.06	Low-skilled labour	29.7	84.25	26	+1
6.2.07	Growth of medium jobs	-0.2	25.65	107	-7
6.2.08	Labour income share	63.9	100.00	1	0
6.2.09	Labour income inequality	3.1	85.98	31	+3
6.2.10	Women in labour force (ratio of LFPR)	84.3	79.33	42	+1
6.2.11	Gender pay gap	14.1	56.54	28	-2
6.2.12	Longevity	28.3	94.81	17	-1
6.2.13	Physical health	15.6	86.31	19	-1
6.2.14	Mental health	7.0	70.57	63	+1
7. Adaptive Capacity			72.28	8	+7
7.1 Adaptive Capacity Input			75.01	10	+5
7.1.01	Hiring & firing practices	4.8	64.01	11	+74
7.1.02	Ease of hiring foreign labour	4.8	63.16	17	N/A
7.1.03	Effect of taxation on incentive to work	4.0	45.41	61	+21
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.9	92.65	5	+6
7.1.06	Trade openness	5.3	71.47	6	+11
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	87.6	78.20	19	+2
7.1.09	Enforcing contracts	59.9	60.54	64	-51
7.1.10	Property rights	6.2	86.84	7	+2
7.1.11	Insolvency framework	84.4	91.08	7	+1
7.1.12	Time to start a business	3.5	94.50	7	0
7.1.13	Cost to start a business	4.4	93.77	51	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-10
7.1.15	Logistics Performance Index	4.0	75.50	6	-4

* Rank change from 2016 (5-year change)
Country notes:

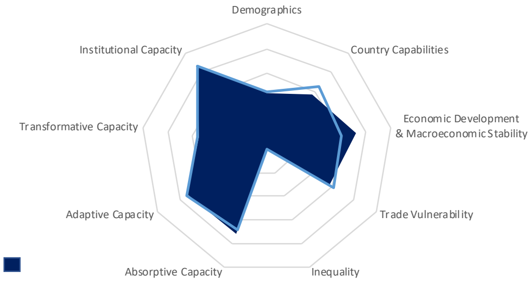
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			69.56	7	+9
7.2.01	ALMP effectiveness	5.2	69.19	10	0
7.2.02	Formal & informal education & training	64.1	86.83	4	+3
7.2.03	Extent of staff training	5.3	72.44	5	N/A
7.2.04	High-skilled labour	48.6	78.80	9	0
7.2.05	Skilled labour supply	4.8	63.54	24	N/A
7.2.06	Tertiary education attainment	31.1	65.75	13	-2
7.2.07	Skillset of graduates	5.5	75.01	3	N/A
7.2.08	New corporate registrations	6.4	41.63	24	-1
7.2.09	GEI attitudes & perceptions subindex	77.4	96.04	6	-2
7.2.10	Venture capital investments	46.9	46.91	10	+17
7.2.11	Access to loans	4.3	54.57	42	+4
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	76.7	84.04	17	N/A
8. Transformative Capacity			67.85	7	+7
8.1 Transformative Capacity Input			73.04	8	+6
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	78.1	94.64	3	N/A
8.1.03	Global Cybersecurity Index	0.9	94.96	13	N/A
8.1.04	Gvt procurement of technology	4.1	51.64	18	+9
8.1.05	GERD (% of GDP)	2.0	47.63	16	+1
8.1.06	Int'l Property Rights (IPR) score	8.3	93.84	8	+1
8.1.07	Other R&D incentives	0.0	6.48	30	+6
8.1.08	Gvt exp. on education	5.4	67.35	33	+2
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	14.5	73.89	67	-6
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			62.66	9	+2
8.2.01	ICT access (ICT Development Index)	8.5	93.64	6	+2
8.2.02	ICT usage by firms	6.0	82.56	6	+3
8.2.03	ICTs & business model creation	6.0	83.33	3	+1
8.2.04	ICTs & org. model creation	5.8	80.00	3	0
8.2.05	Scientific & technical journal articles	1.8	71.95	9	-1
8.2.06	Researchers in R&D	5,605	67.88	10	+5
8.2.07	Technicians in R&D	2,038	64.31	7	0
8.2.08	Quality of research institutions	6.1	84.80	4	+2
8.2.09	Industry-university collaboration	5.6	76.12	5	+4
8.2.10	Share of creative goods export	3.9	33.27	14	0
8.2.11	ICT Services Exports	9.4	20.23	41	+4
8.2.12	High-technology net exports	11.2	65.90	15	-2
8.2.13	ICT goods exports	11.0	62.16	13	+4
8.2.14	Medium & high-tech mfg in MVA	48.5	61.96	14	0
8.2.15	High-tech exports (% of mfg exports)	55.6	78.08	31	-2
8.2.16	Robot adoption rate	153.0	49.12	11	N/A
8.2.17	Environmental goods exports & imports	31.0	22.46	10	0
8.2.18	Green patent applications	23.7	80.30	12	-2
8.2.19	Renewable energy consumption	6.5	7.74	113	-1
8.2.20	CO2 intensity of GDP	0.2	66.82	73	+1
8.2.21	Energy intensity	3.7	74.61	47	+4
8.2.22	Domestic material consumption	1.7	98.42	12	0
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	94.7	94.66	11	N/A
8.2.25	Patent applications (res + nonres)	0.1	3.42	29	0
8.2.26	Quality of vocational training	5.6	77.13	3	N/A
8.2.27	PISA scores	502.3	69.92	13	-2
8.2.28	Quality of educational system	5.4	74.13	6	+2
8.2.29	Critical thinking	5.4	72.93	3	N/A
8.2.30	Digital skills	5.6	77.11	4	N/A
8.2.31	STEM graduates	14.1	16.07	99	-8
9. Institutional capacity - cross-cutting driver			91.67	3	+2
9.1.01	GLRI statistical fullness	0.9	81.82	17	+3
9.1.02	World Governance Index	1.7	96.91	7	+2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	73.3	90.42	6	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

New Zealand

World Bank Inome Group: High
Global Labour Resilience Index 2021

23 RANK **(67.26)** (SCORE)
GLRI 2016 Rank 21



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**58.70**	**63**	+4
1. Demographics			44.73	103	+1
1.1.01	Share of older population	16.0	44.73	103	+1
2. Country Capabilities			56.37	46	-5
2.1.01	Economic complexity (ECI)	0.5	56.37	46	-5
3. Economic Development and Macroeconomic Stability			72.12	41	+20
3.1.01	GDP per capita	42,888	80.46	25	+1
3.1.02	Services share of economy	65.6	79.71	22	+2
3.1.03	Dependence on natural resources	0.7	32.09	101	-2
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			58.09	55	0
4.1.01	Concentration of exports (HHI)	0.2	84.02	49	-2
4.1.02	Economics diversity (RCAs)	188	40.86	55	-3
4.1.03	Current account balance	-3.8	49.41	85	-18
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**71.54**	**13**	
6. Absorptive Capacity			71.88	16	-1
6.1 Absorptive Capacity Input			81.87	13	0
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	44.9	44.90	19	-3
6.1.04	Coverage of basic health services	87.0	96.72	2	N/A
6.2 Absorptive Capacity Output			68.56	26	-3
6.2.01	Quality of earnings	17.7	46.66	17	+3
6.2.02	Quality of working environment	21.6	22.90	35	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.2	68.85	60	+7
6.2.05	Youth not in EET	11.4	70.21	38	-2
6.2.06	Low-skilled labour	26.6	88.93	13	0
6.2.07	Growth of medium jobs	-0.1	29.34	91	-2
6.2.08	Labour income share	51.2	73.52	53	+11
6.2.09	Labour income inequality	4.2	73.34	68	+1
6.2.10	Women in labour force (ratio of LFPR)	86.0	81.05	31	+4
6.2.11	Gender pay gap	6.5	79.96	13	0
6.2.12	Longevity	28.6	96.04	15	-1
6.2.13	Physical health	16.5	92.30	5	-1
6.2.14	Mental health	6.8	68.13	72	+3
7. Adaptive Capacity			72.93	5	+1
7.1 Adaptive Capacity Input			78.81	3	-1
7.1.01	Hiring & firing practices	4.2	52.81	38	-7
7.1.02	Ease of hiring foreign labour	3.7	45.51	99	N/A
7.1.03	Effect of taxation on incentive to work	4.7	64.06	16	-5
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.4	76.59	44	-21
7.1.06	Trade openness	5.5	74.45	3	0
7.1.07	Applied tariffs	1.4	90.80	13	-1
7.1.08	Paying taxes	91.1	84.63	9	+11
7.1.09	Enforcing contracts	71.5	79.05	20	-14
7.1.10	Property rights	6.3	88.45	5	+2
7.1.11	Insolvency framework	69.5	74.95	33	-6
7.1.12	Time to start a business	0.5	100.00	1	0
7.1.13	Cost to start a business	0.3	100.00	1	N/A
7.1.14	Ease of getting credit	100.0	100.00	1	0
7.1.15	Logistics Performance Index	3.9	72.00	14	+7

* Rank change from 2016 (5-year change)
Country notes:

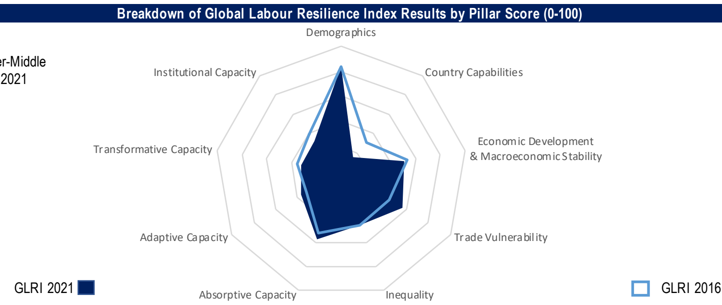
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			67.06	14	-7
7.2.01	ALMP effectiveness	4.8	62.91	19	-7
7.2.02	Formal & informal education & training	67.2	91.07	3	+1
7.2.03	Extent of staff training	4.8	62.86	25	N/A
7.2.04	High-skilled labour	46.1	74.64	17	-1
7.2.05	Skilled labour supply	4.1	52.47	70	N/A
7.2.06	Tertiary education attainment	28.1	59.41	17	+1
7.2.07	Skillset of graduates	5.0	66.91	16	N/A
7.2.08	New corporate registrations	17.8	98.27	2	-1
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	25.4	25.40	20	+9
7.2.11	Access to loans	5.7	77.92	1	+9
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	62.5	65.74	28	N/A
8. Transformative Capacity			54.64	22	+3
8.1 Transformative Capacity Input			58.32	38	-5
8.1.01	Internet & telephony competition laws	1.5	76.47	99	0
8.1.02	Frutture orientation of gvt	60.7	65.93	40	N/A
8.1.03	Global Cybersecurity Index	0.8	84.43	38	N/A
8.1.04	Gvt procurement of technology	3.8	46.64	30	+39
8.1.05	GERD (% of GDP)	1.3	29.46	27	+2
8.1.06	Int'l Property Rights (IPR) score	8.6	98.99	2	+2
8.1.07	Other R&D incentives	0.1	23.84	11	+6
8.1.08	Gvt exp. on education	6.3	80.56	18	+2
8.1.09	Tertiary education exp. per student	10,282	0.03	21	-9
8.1.10	Pupil-teacher ratio (secondary)	13.6	76.87	63	-7
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			50.96	22	-1
8.2.01	ICT access (ICT Development Index)	8.3	91.57	12	+3
8.2.02	ICT usage by firms	5.6	77.22	23	-7
8.2.03	ICTs & business model creation	5.4	73.33	22	-9
8.2.04	ICTs & org. model creation	5.3	71.67	15	-3
8.2.05	Scientific & technical journal articles	1.6	66.21	10	+2
8.2.06	Researchers in R&D	5,530	66.96	11	+11
8.2.07	Technicians in R&D	1,276	40.21	15	+4
8.2.08	Quality of research institutions	5.6	77.05	15	+4
8.2.09	Industry-university collaboration	4.8	63.87	15	+1
8.2.10	Share of creative goods export	0.1	1.08	63	0
8.2.11	ICT Services Exports	3.5	7.11	91	-2
8.2.12	High-technology net exports	1.0	5.88	66	-12
8.2.13	ICT goods exports	1.0	5.78	63	-3
8.2.14	Medium & high-tech mfg in MVA	18.5	23.46	79	-2
8.2.15	High-tech exports (% of mfg exports)	16.9	23.76	96	-6
8.2.16	Robot adoption rate	49.0	15.06	26	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	5.3	17.80	27	-3
8.2.19	Renewable energy consumption	30.4	36.24	55	-1
8.2.20	CO2 intensity of GDP	0.2	68.44	71	+1
8.2.21	Energy intensity	5.0	58.74	83	+3
8.2.22	Domestic material consumption	3.9	92.21	35	0
8.2.23	Trademark applications (res + nonres)	5.1	100.00	1	0
8.2.24	International co-inventions	62.6	62.56	20	N/A
8.2.25	Patent applications (res + nonres)	1.3	20.78	5	0
8.2.26	Quality of vocational training	4.8	63.18	25	N/A
8.2.27	PISA scores	502.7	70.05	12	+1
8.2.28	Quality of educational system	5.4	72.57	10	-3
8.2.29	Critical thinking	5.1	68.23	7	N/A
8.2.30	Digital skills	4.9	65.52	29	N/A
8.2.31	STEM graduates	21.2	40.73	57	+4
9. Institutional capacity - cross-cutting driver			86.48	8	-1
9.1.01	GLRI statistical fullness	0.8	57.58	82	-3
9.1.02	World Governance Index	1.8	100.00	1	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	73.2	90.18	7	-3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Nicaragua

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

108 **(43.93)**
RANK (SCORE)
GLRI 2016 Rank 108



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**48.19**	**113**	+2
1. Demographics			83.98	51	+1
1.1.01	Share of older population	5.5	83.98	51	+1
2. Country Capabilities			15.01	107	+3
2.1.01	Economic complexity (ECI)	-1.2	15.01	107	+3
3. Economic Development and Macroeconomic Stability			51.03	92	-9
3.1.01	GDP per capita	5,407	39.25	103	0
3.1.02	Services share of economy	49.7	56.05	105	+3
3.1.03	Dependence on natural resources	0.4	63.20	63	+3
3.1.04	Debt dynamics	48.1	48.14	102	N/A
4. Trade Vulnerability			56.76	56	+38
4.1.01	Concentration of exports (HHI)	0.2	79.29	62	+3
4.1.02	Economics diversity (RCAs)	117	23.99	85	+3
4.1.03	Current account balance	0.6	67.01	37	+80
5. Inequality			44.68	105	0
5.1.01	Income inequality (Gini coefficient)	46.2	44.68	105	0
Cyclical Subindex			**41.80**	**107**	
6. Absorptive Capacity			57.10	77	-8
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	23.7	23.01	89	-31
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	73.0	73.77	61	N/A
6.2 Absorptive Capacity Output			60.01	69	-8
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	74.9	24.36	37	-4
6.2.04	Youth unemployment	13.0	63.87	72	-28
6.2.05	Youth not in EET	1.4	100.00	1	+1
6.2.06	Low-skilled labour	65.9	29.21	107	-3
6.2.07	Growth of medium jobs	0.0	40.63	64	-5
6.2.08	Labour income share	58.6	90.21	18	+2
6.2.09	Labour income inequality	9.7	34.74	113	0
6.2.10	Women in labour force (ratio of LFPR)	59.0	52.86	114	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.8	77.26	75	+2
6.2.13	Physical health	14.6	79.43	52	+13
6.2.14	Mental health	6.8	67.53	73	-14
7. Adaptive Capacity			36.17	113	-3
7.1 Adaptive Capacity Input			48.27	110	-8
7.1.01	Hiring & firing practices	4.0	49.79	56	-21
7.1.02	Ease of hiring foreign labour	4.7	62.29	22	N/A
7.1.03	Effect of taxation on incentive to work	3.4	30.76	99	+12
7.1.04	Time dealing with gvt regulation	11.1	66.87	70	+25
7.1.05	Intensity of local competition	4.6	55.46	110	+10
7.1.06	Trade openness	4.0	50.62	107	+12
7.1.07	Applied tariffs	2.0	85.82	54	-2
7.1.08	Paying taxes	52.7	14.14	116	+2
7.1.09	Enforcing contracts	58.6	58.36	67	-12
7.1.10	Property rights	3.5	40.94	119	0
7.1.11	Insolvency framework	41.1	44.33	91	-4
7.1.12	Time to start a business	14.0	75.23	83	-10
7.1.13	Cost to start a business	65.4	1.12	127	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-18
7.1.15	Logistics Performance Index	2.5	38.28	104	-11

* Rank change from 2016 (5-year change)
Country notes:

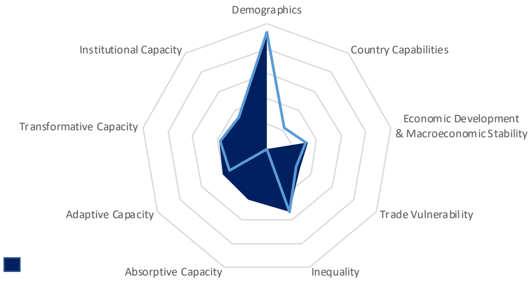
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.07	112	-8
7.2.01	ALMP effectiveness	1.7	11.45	132	-15
7.2.02	Formal & informal education & training	3.6	4.63	59	-6
7.2.03	Extent of staff training	3.4	40.43	119	N/A
7.2.04	High-skilled labour	14.2	20.94	94	+1
7.2.05	Skilled labour supply	3.3	38.63	123	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.3	37.77	127	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	4.0	4.00	62	-9
7.2.11	Access to loans	3.9	47.52	72	-7
7.2.13	Microfinance loan portfolio	18.3	18.30	17	-1
7.2.14	Depth of financial system	24.8	17.05	108	N/A
8. Transformative Capacity			32.18	117	-9
8.1 Transformative Capacity Input			32.68	109	-12
8.1.01	Internet & telephony competition laws	1.9	94.12	70	-3
8.1.02	Frutture orientation of gvt	41.2	33.61	112	N/A
8.1.03	Global Cybersecurity Index	0.1	12.06	124	N/A
8.1.04	Gvt procurement of technology	2.5	25.56	128	-15
8.1.05	GERD (% of GDP)	0.1	2.22	108	-1
8.1.06	Int'l Property Rights (IPR) score	4.3	25.73	108	-7
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.1	48.56	70	+5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	30.8	19.16	119	-12
8.1.11	ICT infrastructure per school	33.1	33.14	65	-32
8.2 Transformative Capacity Output			31.67	92	-8
8.2.01	ICT access (ICT Development Index)	3.3	25.94	102	-1
8.2.02	ICT usage by firms	4.0	49.22	116	+3
8.2.03	ICTs & business model creation	3.9	48.33	111	+16
8.2.04	ICTs & org. model creation	3.6	43.33	101	+17
8.2.05	Scientific & technical journal articles	0.0	0.23	120	+2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.1	19.11	134	-14
8.2.09	Industry-university collaboration	2.7	28.01	120	-8
8.2.10	Share of creative goods export	0.0	0.03	105	0
8.2.11	ICT Services Exports	11.2	24.11	29	-7
8.2.12	High-technology net exports	0.2	1.18	90	+5
8.2.13	ICT goods exports	0.1	0.43	109	+5
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	47.2	56.15	34	+1
8.2.20	CO2 intensity of GDP	0.2	74.36	52	0
8.2.21	Energy intensity	5.0	58.74	83	+5
8.2.22	Domestic material consumption	16.2	58.56	96	0
8.2.23	Trademark applications (res + nonres)	1.2	27.95	45	-8
8.2.24	International co-inventions	0.6	0.56	99	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.55	82	+3
8.2.26	Quality of vocational training	3.1	34.34	129	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.3	21.21	132	-8
8.2.29	Critical thinking	2.6	25.91	125	N/A
8.2.30	Digital skills	3.2	36.38	124	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			32.32	121	-19
9.1.01	GLRI statistical fullness	0.8	51.52	96	-1
9.1.02	World Governance Index	-0.9	28.41	122	-25
9.1.03	Statistical Capacity Index	51.1	21.15	88	-23
9.1.04	Social capital	47.6	31.87	91	-25

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Nigeria

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

128 **(39.15)**
RANK (SCORE)
GLRI 2016 Rank 115



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**38.94**	**132**	0
1. Demographics			94.09	17	-2
1.1.01	Share of older population	2.7	94.09	17	-2
2. Country Capabilities			0.09	120	0
2.1.01	Economic complexity (ECI)	-1.8	0.09	120	0
3. Economic Development and Macroeconomic Stability			33.30	127	0
3.1.01	GDP per capita	5,135	38.22	108	-8
3.1.02	Services share of economy	49.7	56.11	104	-48
3.1.03	Dependence on natural resources	1.0	1.07	134	+2
3.1.04	Debt dynamics	49.2	49.18	94	N/A
4. Trade Vulnerability			30.25	124	+1
4.1.01	Concentration of exports (HHI)	0.8	11.65	134	-3
4.1.02	Economics diversity (RCAs)	55	9.26	118	+8
4.1.03	Current account balance	1.3	69.84	34	+40
5. Inequality			53.19	96	0
5.1.01	Income inequality (Gini coefficient)	43.0	53.19	96	0
Cyclical Subindex			**39.26**	**113**	
6. Absorptive Capacity			42.65	114	N/A
6.1 Absorptive Capacity Input			17.25	116	N/A
6.1.01	Workers' rights	65.0	62.54	89	N/A
6.1.02	Pension coverage	7.0	6.16	112	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	42.0	22.95	124	N/A
6.2 Absorptive Capacity Output			51.11	97	-12
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	14.0	61.04	76	-43
6.2.05	Youth not in EET	31.4	27.46	90	-10
6.2.06	Low-skilled labour	51.1	51.68	74	-1
6.2.07	Growth of medium jobs	0.3	60.39	28	-7
6.2.08	Labour income share	66.5	100.00	1	0
6.2.09	Labour income inequality	10.6	30.69	115	-1
6.2.10	Women in labour force (ratio of LFPR)	82.7	77.64	48	-11
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	10.3	4.19	135	-1
6.2.13	Physical health	10.5	51.50	113	+4
6.2.14	Mental health	5.4	46.54	124	+3
7. Adaptive Capacity			40.20	94	+5
7.1 Adaptive Capacity Input			56.92	78	+7
7.1.01	Hiring & firing practices	4.6	60.62	16	-8
7.1.02	Ease of hiring foreign labour	4.5	58.81	35	N/A
7.1.03	Effect of taxation on incentive to work	5.1	73.36	7	+5
7.1.04	Time dealing with gvt regulation	7.5	77.71	54	+2
7.1.05	Intensity of local competition	5.1	69.08	69	-23
7.1.06	Trade openness	4.8	63.05	32	+3
7.1.07	Applied tariffs	8.5	31.35	111	+1
7.1.08	Paying taxes	53.5	15.67	114	+8
7.1.09	Enforcing contracts	57.9	57.27	72	+11
7.1.10	Property rights	3.8	46.28	101	-6
7.1.11	Insolvency framework	30.6	33.00	118	-7
7.1.12	Time to start a business	7.2	87.71	43	+68
7.1.13	Cost to start a business	28.8	56.71	109	N/A
7.1.14	Ease of getting credit	85.0	85.00	13	+32
7.1.15	Logistics Performance Index	2.5	38.25	105	-31

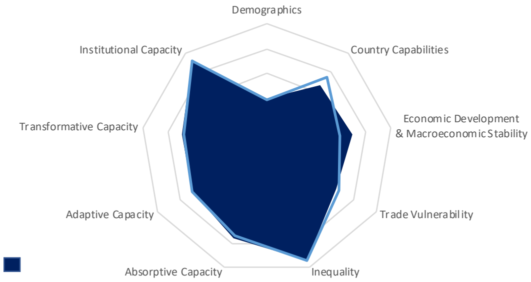
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			23.47	116	-19
7.2.01	ALMP effectiveness	2.1	18.86	117	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.6	44.07	96	N/A
7.2.04	High-skilled labour	30.4	48.18	45	+1
7.2.05	Skilled labour supply	3.9	49.10	91	N/A
7.2.06	Tertiary education attainment	9.0	19.11	68	-4
7.2.07	Skillset of graduates	2.9	32.06	130	N/A
7.2.08	New corporate registrations	0.8	5.23	85	-6
7.2.09	GEI attitudes & perceptions subindex	23.6	16.99	75	-3
7.2.10	Venture capital investments	3.7	3.70	66	+20
7.2.11	Access to loans	2.6	26.40	126	+4
7.2.13	Microfinance loan portfolio	13.1	13.10	25	+33
7.2.14	Depth of financial system	15.3	4.87	129	N/A
8. Transformative Capacity			38.40	90	+7
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	37.2	27.03	122	N/A
8.1.03	Global Cybersecurity Index	0.7	69.19	59	N/A
8.1.04	Gvt procurement of technology	2.9	32.15	98	+5
8.1.05	GERD (% of GDP)	0.2	4.82	88	+1
8.1.06	Int'l Property Rights (IPR) score	3.9	19.97	114	+2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	n/a	N/A	N/A	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	23.2	44.77	99	-5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			34.24	79	-7
8.2.01	ICT access (ICT Development Index)	2.6	17.25	112	-4
8.2.02	ICT usage by firms	4.4	56.74	89	-4
8.2.03	ICTs & business model creation	4.3	55.00	86	-18
8.2.04	ICTs & org. model creation	3.8	46.67	91	-13
8.2.05	Scientific & technical journal articles	0.0	1.06	95	+5
8.2.06	Researchers in R&D	39	0.30	99	-1
8.2.07	Technicians in R&D	13	0.23	93	-5
8.2.08	Quality of research institutions	2.8	29.28	121	-5
8.2.09	Industry-university collaboration	2.5	25.26	130	-11
8.2.10	Share of creative goods export	0.0	0.02	106	0
8.2.11	ICT Services Exports	5.8	12.11	66	+40
8.2.12	High-technology net exports	0.0	0.00	115	-20
8.2.13	ICT goods exports	0.0	0.00	128	-1
8.2.14	Medium & high-tech mfg in MVA	33.4	42.59	43	+1
8.2.15	High-tech exports (% of mfg exports)	53.6	75.26	36	+56
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.03	90	+3
8.2.19	Renewable energy consumption	82.6	98.30	11	-1
8.2.20	CO2 intensity of GDP	0.1	81.31	32	-3
8.2.21	Energy intensity	6.4	41.41	111	-13
8.2.22	Domestic material consumption	8.4	79.87	61	-1
8.2.23	Trademark applications (res + nonres)	0.1	1.26	121	-7
8.2.24	International co-inventions	0.1	0.12	114	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.04	111	-14
8.2.26	Quality of vocational training	2.8	30.46	132	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.8	29.78	114	+1
8.2.29	Critical thinking	2.4	23.71	128	N/A
8.2.30	Digital skills	3.4	40.38	117	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			33.72	120	-9
9.1.01	GLRI statistical fullness	0.8	51.52	96	-1
9.1.02	World Governance Index	-1.1	24.23	129	-1
9.1.03	Statistical Capacity Index	56.7	30.77	80	-16
9.1.04	Social capital	52.0	42.01	60	+3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Norway

World Bank Inome Group: High
Global Labour Resilience Index 2021



10 RANK **(73.67)** (SCORE)
GLRI 2016 Rank 9

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**68.28**	**31**	+1
1. Demographics			39.97	108	+2
1.1.01	Share of older population	17.3	39.97	108	+2
2. Country Capabilities			66.33	32	-8
2.1.01	Economic complexity (ECI)	0.8	66.33	32	-8
3. Economic Development and Macroeconomic Stability			69.17	47	+19
3.1.01	GDP per capita	63,633	88.31	7	-1
3.1.02	Services share of economy	57.7	68.04	58	+3
3.1.03	Dependence on natural resources	0.8	19.75	114	-8
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			63.20	48	-5
4.1.01	Concentration of exports (HHI)	0.3	66.26	93	+1
4.1.02	Economics diversity (RCAs)	143	30.17	74	-1
4.1.03	Current account balance	7.2	93.16	11	-3
5. Inequality			94.41	8	+1
5.1.01	Income inequality (Gini coefficient)	27.5	94.41	8	+1
Cyclical Subindex			**76.37**	**6**	
6. Absorptive Capacity			76.11	7	+2
6.1 Absorptive Capacity Input			87.65	7	0
6.1.01	Workers' rights	97.0	98.93	2	N/A
6.1.02	Pension coverage	98.8	98.79	35	-8
6.1.03	Unemployment coverage	61.8	61.80	10	-1
6.1.04	Coverage of basic health services	87.0	96.72	2	N/A
6.2 Absorptive Capacity Output			72.26	14	-2
6.2.01	Quality of earnings	27.8	83.20	6	0
6.2.02	Quality of working environment	13.8	0.00	39	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	9.3	74.30	50	-3
6.2.05	Youth not in EET	4.8	90.11	6	+3
6.2.06	Low-skilled labour	26.8	88.65	14	-5
6.2.07	Growth of medium jobs	-0.3	15.69	126	-2
6.2.08	Labour income share	52.7	76.91	45	+12
6.2.09	Labour income inequality	2.5	93.72	10	-4
6.2.10	Women in labour force (ratio of LFPR)	89.8	85.08	15	+1
6.2.11	Gender pay gap	5.0	84.62	10	+2
6.2.12	Longevity	28.7	96.57	12	-1
6.2.13	Physical health	14.8	80.71	44	+8
6.2.14	Mental health	6.9	69.79	66	0
7. Adaptive Capacity			68.61	16	-4
7.1 Adaptive Capacity Input			71.70	21	-8
7.1.01	Hiring & firing practices	3.7	45.42	84	+20
7.1.02	Ease of hiring foreign labour	4.2	53.68	60	N/A
7.1.03	Effect of taxation on incentive to work	3.8	39.67	75	-41
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.3	74.17	56	-11
7.1.06	Trade openness	4.2	54.12	88	-50
7.1.07	Applied tariffs	3.2	75.46	65	+8
7.1.08	Paying taxes	84.8	73.18	26	-13
7.1.09	Enforcing contracts	81.3	94.76	3	+9
7.1.10	Property rights	6.2	86.11	8	+3
7.1.11	Insolvency framework	85.4	92.12	5	0
7.1.12	Time to start a business	4.0	93.58	12	-1
7.1.13	Cost to start a business	0.9	99.09	20	N/A
7.1.14	Ease of getting credit	55.0	55.00	83	-28
7.1.15	Logistics Performance Index	3.7	67.50	20	-13

* Rank change from 2016 (5-year change)
Country notes:

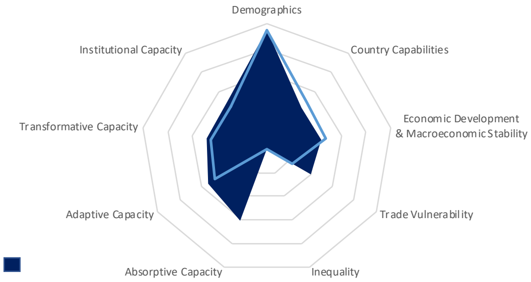
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			65.52	15	-3
7.2.01	ALMP effectiveness	5.2	69.49	9	0
7.2.02	Formal & informal education & training	60.0	81.26	6	0
7.2.03	Extent of staff training	5.1	68.23	13	N/A
7.2.04	High-skilled labour	53.0	86.22	5	-2
7.2.05	Skilled labour supply	5.2	70.60	4	N/A
7.2.06	Tertiary education attainment	27.3	57.78	18	-1
7.2.07	Skillset of graduates	5.0	66.12	21	N/A
7.2.08	New corporate registrations	8.6	55.97	18	0
7.2.09	GEI attitudes & perceptions subindex	66.0	79.39	14	-2
7.2.10	Venture capital investments	5.5	5.50	56	-34
7.2.11	Access to loans	5.1	69.03	10	-4
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	71.0	76.68	21	N/A
8. Transformative Capacity			68.55	6	+4
8.1 Transformative Capacity Input			79.11	1	+4
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	73.1	86.42	10	N/A
8.1.03	Global Cybersecurity Index	0.9	95.72	9	N/A
8.1.04	Gvt procurement of technology	4.1	51.93	17	-3
8.1.05	GERD (% of GDP)	2.0	47.62	17	+1
8.1.06	Int'l Property Rights (IPR) score	8.5	95.94	4	-1
8.1.07	Other R&D incentives	0.1	27.56	9	+3
8.1.08	Gvt exp. on education	7.6	92.07	5	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	8.6	93.81	15	-3
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			57.99	18	-2
8.2.01	ICT access (ICT Development Index)	8.5	93.39	7	+2
8.2.02	ICT usage by firms	5.9	82.40	7	+1
8.2.03	ICTs & business model creation	5.4	73.33	22	-14
8.2.04	ICTs & org. model creation	5.6	76.67	9	-6
8.2.05	Scientific & technical journal articles	2.2	88.13	3	+4
8.2.06	Researchers in R&D	6,467	78.34	7	0
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	5.4	72.60	18	+3
8.2.09	Industry-university collaboration	4.8	63.28	18	-4
8.2.10	Share of creative goods export	0.1	1.21	61	0
8.2.11	ICT Services Exports	5.7	11.93	67	+3
8.2.12	High-technology net exports	3.0	17.65	44	-3
8.2.13	ICT goods exports	1.1	6.11	61	0
8.2.14	Medium & high-tech mfg in MVA	42.7	54.45	26	-13
8.2.15	High-tech exports (% of mfg exports)	44.8	62.87	48	-15
8.2.16	Robot adoption rate	51.0	15.72	25	N/A
8.2.17	Environmental goods exports & imports	7.3	3.52	29	0
8.2.18	Green patent applications	15.0	50.59	18	-3
8.2.19	Renewable energy consumption	61.2	72.83	23	+4
8.2.20	CO2 intensity of GDP	0.1	80.41	35	+14
8.2.21	Energy intensity	3.7	75.34	44	-4
8.2.22	Domestic material consumption	1.5	98.72	8	0
8.2.23	Trademark applications (res + nonres)	3.0	70.82	10	+1
8.2.24	International co-inventions	83.7	83.69	15	N/A
8.2.25	Patent applications (res + nonres)	0.3	6.74	13	0
8.2.26	Quality of vocational training	5.2	69.82	10	N/A
8.2.27	PISA scores	496.7	67.69	20	-6
8.2.28	Quality of educational system	5.3	71.93	11	+3
8.2.29	Critical thinking	4.8	64.04	13	N/A
8.2.30	Digital skills	5.3	71.58	15	N/A
8.2.31	STEM graduates	20.5	38.33	64	-8
9. Institutional capacity - cross-cutting driver			92.38	1	+1
9.1.01	GLRI statistical fullness	0.9	75.76	38	0
9.1.02	World Governance Index	1.8	98.78	3	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	77.5	100.00	1	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Oman

World Bank Inome Group: High
Global Labour Resilience Index 2021

75 RANK **(52.77)** (SCORE)
GLRI 2016 Rank 94



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**50.11**	**107**	+23
1. Demographics			95.19	9	-3
1.1.01	Share of older population	2.4	95.19	9	-3
2. Country Capabilities			43.55	65	+9
2.1.01	Economic complexity (ECI)	0.0	43.55	65	+9
3. Economic Development and Macroeconomic Stability			44.01	108	-5
3.1.01	GDP per capita	27,896	71.90	48	-27
3.1.02	Services share of economy	52.6	60.45	88	+14
3.1.03	Dependence on natural resources	0.8	17.10	118	+4
3.1.04	Debt dynamics	34.8	34.82	132	N/A
4. Trade Vulnerability			40.54	105	+25
4.1.01	Concentration of exports (HHI)	0.4	57.23	109	+4
4.1.02	Economics diversity (RCAs)	108	21.85	89	+12
4.1.03	Current account balance	-5.5	42.52	104	+23
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**54.10**	**57**	
6. Absorptive Capacity			60.75	63	N/A
6.1 Absorptive Capacity Input			50.59	74	N/A
6.1.01	Workers' rights	72.0	70.50	64	N/A
6.1.02	Pension coverage	24.7	24.02	88	-31
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	13.2	63.25	74	-3
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	44.3	62.09	61	-3
6.2.07	Growth of medium jobs	-0.1	32.95	83	-9
6.2.08	Labour income share	54.9	81.87	35	0
6.2.09	Labour income inequality	3.9	76.09	61	-1
6.2.10	Women in labour force (ratio of LFPR)	34.5	27.29	124	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.2	84.29	46	-3
6.2.13	Physical health	13.7	73.33	80	+5
6.2.14	Mental health	7.3	76.07	44	0
7. Adaptive Capacity			54.32	42	+3
7.1 Adaptive Capacity Input			66.50	40	+1
7.1.01	Hiring & firing practices	4.3	54.17	35	+90
7.1.02	Ease of hiring foreign labour	4.0	49.86	82	N/A
7.1.03	Effect of taxation on incentive to work	5.3	78.16	5	0
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	4.6	55.45	111	-42
7.1.06	Trade openness	4.6	60.17	45	-23
7.1.07	Applied tariffs	1.7	87.65	49	+1
7.1.08	Paying taxes	90.2	82.94	11	-1
7.1.09	Enforcing contracts	61.9	63.64	54	+50
7.1.10	Property rights	5.4	74.15	25	+6
7.1.11	Insolvency framework	44.0	47.45	85	-11
7.1.12	Time to start a business	4.3	93.03	20	+23
7.1.13	Cost to start a business	4.0	94.38	50	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	-21
7.1.15	Logistics Performance Index	3.2	55.00	40	+18

* Rank change from 2016 (5-year change)
Country notes:

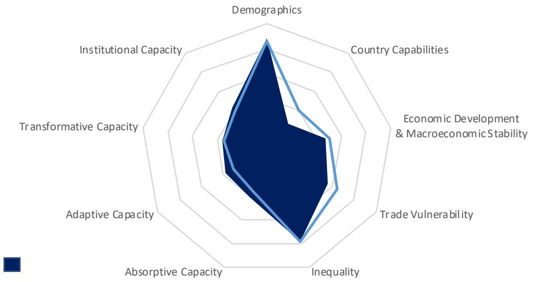
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			42.13	40	+9
7.2.01	ALMP effectiveness	4.5	58.13	28	+9
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.5	57.65	39	N/A
7.2.04	High-skilled labour	26.5	41.71	57	-3
7.2.05	Skilled labour supply	4.5	59.13	42	N/A
7.2.06	Tertiary education attainment	12.5	26.34	56	-2
7.2.07	Skillset of graduates	4.5	58.92	38	N/A
7.2.08	New corporate registrations	1.4	8.95	71	-22
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	0.6	0.60	101	-22
7.2.11	Access to loans	4.7	61.11	22	-14
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	49.3	48.74	47	N/A
8. Transformative Capacity			48.57	42	+13
8.1 Transformative Capacity Input			68.76	16	+13
8.1.01	Internet & telephony competition laws	1.9	92.86	79	-7
8.1.02	Futrure orientation of gvt	55.2	56.85	65	N/A
8.1.03	Global Cybersecurity Index	0.9	93.09	18	N/A
8.1.04	Gvt procurement of technology	3.7	44.78	36	-24
8.1.05	GERD (% of GDP)	0.2	4.89	86	-2
8.1.06	Int'l Property Rights (IPR) score	6.3	60.38	36	-4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.1	77.72	21	+33
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	10.2	88.31	32	N/A
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			28.38	111	+1
8.2.01	ICT access (ICT Development Index)	6.4	66.93	53	-5
8.2.02	ICT usage by firms	4.2	53.42	102	-26
8.2.03	ICTs & business model creation	4.6	60.00	59	-5
8.2.04	ICTs & org. model creation	4.1	51.67	71	-4
8.2.05	Scientific & technical journal articles	0.2	6.75	65	-2
8.2.06	Researchers in R&D	281	3.24	76	0
8.2.07	Technicians in R&D	33	0.87	82	-9
8.2.08	Quality of research institutions	3.2	37.36	102	-13
8.2.09	Industry-university collaboration	3.6	43.44	49	+17
8.2.10	Share of creative goods export	0.0	0.09	94	0
8.2.11	ICT Services Exports	3.0	5.99	100	+3
8.2.12	High-technology net exports	0.1	0.59	100	-16
8.2.13	ICT goods exports	0.5	2.84	73	+25
8.2.14	Medium & high-tech mfg in MVA	20.6	26.16	71	+4
8.2.15	High-tech exports (% of mfg exports)	33.0	46.32	71	-22
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-18
8.2.19	Renewable energy consumption	0.0	0.00	133	0
8.2.20	CO2 intensity of GDP	0.5	1.40	127	+1
8.2.21	Energy intensity	6.4	42.51	109	-6
8.2.22	Domestic material consumption	11.5	71.35	78	-3
8.2.23	Trademark applications (res + nonres)	2.6	60.66	13	+8
8.2.24	International co-inventions	2.8	2.76	80	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.92	45	+6
8.2.26	Quality of vocational training	4.6	59.65	36	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.6	42.85	73	+3
8.2.29	Critical thinking	4.8	62.51	15	N/A
8.2.30	Digital skills	4.9	64.85	31	N/A
8.2.31	STEM graduates	46.1	97.98	2	0
9. Institutional capacity - cross-cutting driver			48.68	88	0
9.1.01	GLRI statistical fullness	0.8	30.30	118	+1
9.1.02	World Governance Index	0.1	56.07	53	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	58.1	55.92	31	-3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Pakistan

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

105 RANK **(45.45)** (SCORE)
GLRI 2016 Rank 107



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**57.43**	**68**	-14
1. Demographics			88.21	38	+6
1.1.01	Share of older population	4.3	88.21	38	+6
2. Country Capabilities			26.20	97	-1
2.1.01	Economic complexity (ECI)	-0.7	26.20	97	-1
3. Economic Development and Macroeconomic Stability			47.27	100	-6
3.1.01	GDP per capita	4,690	36.42	110	-6
3.1.02	Services share of economy	53.9	62.27	84	+4
3.1.03	Dependence on natural resources	0.4	60.32	70	+7
3.1.04	Debt dynamics	37.6	37.57	127	N/A
4. Trade Vulnerability			56.07	58	-9
4.1.01	Concentration of exports (HHI)	0.2	81.97	53	+3
4.1.02	Economics diversity (RCAs)	212	46.56	46	-1
4.1.03	Current account balance	-6.2	39.68	106	-55
5. Inequality			78.46	42	+2
5.1.01	Income inequality (Gini coefficient)	33.5	78.46	42	+2
Cyclical Subindex			**39.46**	**111**	
6. Absorptive Capacity			40.53	118	-15
6.1 Absorptive Capacity Input			24.45	110	N/A
6.1.01	Workers' rights	66.0	63.68	87	N/A
6.1.02	Pension coverage	2.3	1.41	121	-51
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	45.0	27.87	119	N/A
6.2 Absorptive Capacity Output			45.90	105	0
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	71.2	28.93	33	-4
6.2.04	Youth unemployment	8.9	75.59	45	-19
6.2.05	Youth not in EET	31.0	12.27	109	-3
6.2.06	Low-skilled labour	65.1	30.38	105	+4
6.2.07	Growth of medium jobs	0.1	49.42	45	+6
6.2.08	Labour income share	42.2	53.23	99	-3
6.2.09	Labour income inequality	7.9	44.86	104	0
6.2.10	Women in labour force (ratio of LFPR)	26.8	19.31	131	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	20.3	54.22	106	-2
6.2.13	Physical health	11.7	59.72	107	-3
6.2.14	Mental health	7.4	76.93	42	-9
7. Adaptive Capacity			38.12	106	+6
7.1 Adaptive Capacity Input			49.33	104	+4
7.1.01	Hiring & firing practices	4.2	53.66	37	+10
7.1.02	Ease of hiring foreign labour	4.1	50.85	77	N/A
7.1.03	Effect of taxation on incentive to work	3.6	36.04	88	-8
7.1.04	Time dealing with gvt regulation	3.5	89.76	27	+5
7.1.05	Intensity of local competition	4.4	51.13	119	-39
7.1.06	Trade openness	4.0	49.86	110	-52
7.1.07	Applied tariffs	9.5	23.64	117	+3
7.1.08	Paying taxes	47.0	3.76	126	-21
7.1.09	Enforcing contracts	43.5	34.14	117	+8
7.1.10	Property rights	3.6	43.35	112	+1
7.1.11	Insolvency framework	59.0	63.64	52	+23
7.1.12	Time to start a business	16.5	70.64	90	0
7.1.13	Cost to start a business	7.6	88.91	70	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	+17
7.1.15	Logistics Performance Index	2.4	35.50	113	-43

* Rank change from 2016 (5-year change)
Country notes:

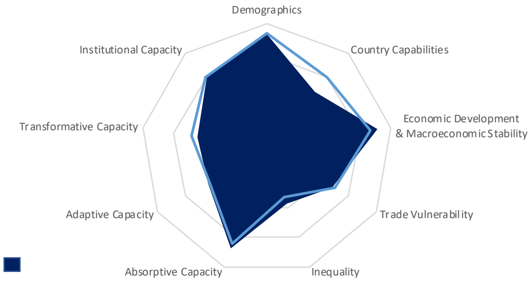
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			26.91	102	0
7.2.01	ALMP effectiveness	3.9	48.76	44	+17
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.0	50.23	61	N/A
7.2.04	High-skilled labour	11.7	16.71	104	+3
7.2.05	Skilled labour supply	4.3	55.29	54	N/A
7.2.06	Tertiary education attainment	8.6	18.22	69	-4
7.2.07	Skillset of graduates	4.3	54.75	49	N/A
7.2.08	New corporate registrations	0.1	0.53	116	-7
7.2.09	GEI attitudes & perceptions subindex	12.4	0.51	92	-1
7.2.10	Venture capital investments	0.9	0.90	98	-19
7.2.11	Access to loans	3.6	42.81	87	-2
7.2.13	Microfinance loan portfolio	9.5	9.50	27	+31
7.2.14	Depth of financial system	30.7	24.76	93	N/A
8. Transformative Capacity			35.95	103	+6
8.1 Transformative Capacity Input			42.57	94	-3
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	52.3	51.96	76	N/A
8.1.03	Global Cybersecurity Index	0.4	42.54	93	N/A
8.1.04	Gvt procurement of technology	3.8	46.37	32	+61
8.1.05	GERD (% of GDP)	0.2	5.46	82	+3
8.1.06	Int'l Property Rights (IPR) score	3.6	15.17	118	-4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	24.89	120	-1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	20.4	54.16	94	-6
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			29.32	106	-1
8.2.01	ICT access (ICT Development Index)	2.4	14.92	116	-1
8.2.02	ICT usage by firms	3.8	46.66	123	-28
8.2.03	ICTs & business model creation	4.2	53.33	90	0
8.2.04	ICTs & org. model creation	4.1	51.67	71	+28
8.2.05	Scientific & technical journal articles	0.1	2.33	85	-1
8.2.06	Researchers in R&D	336	3.90	74	-4
8.2.07	Technicians in R&D	32	0.84	83	-20
8.2.08	Quality of research institutions	3.8	47.25	67	+24
8.2.09	Industry-university collaboration	3.5	41.46	61	+33
8.2.10	Share of creative goods export	0.3	2.43	49	0
8.2.11	ICT Services Exports	15.9	34.51	16	+3
8.2.12	High-technology net exports	0.8	4.71	69	-4
8.2.13	ICT goods exports	0.2	1.11	91	-4
8.2.14	Medium & high-tech mfg in MVA	24.6	31.27	60	+3
8.2.15	High-tech exports (% of mfg exports)	10.3	14.43	110	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.07	89	+4
8.2.19	Renewable energy consumption	41.4	49.30	41	-3
8.2.20	CO2 intensity of GDP	0.2	58.05	89	+1
8.2.21	Energy intensity	4.4	66.19	69	+1
8.2.22	Domestic material consumption	23.0	39.94	109	+4
8.2.23	Trademark applications (res + nonres)	0.2	4.01	106	+2
8.2.24	International co-inventions	0.8	0.85	95	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.10	102	-4
8.2.26	Quality of vocational training	3.9	48.65	80	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.8	45.87	59	+28
8.2.29	Critical thinking	3.8	46.62	45	N/A
8.2.30	Digital skills	4.1	52.44	72	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			42.58	102	+1
9.1.01	GLRI statistical fullness	0.9	63.64	65	-6
9.1.02	World Governance Index	-1.0	26.95	126	+1
9.1.03	Statistical Capacity Index	71.1	55.77	49	-4
9.1.04	Social capital	49.6	36.59	77	+13

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Panama

World Bank Inome Group: High
Global Labour Resilience Index 2021

60 RANK **(55.23)** (SCORE)
GLRI 2016 Rank 49



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.35**	**83**	+7
1. Demographics			73.34	71	0
1.1.01	Share of older population	8.3	73.34	71	0
2. Country Capabilities			47.38	58	-5
2.1.01	Economic complexity (ECI)	0.1	47.38	58	-5
3. Economic Development and Macroeconomic Stability			71.51	43	+6
3.1.01	GDP per capita	31,459	74.29	40	+11
3.1.02	Services share of economy	65.0	78.84	26	-3
3.1.03	Dependence on natural resources	0.4	56.58	76	-1
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			48.42	84	+1
4.1.01	Concentration of exports (HHI)	0.2	84.06	48	-4
4.1.02	Economics diversity (RCAs)	141	29.69	77	-9
4.1.03	Current account balance	-8.2	31.52	115	+1
5. Inequality			36.70	115	+2
5.1.01	Income inequality (Gini coefficient)	49.2	36.70	115	+2
Cyclical Subindex			**55.67**	**54**	
6. Absorptive Capacity			67.34	33	-2
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	79.0	83.61	25	N/A
6.2 Absorptive Capacity Output			63.51	52	-8
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	45.3	61.16	11	-1
6.2.04	Youth unemployment	10.0	72.29	54	-19
6.2.05	Youth not in EET	16.7	54.67	61	+5
6.2.06	Low-skilled labour	46.7	58.42	65	0
6.2.07	Growth of medium jobs	0.1	47.07	53	+3
6.2.08	Labour income share	30.3	26.39	128	-2
6.2.09	Labour income inequality	5.5	61.42	92	-14
6.2.10	Women in labour force (ratio of LFPR)	66.9	61.10	97	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.3	84.56	43	+3
6.2.13	Physical health	14.8	80.70	45	-9
6.2.14	Mental health	8.2	90.79	8	+3
7. Adaptive Capacity			43.44	86	-24
7.1 Adaptive Capacity Input			52.97	93	+3
7.1.01	Hiring & firing practices	3.2	36.31	114	-30
7.1.02	Ease of hiring foreign labour	3.5	42.24	115	N/A
7.1.03	Effect of taxation on incentive to work	4.3	53.50	34	-4
7.1.04	Time dealing with gvt regulation	33.3	0.00	107	0
7.1.05	Intensity of local competition	5.3	75.56	47	+16
7.1.06	Trade openness	4.5	58.73	52	-13
7.1.07	Applied tariffs	5.4	57.14	98	-4
7.1.08	Paying taxes	46.7	3.08	127	-6
7.1.09	Enforcing contracts	49.0	42.93	103	-19
7.1.10	Property rights	4.8	63.74	38	+3
7.1.11	Insolvency framework	39.5	42.65	97	+17
7.1.12	Time to start a business	6.0	89.91	29	-7
7.1.13	Cost to start a business	5.7	91.80	61	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	-8
7.1.15	Logistics Performance Index	3.3	57.00	36	+7

* Rank change from 2016 (5-year change)
Country notes:

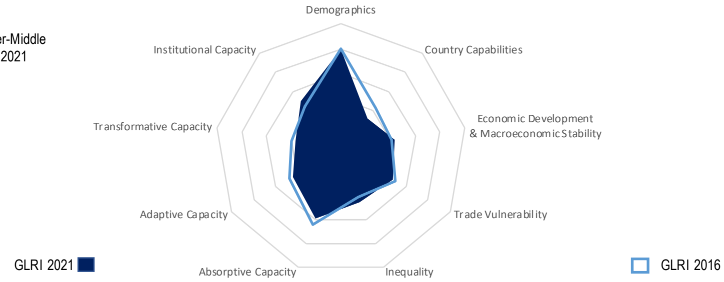
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.91	68	-23
7.2.01	ALMP effectiveness	2.9	32.17	80	-50
7.2.02	Formal & informal education & training	3.9	5.04	58	-6
7.2.03	Extent of staff training	3.8	46.05	86	N/A
7.2.04	High-skilled labour	24.3	38.00	64	-5
7.2.05	Skilled labour supply	3.6	43.57	111	N/A
7.2.06	Tertiary education attainment	16.1	34.03	46	-3
7.2.07	Skillset of graduates	3.8	47.41	83	N/A
7.2.08	New corporate registrations	4.8	31.27	32	-22
7.2.09	GEI attitudes & perceptions subindex	35.3	34.16	41	-2
7.2.10	Venture capital investments	7.5	7.50	51	+17
7.2.11	Access to loans	5.1	67.62	12	0
7.2.13	Microfinance loan portfolio	5.9	5.90	36	+8
7.2.14	Depth of financial system	48.9	48.13	48	N/A
8. Transformative Capacity			44.84	58	-17
8.1 Transformative Capacity Input			49.74	71	-17
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	53.0	53.19	73	N/A
8.1.03	Global Cybersecurity Index	0.4	38.38	98	N/A
8.1.04	Gvt procurement of technology	3.5	41.56	49	-38
8.1.05	GERD (% of GDP)	0.1	1.12	114	0
8.1.06	Int'l Property Rights (IPR) score	5.8	52.02	51	+4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.2	34.63	96	+5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.6	77.03	61	-9
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			39.93	43	-6
8.2.01	ICT access (ICT Development Index)	4.9	47.21	79	-5
8.2.02	ICT usage by firms	5.1	68.15	40	+13
8.2.03	ICTs & business model creation	5.0	66.67	37	-8
8.2.04	ICTs & org. model creation	4.4	56.67	54	-20
8.2.05	Scientific & technical journal articles	0.0	1.59	92	-7
8.2.06	Researchers in R&D	39	0.30	98	-1
8.2.07	Technicians in R&D	155	4.74	53	-1
8.2.08	Quality of research institutions	3.7	45.80	72	-29
8.2.09	Industry-university collaboration	3.3	38.55	78	-39
8.2.10	Share of creative goods export	0.0	0.02	108	0
8.2.11	ICT Services Exports	2.2	4.24	109	-1
8.2.12	High-technology net exports	3.6	21.18	40	-39
8.2.13	ICT goods exports	8.7	49.26	19	+3
8.2.14	Medium & high-tech mfg in MVA	6.4	7.88	108	+1
8.2.15	High-tech exports (% of mfg exports)	44.0	61.74	51	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	1.4	4.60	41	+34
8.2.19	Renewable energy consumption	22.8	27.12	74	+3
8.2.20	CO2 intensity of GDP	0.1	88.68	16	+5
8.2.21	Energy intensity	2.1	94.14	6	0
8.2.22	Domestic material consumption	3.8	92.62	33	0
8.2.23	Trademark applications (res + nonres)	1.7	39.10	25	-10
8.2.24	International co-inventions	6.6	6.56	66	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.73	37	+4
8.2.26	Quality of vocational training	3.7	45.63	93	N/A
8.2.27	PISA scores	365.0	15.80	73	-1
8.2.28	Quality of educational system	3.2	37.22	93	-15
8.2.29	Critical thinking	3.1	34.89	96	N/A
8.2.30	Digital skills	3.5	42.03	113	N/A
8.2.31	STEM graduates	17.2	26.93	80	-4
9. Institutional capacity - cross-cutting driver			59.88	55	-8
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	0.1	55.09	56	-4
9.1.03	Statistical Capacity Index	73.3	59.62	44	-9
9.1.04	Social capital	51.9	41.75	61	-11

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Paraguay

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

95 RANK **(48.62)** (SCORE)
GLRI 2016 Rank 78



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**47.91**	**114**	+3
1. Demographics			79.65	59	+1
1.1.01	Share of older population	6.6	79.65	59	+1
2. Country Capabilities			32.56	83	+4
2.1.01	Economic complexity (ECI)	-0.5	32.56	83	+4
3. Economic Development and Macroeconomic Stability			43.59	109	+3
3.1.01	GDP per capita	12,685	56.22	80	-2
3.1.02	Services share of economy	50.4	57.14	99	+8
3.1.03	Dependence on natural resources	0.8	18.15	117	-1
3.1.04	Debt dynamics	49.6	49.62	89	N/A
4. Trade Vulnerability			48.41	85	-1
4.1.01	Concentration of exports (HHI)	0.3	66.12	94	-6
4.1.02	Economics diversity (RCAs)	81	15.44	102	+2
4.1.03	Current account balance	-0.2	63.67	45	-4
5. Inequality			44.68	105	+6
5.1.01	Income inequality (Gini coefficient)	46.2	44.68	105	+6
Cyclical Subindex			**48.98**	**82**	
6. Absorptive Capacity			58.91	70	-38
6.1 Absorptive Capacity Input			49.81	77	N/A
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	22.2	21.49	91	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			61.95	61	-15
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	64.5	37.33	23	0
6.2.04	Youth unemployment	11.4	68.33	63	-9
6.2.05	Youth not in EET	18.1	50.57	69	-12
6.2.06	Low-skilled labour	57.5	41.96	88	-3
6.2.07	Growth of medium jobs	0.1	49.37	46	-16
6.2.08	Labour income share	52.3	76.00	47	+1
6.2.09	Labour income inequality	5.0	65.20	87	+4
6.2.10	Women in labour force (ratio of LFPR)	70.0	64.37	92	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.3	74.30	82	-1
6.2.13	Physical health	13.7	73.21	81	-27
6.2.14	Mental health	7.6	80.80	31	-5
7. Adaptive Capacity			43.96	85	-37
7.1 Adaptive Capacity Input			50.91	99	-2
7.1.01	Hiring & firing practices	3.0	32.80	124	-25
7.1.02	Ease of hiring foreign labour	5.5	75.70	2	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.54	37	-17
7.1.04	Time dealing with gvt regulation	8.9	73.49	60	+39
7.1.05	Intensity of local competition	5.0	66.23	73	-9
7.1.06	Trade openness	4.5	58.78	51	+11
7.1.07	Applied tariffs	5.0	60.70	91	-9
7.1.08	Paying taxes	64.1	35.17	91	-11
7.1.09	Enforcing contracts	57.9	57.29	71	0
7.1.10	Property rights	3.7	44.56	107	-1
7.1.11	Insolvency framework	42.1	45.38	90	-4
7.1.12	Time to start a business	35.0	36.70	119	-4
7.1.13	Cost to start a business	39.9	39.85	115	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	-38
7.1.15	Logistics Performance Index	2.8	44.50	74	+3

* Rank change from 2016 (5-year change)
Country notes:

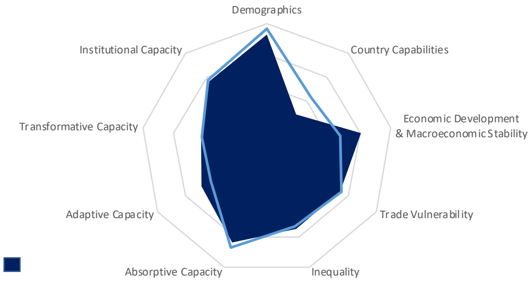
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			37.01	55	-25
7.2.01	ALMP effectiveness	2.2	19.49	115	-28
7.2.02	Formal & informal education & training	73.8	100.00	1	0
7.2.03	Extent of staff training	3.6	43.92	97	N/A
7.2.04	High-skilled labour	19.0	29.04	81	-3
7.2.05	Skilled labour supply	3.2	37.21	128	N/A
7.2.06	Tertiary education attainment	13.0	27.54	52	+1
7.2.07	Skillset of graduates	3.4	39.26	123	N/A
7.2.08	New corporate registrations	0.2	1.34	108	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.2	53.21	45	+10
7.2.13	Microfinance loan portfolio	36.6	36.60	11	-1
7.2.14	Depth of financial system	26.6	19.45	101	N/A
8. Transformative Capacity			36.89	95	-7
8.1 Transformative Capacity Input			39.32	99	-14
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	38.9	29.84	118	N/A
8.1.03	Global Cybersecurity Index	0.6	64.04	68	N/A
8.1.04	Gvt procurement of technology	2.9	32.34	96	+21
8.1.05	GERD (% of GDP)	0.2	3.28	95	+5
8.1.06	Int'l Property Rights (IPR) score	4.5	29.94	100	+11
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.5	54.52	62	-9
8.1.09	Tertiary education exp. per student	3,361	0.01	51	-4
8.1.10	Pupil-teacher ratio (secondary)	18.4	60.85	85	-7
8.1.11	ICT infrastructure per school	18.4	18.39	69	-34
8.2 Transformative Capacity Output			34.47	75	-16
8.2.01	ICT access (ICT Development Index)	4.2	37.74	94	+1
8.2.02	ICT usage by firms	3.7	44.59	127	-10
8.2.03	ICTs & business model creation	4.2	53.33	90	-11
8.2.04	ICTs & org. model creation	3.5	41.67	110	-32
8.2.05	Scientific & technical journal articles	0.0	0.52	108	-3
8.2.06	Researchers in R&D	135	1.47	87	-9
8.2.07	Technicians in R&D	40	1.11	76	+13
8.2.08	Quality of research institutions	2.5	25.80	130	+4
8.2.09	Industry-university collaboration	2.6	26.22	123	-2
8.2.10	Share of creative goods export	0.0	0.06	99	0
8.2.11	ICT Services Exports	1.4	2.41	122	-4
8.2.12	High-technology net exports	0.5	2.94	76	-2
8.2.13	ICT goods exports	0.1	0.41	111	-21
8.2.14	Medium & high-tech mfg in MVA	21.8	27.69	67	+5
8.2.15	High-tech exports (% of mfg exports)	30.9	43.33	73	+14
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	60.1	71.58	26	-1
8.2.20	CO2 intensity of GDP	0.1	88.81	15	-5
8.2.21	Energy intensity	3.7	75.47	43	-17
8.2.22	Domestic material consumption	11.9	70.36	80	0
8.2.23	Trademark applications (res + nonres)	2.4	57.03	15	-6
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.28	55	+2
8.2.26	Quality of vocational training	3.1	35.64	126	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.2	20.62	133	-1
8.2.29	Critical thinking	2.2	20.05	133	N/A
8.2.30	Digital skills	2.9	31.78	127	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			50.04	81	+10
9.1.01	GLRI statistical fullness	0.9	69.70	54	+10
9.1.02	World Governance Index	-0.3	43.22	86	+10
9.1.03	Statistical Capacity Index	65.6	46.15	64	-8
9.1.04	Social capital	53.7	45.80	49	+16

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Peru

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

72 RANK **(53.67)** (SCORE)
GLRI 2016 Rank 56



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**53.03**	**94**	+5
1. Demographics			73.04	72	-3
1.1.01	Share of older population	8.4	73.04	72	-3
2. Country Capabilities			29.39	89	-1
2.1.01	Economic complexity (ECI)	-0.6	29.39	89	-1
3. Economic Development and Macroeconomic Stability			60.86	63	+39
3.1.01	GDP per capita	12,848	56.47	78	-5
3.1.02	Services share of economy	54.1	62.58	80	-5
3.1.03	Dependence on natural resources	0.7	25.24	107	-7
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			54.00	68	0
4.1.01	Concentration of exports (HHI)	0.3	70.05	87	-13
4.1.02	Economics diversity (RCAs)	159	33.97	69	-14
4.1.03	Current account balance	-1.6	57.99	57	+34
5. Inequality			53.72	94	+5
5.1.01	Income inequality (Gini coefficient)	42.8	53.72	94	+5
Cyclical Subindex			**54.00**	**58**	
6. Absorptive Capacity			63.38	51	-31
6.1 Absorptive Capacity Input			53.89	69	N/A
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	19.3	18.57	94	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	77.0	80.33	34	N/A
6.2 Absorptive Capacity Output			66.55	33	-4
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	59.0	44.10	21	-1
6.2.04	Youth unemployment	8.4	77.08	42	-15
6.2.05	Youth not in EET	17.0	53.60	63	+2
6.2.06	Low-skilled labour	42.0	65.50	56	-3
6.2.07	Growth of medium jobs	0.2	54.93	34	-3
6.2.08	Labour income share	46.1	62.02	84	-5
6.2.09	Labour income inequality	8.2	42.90	108	+2
6.2.10	Women in labour force (ratio of LFPR)	82.5	77.46	50	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.4	80.06	63	+1
6.2.13	Physical health	15.3	83.93	26	+4
6.2.14	Mental health	8.2	90.43	9	-1
7. Adaptive Capacity			47.76	62	+5
7.1 Adaptive Capacity Input			55.73	82	-1
7.1.01	Hiring & firing practices	2.7	28.00	129	-1
7.1.02	Ease of hiring foreign labour	4.1	52.21	71	N/A
7.1.03	Effect of taxation on incentive to work	3.3	28.07	107	0
7.1.04	Time dealing with gvt regulation	14.1	57.83	81	-1
7.1.05	Intensity of local competition	5.1	70.46	66	0
7.1.06	Trade openness	4.3	55.10	77	+8
7.1.07	Applied tariffs	0.7	96.10	5	+16
7.1.08	Paying taxes	65.8	38.18	86	-39
7.1.09	Enforcing contracts	59.1	59.14	65	+25
7.1.10	Property rights	3.7	44.85	106	-7
7.1.11	Insolvency framework	46.6	50.23	79	-10
7.1.12	Time to start a business	26.0	53.21	113	+8
7.1.13	Cost to start a business	10.0	85.27	75	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-19
7.1.15	Logistics Performance Index	2.7	42.25	83	-14

* Rank change from 2016 (5-year change)
Country notes:

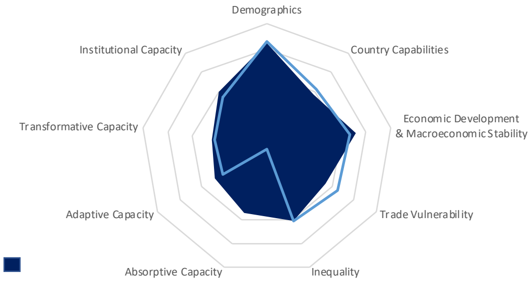
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			39.80	49	+9
7.2.01	ALMP effectiveness	2.1	17.90	122	-23
7.2.02	Formal & informal education & training	34.5	46.58	33	+24
7.2.03	Extent of staff training	3.3	37.63	123	N/A
7.2.04	High-skilled labour	24.9	39.00	61	+3
7.2.05	Skilled labour supply	3.6	44.02	108	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.7	45.13	92	N/A
7.2.08	New corporate registrations	3.8	24.28	37	-5
7.2.09	GEI attitudes & perceptions subindex	34.7	33.26	43	-3
7.2.10	Venture capital investments	2.6	2.60	76	N/A
7.2.11	Access to loans	4.2	52.89	48	-8
7.2.13	Microfinance loan portfolio	100.0	100.00	1	+6
7.2.14	Depth of financial system	38.1	34.32	66	N/A
8. Transformative Capacity			42.48	72	+5
8.1 Transformative Capacity Input			50.80	66	+1
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutre orientation of gvt	44.9	39.82	102	N/A
8.1.03	Global Cybersecurity Index	0.4	41.89	96	N/A
8.1.04	Gvt procurement of technology	2.7	29.09	115	-16
8.1.05	GERD (% of GDP)	0.1	2.50	102	+2
8.1.06	Int'l Property Rights (IPR) score	5.2	41.89	67	+11
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	44.26	85	-3
8.1.09	Tertiary education exp. per student	3,809	47.74	7	N/A
8.1.10	Pupil-teacher ratio (secondary)	14.2	74.95	65	-6
8.1.11	ICT infrastructure per school	85.9	85.85	45	N/A
8.2 Transformative Capacity Output			34.17	80	-7
8.2.01	ICT access (ICT Development Index)	4.9	46.43	80	+7
8.2.02	ICT usage by firms	4.6	59.67	75	0
8.2.03	ICTs & business model creation	4.6	60.00	59	+13
8.2.04	ICTs & org. model creation	3.9	48.33	86	-19
8.2.05	Scientific & technical journal articles	0.0	1.96	88	+2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.2	36.96	103	+10
8.2.09	Industry-university collaboration	2.9	32.01	106	-1
8.2.10	Share of creative goods export	0.1	0.64	75	0
8.2.11	ICT Services Exports	2.1	4.03	113	-6
8.2.12	High-technology net exports	0.4	2.35	80	-3
8.2.13	ICT goods exports	0.1	0.51	106	-7
8.2.14	Medium & high-tech mfg in MVA	15.1	19.09	86	+4
8.2.15	High-tech exports (% of mfg exports)	4.8	6.75	114	+1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.2	0.51	76	-5
8.2.19	Renewable energy consumption	27.7	32.97	61	+7
8.2.20	CO2 intensity of GDP	0.1	75.04	50	-6
8.2.21	Energy intensity	2.6	88.04	12	-1
8.2.22	Domestic material consumption	11.4	71.84	76	+1
8.2.23	Trademark applications (res + nonres)	0.9	21.18	59	+3
8.2.24	International co-inventions	0.9	0.86	94	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.91	65	+1
8.2.26	Quality of vocational training	3.8	47.04	84	N/A
8.2.27	PISA scores	401.7	30.25	62	+4
8.2.28	Quality of educational system	2.6	26.63	121	+7
8.2.29	Critical thinking	2.9	31.65	108	N/A
8.2.30	Digital skills	3.4	39.29	118	N/A
8.2.31	STEM graduates	23.8	49.88	39	+1
9. Institutional capacity - cross-cutting driver			56.58	70	-18
9.1.01	GLRI statistical fullness	0.9	75.76	38	+8
9.1.02	World Governance Index	-0.1	48.86	70	0
9.1.03	Statistical Capacity Index	80.0	71.15	26	-21
9.1.04	Social capital	42.3	19.95	122	-8

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Philippines

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

57 RANK **(55.92)** (SCORE)
GLRI 2016 Rank 50



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**64.61**	**43**	-4
1. Demographics			84.51	49	-3
1.1.01	Share of older population	5.3	84.51	49	-3
2. Country Capabilities			57.41	43	+4
2.1.01	Economic complexity (ECI)	0.5	57.41	43	+4
3. Economic Development and Macroeconomic Stability			71.97	42	+6
3.1.01	GDP per capita	8,908	49.18	91	+2
3.1.02	Services share of economy	61.0	72.94	38	+9
3.1.03	Dependence on natural resources	0.2	86.24	16	+8
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			54.12	66	-20
4.1.01	Concentration of exports (HHI)	0.3	73.54	79	+2
4.1.02	Economics diversity (RCAs)	163	34.92	65	-16
4.1.03	Current account balance	-2.6	53.91	68	-42
5. Inequality			60.90	83	-2
5.1.01	Income inequality (Gini coefficient)	40.1	60.90	83	-2
Cyclical Subindex			**51.58**	**73**	
6. Absorptive Capacity			54.04	90	N/A
6.1 Absorptive Capacity Input			49.17	79	N/A
6.1.01	Workers' rights	62.0	59.13	101	N/A
6.1.02	Pension coverage	39.8	39.25	80	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	61.0	54.10	96	N/A
6.2 Absorptive Capacity Output			55.66	83	+4
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	6.2	83.32	24	+14
6.2.05	Youth not in EET	18.8	48.49	74	+14
6.2.06	Low-skilled labour	53.5	48.04	80	+4
6.2.07	Growth of medium jobs	-0.2	25.86	101	+10
6.2.08	Labour income share	26.6	18.04	133	-3
6.2.09	Labour income inequality	5.4	62.13	91	-1
6.2.10	Women in labour force (ratio of LFPR)	62.9	56.99	103	-5
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	21.6	60.88	101	-2
6.2.13	Physical health	12.7	66.69	97	0
6.2.14	Mental health	7.9	86.21	20	-5
7. Adaptive Capacity			47.42	64	+6
7.1 Adaptive Capacity Input			57.68	74	-6
7.1.01	Hiring & firing practices	4.0	50.32	52	+18
7.1.02	Ease of hiring foreign labour	4.1	51.72	75	N/A
7.1.03	Effect of taxation on incentive to work	4.4	54.17	31	+11
7.1.04	Time dealing with gvt regulation	5.4	84.04	40	+3
7.1.05	Intensity of local competition	5.3	74.29	53	+4
7.1.06	Trade openness	4.6	59.93	47	-3
7.1.07	Applied tariffs	2.1	84.50	57	-38
7.1.08	Paying taxes	72.2	50.00	73	+17
7.1.09	Enforcing contracts	46.0	38.11	113	-4
7.1.10	Property rights	4.3	54.41	69	+4
7.1.11	Insolvency framework	55.1	59.42	58	-9
7.1.12	Time to start a business	33.0	40.37	118	-13
7.1.13	Cost to start a business	15.8	76.46	94	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	-14
7.1.15	Logistics Performance Index	2.9	47.50	60	-4

* Rank change from 2016 (5-year change)
Country notes:

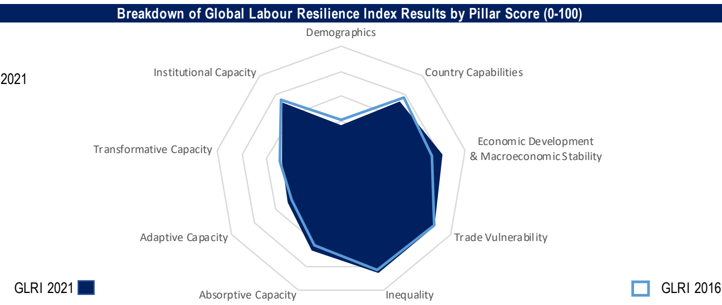
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			37.15	53	+15
7.2.01	ALMP effectiveness	3.6	44.11	54	+17
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.9	65.67	17	N/A
7.2.04	High-skilled labour	26.9	42.32	54	+3
7.2.05	Skilled labour supply	5.0	67.11	12	N/A
7.2.06	Tertiary education attainment	17.0	35.94	43	-3
7.2.07	Skillset of graduates	4.8	64.08	26	N/A
7.2.08	New corporate registrations	0.3	1.75	107	-14
7.2.09	GEI attitudes & perceptions subindex	27.3	22.45	65	-1
7.2.10	Venture capital investments	1.1	1.10	93	-34
7.2.11	Access to loans	4.1	51.23	54	-26
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-31
7.2.14	Depth of financial system	50.3	50.05	43	N/A
8. Transformative Capacity			44.39	63	+11
8.1 Transformative Capacity Input			47.13	82	+1
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Futrure orientation of gvt	57.3	60.20	57	N/A
8.1.03	Global Cybersecurity Index	0.6	68.42	60	N/A
8.1.04	Gvt procurement of technology	3.0	34.09	89	-38
8.1.05	GERD (% of GDP)	0.1	2.91	98	0
8.1.06	Int'l Property Rights (IPR) score	5.2	41.68	68	-5
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.7	27.24	114	+4
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	23.9	42.48	100	-1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			41.65	37	+5
8.2.01	ICT access (ICT Development Index)	4.7	44.10	85	-2
8.2.02	ICT usage by firms	4.8	64.12	56	-7
8.2.03	ICTs & business model creation	5.1	68.33	31	+15
8.2.04	ICTs & org. model creation	4.7	61.67	37	-3
8.2.05	Scientific & technical journal articles	0.0	0.79	101	+5
8.2.06	Researchers in R&D	188	2.11	81	-4
8.2.07	Technicians in R&D	28	0.72	85	-4
8.2.08	Quality of research institutions	3.7	44.67	75	-4
8.2.09	Industry-university collaboration	3.5	42.06	57	-4
8.2.10	Share of creative goods export	0.4	3.26	45	0
8.2.11	ICT Services Exports	16.5	36.01	15	+11
8.2.12	High-technology net exports	32.7	100.00	1	N/A
8.2.13	ICT goods exports	35.9	94.88	2	-1
8.2.14	Medium & high-tech mfg in MVA	43.3	55.28	23	-1
8.2.15	High-tech exports (% of mfg exports)	80.8	100.00	1	0
8.2.16	Robot adoption rate	3.0	0.00	41	N/A
8.2.17	Environmental goods exports & imports	1.0	0.00	35	0
8.2.18	Green patent applications	0.1	0.17	84	-4
8.2.19	Renewable energy consumption	23.4	27.87	69	-4
8.2.20	CO2 intensity of GDP	0.2	74.25	53	+6
8.2.21	Energy intensity	3.1	82.79	23	+1
8.2.22	Domestic material consumption	8.5	79.54	63	+3
8.2.23	Trademark applications (res + nonres)	0.3	7.49	98	-2
8.2.24	International co-inventions	1.9	1.93	85	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.96	62	+7
8.2.26	Quality of vocational training	4.7	62.39	27	N/A
8.2.27	PISA scores	350.0	9.89	75	0
8.2.28	Quality of educational system	4.2	53.51	42	-15
8.2.29	Critical thinking	4.4	56.43	24	N/A
8.2.30	Digital skills	5.1	67.71	21	N/A
8.2.31	STEM graduates	28.7	67.25	18	-2
9. Institutional capacity - cross-cutting driver			58.96	59	-1
9.1.01	GLRI statistical fullness	0.9	75.76	38	+15
9.1.02	World Governance Index	-0.3	43.59	85	-8
9.1.03	Statistical Capacity Index	81.1	73.08	21	+8
9.1.04	Social capital	59.3	58.61	24	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Poland

World Bank Inome Group: High
Global Labour Resilience Index 2021

28 **(64.85)**
RANK (SCORE)
GLRI 2016 Rank 29



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.03**	**15**	+2
1. Demographics			36.82	110	-4
1.1.01	Share of older population	18.1	36.82	110	-4
2. Country Capabilities			73.15	21	+1
2.1.01	Economic complexity (ECI)	1.1	73.15	21	+1
3. Economic Development and Macroeconomic Stability			81.95	23	+7
3.1.01	GDP per capita	33,086	75.30	37	+4
3.1.02	Services share of economy	56.9	66.81	62	0
3.1.03	Dependence on natural resources	0.2	78.11	35	-3
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			86.37	9	+2
4.1.01	Concentration of exports (HHI)	0.1	98.85	3	0
4.1.02	Economics diversity (RCAs)	436	99.76	8	+1
4.1.03	Current account balance	-1.0	60.49	51	-7
5. Inequality			85.64	22	+3
5.1.01	Income inequality (Gini coefficient)	30.8	85.64	22	+3
Cyclical Subindex			**59.76**	**35**	
6. Absorptive Capacity			66.78	36	+1
6.1 Absorptive Capacity Input			65.41	43	-10
6.1.01	Workers' rights	74.0	72.78	54	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	15.5	15.50	49	-5
6.1.04	Coverage of basic health services	75.0	77.05	49	N/A
6.2 Absorptive Capacity Output			67.23	32	+18
6.2.01	Quality of earnings	8.2	11.93	31	0
6.2.02	Quality of working environment	30.0	47.55	15	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.6	67.81	64	+31
6.2.05	Youth not in EET	8.1	80.07	22	+11
6.2.06	Low-skilled labour	27.8	87.10	18	+10
6.2.07	Growth of medium jobs	-0.1	33.34	79	+6
6.2.08	Labour income share	48.1	66.53	71	+6
6.2.09	Labour income inequality	2.7	91.55	15	+7
6.2.10	Women in labour force (ratio of LFPR)	74.3	68.85	76	-2
6.2.11	Gender pay gap	11.5	64.60	22	-4
6.2.12	Longevity	26.5	85.42	41	0
6.2.13	Physical health	15.1	82.89	31	+37
6.2.14	Mental health	7.9	86.40	15	+8
7. Adaptive Capacity			48.40	58	-8
7.1 Adaptive Capacity Input			58.03	72	-9
7.1.01	Hiring & firing practices	3.3	38.61	109	-17
7.1.02	Ease of hiring foreign labour	3.5	42.32	114	N/A
7.1.03	Effect of taxation on incentive to work	2.8	16.05	127	-17
7.1.04	Time dealing with gvt regulation	19.7	40.96	98	-5
7.1.05	Intensity of local competition	5.3	74.27	54	-7
7.1.06	Trade openness	4.4	57.37	63	-4
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	76.5	57.84	61	+12
7.1.09	Enforcing contracts	64.4	67.64	45	+1
7.1.10	Property rights	4.1	51.12	81	-21
7.1.11	Insolvency framework	76.5	82.56	23	+6
7.1.12	Time to start a business	37.0	33.03	121	-3
7.1.13	Cost to start a business	12.0	82.23	81	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-19
7.1.15	Logistics Performance Index	3.5	63.50	26	+3

* Rank change from 2016 (5-year change)
Country notes:

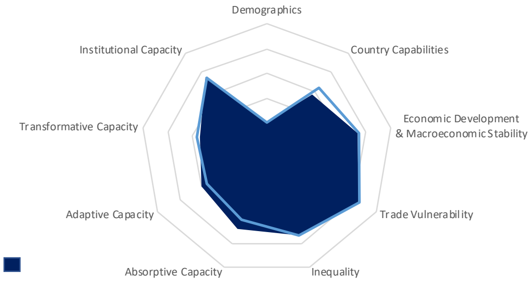
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			38.76	52	-2
7.2.01	ALMP effectiveness	3.5	40.92	61	+17
7.2.02	Formal & informal education & training	25.5	34.41	37	-1
7.2.03	Extent of staff training	4.0	49.67	64	N/A
7.2.04	High-skilled labour	40.5	65.24	27	+1
7.2.05	Skilled labour supply	4.1	51.57	76	N/A
7.2.06	Tertiary education attainment	24.9	52.75	23	-1
7.2.07	Skillset of graduates	3.5	42.42	105	N/A
7.2.08	New corporate registrations	1.4	9.23	69	-13
7.2.09	GEI attitudes & perceptions subindex	50.3	56.23	25	+3
7.2.10	Venture capital investments	5.3	5.30	57	+5
7.2.11	Access to loans	4.3	54.50	43	+41
7.2.13	Microfinance loan portfolio	2.0	2.00	51	+7
7.2.14	Depth of financial system	42.3	39.69	56	N/A
8. Transformative Capacity			47.72	44	-7
8.1 Transformative Capacity Input			56.47	45	-8
8.1.01	Internet & telephony competition laws	2.0	100.00	1	+82
8.1.02	Futrure orientation of gvt	48.0	44.93	93	N/A
8.1.03	Global Cybersecurity Index	0.8	87.28	31	N/A
8.1.04	Gvt procurement of technology	3.1	34.57	87	-2
8.1.05	GERD (% of GDP)	1.0	22.44	35	+1
8.1.06	Int'l Property Rights (IPR) score	6.1	56.37	45	-5
8.1.07	Other R&D incentives	0.1	24.64	10	+15
8.1.08	Gvt exp. on education	4.8	58.81	52	+8
8.1.09	Tertiary education exp. per student	7,421	0.02	30	-9
8.1.10	Pupil-teacher ratio (secondary)	9.1	92.06	20	-4
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			38.97	49	-3
8.2.01	ICT access (ICT Development Index)	6.9	72.89	42	-4
8.2.02	ICT usage by firms	4.5	58.20	81	+15
8.2.03	ICTs & business model creation	4.6	60.00	59	+31
8.2.04	ICTs & org. model creation	4.1	51.67	71	+7
8.2.05	Scientific & technical journal articles	0.9	38.12	33	-1
8.2.06	Researchers in R&D	3,106	37.54	30	+4
8.2.07	Technicians in R&D	415	12.97	37	-3
8.2.08	Quality of research institutions	4.2	52.90	47	+12
8.2.09	Industry-university collaboration	3.2	37.06	88	-18
8.2.10	Share of creative goods export	3.1	26.34	17	0
8.2.11	ICT Services Exports	10.9	23.47	32	+5
8.2.12	High-technology net exports	6.5	38.25	25	+5
8.2.13	ICT goods exports	6.9	39.14	22	-1
8.2.14	Medium & high-tech mfg in MVA	34.2	43.59	42	-4
8.2.15	High-tech exports (% of mfg exports)	54.1	75.88	35	-8
8.2.16	Robot adoption rate	32.0	9.50	29	N/A
8.2.17	Environmental goods exports & imports	15.7	10.23	20	0
8.2.18	Green patent applications	1.8	5.99	37	-4
8.2.19	Renewable energy consumption	11.1	13.24	100	-3
8.2.20	CO2 intensity of GDP	0.3	46.38	105	-2
8.2.21	Energy intensity	4.2	68.87	63	-6
8.2.22	Domestic material consumption	7.1	83.45	51	0
8.2.23	Trademark applications (res + nonres)	0.4	9.91	96	-5
8.2.24	International co-inventions	30.4	30.42	32	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.71	38	-5
8.2.26	Quality of vocational training	3.5	42.24	105	N/A
8.2.27	PISA scores	513.0	74.12	8	+8
8.2.28	Quality of educational system	3.6	43.47	70	+4
8.2.29	Critical thinking	3.1	35.41	93	N/A
8.2.30	Digital skills	4.3	54.52	61	N/A
8.2.31	STEM graduates	22.9	46.62	46	+2
9. Institutional capacity - cross-cutting driver			71.82	27	-6
9.1.01	GLRI statistical fullness	0.9	93.94	5	-3
9.1.02	World Governance Index	0.6	69.41	37	-8
9.1.03	Statistical Capacity Index	82.2	75.00	19	-3
9.1.04	Social capital	47.1	30.86	95	-34

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Portugal

World Bank Inome Group: High
Global Labour Resilience Index 2021

30 **(64.42)**
RANK (SCORE)
GLRI 2016 Rank 31



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**64.28**	**44**	-1
1. Demographics			21.03	134	-1
1.1.01	Share of older population	22.4	21.03	134	-1
2. Country Capabilities			56.53	45	0
2.1.01	Economic complexity (ECI)	0.5	56.53	45	0
3. Economic Development and Macroeconomic Stability			73.56	39	-11
3.1.01	GDP per capita	34,798	76.30	36	+3
3.1.02	Services share of economy	65.5	79.66	23	+3
3.1.03	Dependence on natural resources	0.3	71.33	48	0
3.1.04	Debt dynamics	70.0	70.00	60	N/A
4. Trade Vulnerability			84.40	11	+2
4.1.01	Concentration of exports (HHI)	0.1	96.96	8	-1
4.1.02	Economics diversity (RCAs)	396	90.26	12	0
4.1.03	Current account balance	0.4	65.99	39	-1
5. Inequality			73.14	54	+1
5.1.01	Income inequality (Gini coefficient)	35.5	73.14	54	+1
Cyclical Subindex			**64.50**	**25**	
6. Absorptive Capacity			67.34	34	+12
6.1 Absorptive Capacity Input			75.04	24	-4
6.1.01	Workers' rights	90.0	90.97	15	N/A
6.1.02	Pension coverage	82.2	82.04	50	-14
6.1.03	Unemployment coverage	46.6	46.60	16	-1
6.1.04	Coverage of basic health services	82.0	88.52	18	N/A
6.2 Absorptive Capacity Output			64.77	45	+27
6.2.01	Quality of earnings	9.0	15.10	27	0
6.2.02	Quality of working environment	33.2	56.90	7	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	18.4	48.15	95	+23
6.2.05	Youth not in EET	8.0	80.39	20	+15
6.2.06	Low-skilled labour	34.3	77.27	37	0
6.2.07	Growth of medium jobs	-0.2	22.24	112	+6
6.2.08	Labour income share	54.5	80.97	36	-8
6.2.09	Labour income inequality	3.1	85.67	34	-7
6.2.10	Women in labour force (ratio of LFPR)	84.6	79.58	41	-1
6.2.11	Gender pay gap	9.6	70.49	18	+19
6.2.12	Longevity	28.2	94.30	21	+3
6.2.13	Physical health	13.8	73.93	77	+14
6.2.14	Mental health	6.1	57.05	105	+3
7. Adaptive Capacity			59.69	28	+1
7.1 Adaptive Capacity Input			69.53	30	+1
7.1.01	Hiring & firing practices	3.1	35.07	117	-8
7.1.02	Ease of hiring foreign labour	4.9	65.65	13	N/A
7.1.03	Effect of taxation on incentive to work	3.0	20.39	119	+3
7.1.04	Time dealing with gvt regulation	1.1	96.99	9	-1
7.1.05	Intensity of local competition	5.3	73.66	58	+1
7.1.06	Trade openness	5.4	73.38	5	+1
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	83.7	71.17	35	+16
7.1.09	Enforcing contracts	67.9	73.32	32	+31
7.1.10	Property rights	4.7	61.53	42	-3
7.1.11	Insolvency framework	80.2	86.48	14	0
7.1.12	Time to start a business	6.5	88.99	35	-13
7.1.13	Cost to start a business	2.1	97.27	40	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-26
7.1.15	Logistics Performance Index	3.6	66.00	22	+2

* Rank change from 2016 (5-year change)
Country notes:

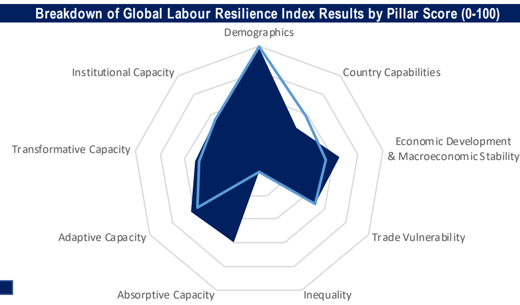
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			49.86	28	0
7.2.01	ALMP effectiveness	4.2	52.78	36	+15
7.2.02	Formal & informal education & training	46.1	62.38	23	-3
7.2.03	Extent of staff training	4.1	50.85	58	N/A
7.2.04	High-skilled labour	36.3	58.11	35	-1
7.2.05	Skilled labour supply	4.6	59.47	40	N/A
7.2.06	Tertiary education attainment	18.7	39.44	38	0
7.2.07	Skillset of graduates	4.8	63.33	28	N/A
7.2.08	New corporate registrations	6.5	42.12	23	+3
7.2.09	GEI attitudes & perceptions subindex	50.3	56.24	24	-2
7.2.10	Venture capital investments	2.1	2.10	80	-56
7.2.11	Access to loans	3.7	44.21	81	+20
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	63.7	67.25	27	N/A
8. Transformative Capacity			54.03	25	-3
8.1 Transformative Capacity Input			59.57	34	-8
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	65.7	74.23	26	N/A
8.1.03	Global Cybersecurity Index	0.8	81.03	44	N/A
8.1.04	Gvt procurement of technology	3.5	42.01	44	-3
8.1.05	GERD (% of GDP)	1.3	29.53	26	+4
8.1.06	Int'l Property Rights (IPR) score	6.9	70.50	26	+3
8.1.07	Other R&D incentives	0.0	7.46	28	+2
8.1.08	Gvt exp. on education	4.9	59.81	50	+7
8.1.09	Tertiary education exp. per student	9,725	0.03	22	-6
8.1.10	Pupil-teacher ratio (secondary)	9.5	90.66	24	0
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			48.48	26	-2
8.2.01	ICT access (ICT Development Index)	7.1	76.01	37	0
8.2.02	ICT usage by firms	5.5	74.52	27	-5
8.2.03	ICTs & business model creation	5.7	78.33	11	+5
8.2.04	ICTs & org. model creation	4.9	65.00	26	-8
8.2.05	Scientific & technical journal articles	1.4	56.74	17	-1
8.2.06	Researchers in R&D	4,538	54.92	22	+2
8.2.07	Technicians in R&D	780	24.51	23	-1
8.2.08	Quality of research institutions	5.2	69.64	22	-4
8.2.09	Industry-university collaboration	4.2	53.24	34	-12
8.2.10	Share of creative goods export	0.6	4.99	38	0
8.2.11	ICT Services Exports	4.6	9.58	79	-2
8.2.12	High-technology net exports	2.7	15.89	46	+1
8.2.13	ICT goods exports	3.2	18.29	33	+9
8.2.14	Medium & high-tech mfg in MVA	25.0	31.80	58	0
8.2.15	High-tech exports (% of mfg exports)	43.1	60.45	54	+7
8.2.16	Robot adoption rate	58.0	18.01	23	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	3.2	10.69	32	-1
8.2.19	Renewable energy consumption	24.4	29.10	67	-4
8.2.20	CO2 intensity of GDP	0.1	75.42	49	+4
8.2.21	Energy intensity	3.3	79.74	32	0
8.2.22	Domestic material consumption	2.2	96.80	20	0
8.2.23	Trademark applications (res + nonres)	2.1	48.71	16	+2
8.2.24	International co-inventions	28.7	28.73	34	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.64	48	-6
8.2.26	Quality of vocational training	4.3	55.26	50	N/A
8.2.27	PISA scores	492.0	65.85	24	-3
8.2.28	Quality of educational system	4.4	57.26	29	+9
8.2.29	Critical thinking	3.9	48.56	40	N/A
8.2.30	Digital skills	4.5	58.71	49	N/A
8.2.31	STEM graduates	29.0	68.24	16	+3
9. Institutional capacity - cross-cutting driver			75.18	21	+3
9.1.01	GLRI statistical fullness	0.9	78.79	28	-16
9.1.02	World Governance Index	1.1	80.59	22	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	53.9	46.29	47	-5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Qatar

World Bank Inome Group: High
Global Labour Resilience Index 2021

46 **(58.32)**
RANK (SCORE)
GLRI 2016 Rank 40



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**60.14**	**61**	+2
1. Demographics			98.63	2	0
1.1.01	Share of older population	1.5	98.63	2	0
2. Country Capabilities			45.78	59	-3
2.1.01	Economic complexity (ECI)	0.0	45.78	59	-3
3. Economic Development and Macroeconomic Stability			65.07	53	+27
3.1.01	GDP per capita	92,651	95.79	3	-2
3.1.02	Services share of economy	46.5	51.26	113	+5
3.1.03	Dependence on natural resources	0.9	8.54	126	-5
3.1.04	Debt dynamics	97.8	97.81	38	N/A
4. Trade Vulnerability			51.26	74	+8
4.1.01	Concentration of exports (HHI)	0.5	51.17	117	+4
4.1.02	Economics diversity (RCAs)	30	3.33	132	-8
4.1.03	Current account balance	8.7	99.28	8	-7
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**57.42**	**46**	
6. Absorptive Capacity			59.61	66	N/A
6.1 Absorptive Capacity Input			33.13	99	N/A
6.1.01	Workers' rights	10.0	0.00	113	N/A
6.1.02	Pension coverage	18.0	17.26	96	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			68.44	27	-10
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	0.4	100.00	1	0
6.2.05	Youth not in EET	9.4	76.30	27	-5
6.2.06	Low-skilled labour	29.2	85.02	25	-2
6.2.07	Growth of medium jobs	0.1	48.31	51	-13
6.2.08	Labour income share	18.6	0.00	134	0
6.2.09	Labour income inequality	3.6	79.68	47	-3
6.2.10	Women in labour force (ratio of LFPR)	60.0	53.91	110	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	27.0	87.97	33	+1
6.2.13	Physical health	14.7	80.27	48	0
6.2.14	Mental health	7.1	72.97	55	+2
7. Adaptive Capacity			62.54	22	+4
7.1 Adaptive Capacity Input			72.02	18	+2
7.1.01	Hiring & firing practices	5.2	69.65	7	-1
7.1.02	Ease of hiring foreign labour	5.1	67.78	10	N/A
7.1.03	Effect of taxation on incentive to work	6.2	99.56	2	0
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.6	81.86	19	-4
7.1.06	Trade openness	5.0	66.31	24	+9
7.1.07	Applied tariffs	3.7	71.48	74	-5
7.1.08	Paying taxes	99.4	100.00	1	0
7.1.09	Enforcing contracts	54.6	52.04	87	-6
7.1.10	Property rights	5.6	76.59	20	-8
7.1.11	Insolvency framework	38.0	41.00	104	-8
7.1.12	Time to start a business	8.7	84.95	56	-9
7.1.13	Cost to start a business	6.7	90.28	64	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	+7
7.1.15	Logistics Performance Index	3.5	61.75	28	-1

* Rank change from 2016 (5-year change)
Country notes:

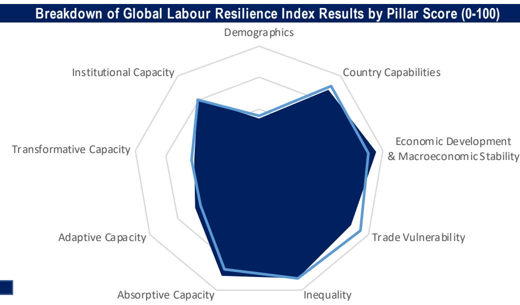
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			53.05	25	+6
7.2.01	ALMP effectiveness	4.7	62.00	20	-15
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.9	64.77	20	N/A
7.2.04	High-skilled labour	17.9	27.27	85	+3
7.2.05	Skilled labour supply	5.2	70.76	3	N/A
7.2.06	Tertiary education attainment	18.9	39.93	37	-6
7.2.07	Skillset of graduates	5.0	67.12	15	N/A
7.2.08	New corporate registrations	6.3	40.63	25	+20
7.2.09	GEI attitudes & perceptions subindex	48.4	53.44	27	-9
7.2.10	Venture capital investments	1.7	1.70	87	-20
7.2.11	Access to loans	5.3	71.54	6	-5
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	77.0	84.42	16	N/A
8. Transformative Capacity			51.61	35	+5
8.1 Transformative Capacity Input			64.70	22	+16
8.1.01	Internet & telephony competition laws	0.9	46.43	123	0
8.1.02	Future orientation of gvt	58.7	62.62	51	N/A
8.1.03	Global Cybersecurity Index	0.9	92.21	19	N/A
8.1.04	Gvt procurement of technology	5.1	68.09	3	-2
8.1.05	GERD (% of GDP)	0.5	11.69	58	+2
8.1.06	Int'l Property Rights (IPR) score	7.2	74.59	23	-6
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.6	41.15	90	+4
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.0	85.54	39	-8
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			38.52	51	-1
8.2.01	ICT access (ICT Development Index)	7.2	77.04	32	-6
8.2.02	ICT usage by firms	5.9	81.45	9	+5
8.2.03	ICTs & business model creation	5.0	66.67	37	-33
8.2.04	ICTs & org. model creation	4.8	63.33	31	-28
8.2.05	Scientific & technical journal articles	0.5	21.08	42	+1
8.2.06	Researchers in R&D	577	6.84	63	-3
8.2.07	Technicians in R&D	397	12.40	39	-1
8.2.08	Quality of research institutions	5.3	71.97	20	-4
8.2.09	Industry-university collaboration	5.1	69.06	12	-4
8.2.10	Share of creative goods export	0.0	0.40	81	0
8.2.11	ICT Services Exports	3.5	7.08	93	+4
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.0	0.00	129	-17
8.2.14	Medium & high-tech mfg in MVA	47.9	61.10	15	-8
8.2.15	High-tech exports (% of mfg exports)	26.4	36.99	78	-7
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	3.8	12.76	31	+3
8.2.19	Renewable energy consumption	0.0	0.00	133	0
8.2.20	CO2 intensity of GDP	0.4	16.21	121	+3
8.2.21	Energy intensity	5.9	48.61	99	+3
8.2.22	Domestic material consumption	4.5	90.64	39	-3
8.2.23	Trademark applications (res + nonres)	2.8	65.70	11	+2
8.2.24	International co-inventions	28.6	28.64	35	N/A
8.2.25	Patent applications (res + nonres)	0.2	5.15	19	+6
8.2.26	Quality of vocational training	5.1	67.55	15	N/A
8.2.27	PISA scores	413.3	34.85	56	+3
8.2.28	Quality of educational system	5.6	76.17	5	-2
8.2.29	Critical thinking	5.1	69.16	6	N/A
8.2.30	Digital skills	5.3	72.22	11	N/A
8.2.31	STEM graduates	22.5	45.54	49	-41
9. Institutional capacity - cross-cutting driver			54.55	73	-13
9.1.01	GLRI statistical fullness	0.8	36.36	115	-3
9.1.02	World Governance Index	0.3	61.56	47	-6
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	61.2	62.93	22	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Romania

World Bank Inome Group: High
Global Labour Resilience Index 2021

42 RANK **(59.84)** (SCORE)
GLRI 2016 Rank 42



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**65.54**	**39**	+1
1. Demographics			34.31	113	-1
1.1.01	Share of older population	18.8	34.31	113	-1
2. Country Capabilities			68.23	28	+3
2.1.01	Economic complexity (ECI)	0.9	68.23	28	+3
3. Economic Development and Macroeconomic Stability			75.80	37	+1
3.1.01	GDP per capita	29,909	73.29	43	+9
3.1.02	Services share of economy	58.2	68.69	56	+20
3.1.03	Dependence on natural resources	0.2	78.35	34	+1
3.1.04	Debt dynamics	79.3	79.31	57	N/A
4. Trade Vulnerability			68.10	37	-7
4.1.01	Concentration of exports (HHI)	0.1	93.49	24	-3
4.1.02	Economics diversity (RCAs)	285	63.90	28	0
4.1.03	Current account balance	-4.4	46.92	89	-44
5. Inequality			72.07	60	0
5.1.01	Income inequality (Gini coefficient)	35.9	72.07	60	0
Cyclical Subindex			**57.00**	**49**	
6. Absorptive Capacity			70.10	23	+2
6.1 Absorptive Capacity Input			66.84	39	-12
6.1.01	Workers' rights	73.0	71.64	57	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	22.7	22.70	41	-5
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			71.19	16	+8
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	15.4	56.82	82	+16
6.2.05	Youth not in EET	14.7	60.67	51	+11
6.2.06	Low-skilled labour	43.1	63.91	59	+4
6.2.07	Growth of medium jobs	0.2	52.19	39	+7
6.2.08	Labour income share	44.8	59.09	89	+17
6.2.09	Labour income inequality	2.2	98.21	3	+20
6.2.10	Women in labour force (ratio of LFPR)	70.0	64.37	91	-3
6.2.11	Gender pay gap	1.5	95.24	2	-1
6.2.12	Longevity	25.2	78.85	70	-3
6.2.13	Physical health	13.0	68.11	95	+3
6.2.14	Mental health	7.9	85.65	22	-8
7. Adaptive Capacity			46.59	71	-11
7.1 Adaptive Capacity Input			64.50	47	+1
7.1.01	Hiring & firing practices	4.4	56.18	28	+45
7.1.02	Ease of hiring foreign labour	4.9	64.78	14	N/A
7.1.03	Effect of taxation on incentive to work	2.9	18.27	125	-12
7.1.04	Time dealing with gvt regulation	15.8	52.71	88	-4
7.1.05	Intensity of local competition	4.9	62.57	86	+25
7.1.06	Trade openness	4.8	62.61	33	+75
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	80.3	64.83	45	-1
7.1.09	Enforcing contracts	72.2	80.29	16	+26
7.1.10	Property rights	4.4	56.40	59	+34
7.1.11	Insolvency framework	59.1	63.79	50	-4
7.1.12	Time to start a business	20.0	64.22	103	-65
7.1.13	Cost to start a business	0.4	99.85	9	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	-12
7.1.15	Logistics Performance Index	3.1	53.00	46	-8

* Rank change from 2016 (5-year change)
Country notes:

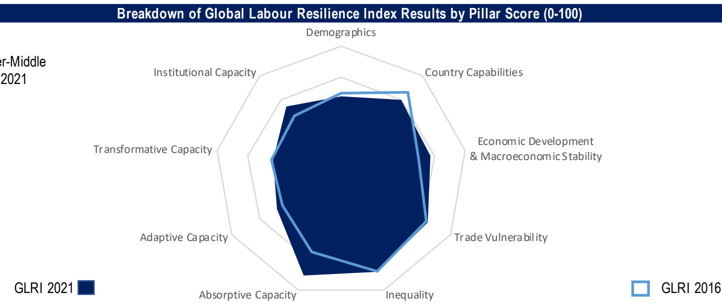
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			28.69	95	-24
7.2.01	ALMP effectiveness	3.7	45.54	49	+6
7.2.02	Formal & informal education & training	7.0	9.28	51	-6
7.2.03	Extent of staff training	3.7	44.77	92	N/A
7.2.04	High-skilled labour	23.8	37.20	65	+4
7.2.05	Skilled labour supply	3.3	37.52	126	N/A
7.2.06	Tertiary education attainment	13.0	27.52	53	-2
7.2.07	Skillset of graduates	3.3	37.82	126	N/A
7.2.08	New corporate registrations	7.3	47.50	20	+7
7.2.09	GEI attitudes & perceptions subindex	29.5	25.68	56	-4
7.2.10	Venture capital investments	0.3	0.30	102	-19
7.2.11	Access to loans	3.0	33.58	116	-59
7.2.13	Microfinance loan portfolio	0.1	0.10	74	-26
7.2.14	Depth of financial system	31.8	26.15	91	N/A
8. Transformative Capacity			41.91	76	-14
8.1 Transformative Capacity Input			42.84	93	-13
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	58.5	62.28	54	N/A
8.1.03	Global Cybersecurity Index	0.6	60.20	73	N/A
8.1.04	Gvt procurement of technology	2.3	21.86	132	-59
8.1.05	GERD (% of GDP)	0.5	11.03	61	0
8.1.06	Int'l Property Rights (IPR) score	5.8	51.67	52	+1
8.1.07	Other R&D incentives	0.0	5.42	35	-4
8.1.08	Gvt exp. on education	3.1	33.87	101	+2
8.1.09	Tertiary education exp. per student	3,555	0.01	50	-4
8.1.10	Pupil-teacher ratio (secondary)	12.1	82.06	50	-10
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			40.98	39	+1
8.2.01	ICT access (ICT Development Index)	6.5	67.57	49	+4
8.2.02	ICT usage by firms	4.5	58.79	79	+2
8.2.03	ICTs & business model creation	4.6	60.00	59	+20
8.2.04	ICTs & org. model creation	4.0	50.00	80	-2
8.2.05	Scientific & technical journal articles	0.5	21.74	41	-2
8.2.06	Researchers in R&D	882	10.54	52	-1
8.2.07	Technicians in R&D	279	8.66	48	-4
8.2.08	Quality of research institutions	4.0	49.66	55	-4
8.2.09	Industry-university collaboration	3.1	35.70	96	-28
8.2.10	Share of creative goods export	0.5	4.33	42	0
8.2.11	ICT Services Exports	18.1	39.53	12	+3
8.2.12	High-technology net exports	4.2	24.71	35	-1
8.2.13	ICT goods exports	3.0	16.92	34	0
8.2.14	Medium & high-tech mfg in MVA	44.4	56.72	20	+3
8.2.15	High-tech exports (% of mfg exports)	61.9	86.85	19	+5
8.2.16	Robot adoption rate	15.0	3.93	36	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.5	1.69	55	+3
8.2.19	Renewable energy consumption	23.4	27.84	70	+2
8.2.20	CO2 intensity of GDP	0.1	77.43	46	+5
8.2.21	Energy intensity	3.0	82.91	22	+8
8.2.22	Domestic material consumption	7.1	83.61	50	+2
8.2.23	Trademark applications (res + nonres)	0.5	12.73	88	-7
8.2.24	International co-inventions	21.1	21.14	44	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.45	52	+3
8.2.26	Quality of vocational training	3.5	42.20	106	N/A
8.2.27	PISA scores	428.0	40.63	46	-1
8.2.28	Quality of educational system	2.8	29.97	112	-55
8.2.29	Critical thinking	2.7	28.52	119	N/A
8.2.30	Digital skills	4.5	58.20	51	N/A
8.2.31	STEM graduates	28.8	67.36	17	+1
9. Institutional capacity - cross-cutting driver			61.31	47	-1
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	0.2	56.40	52	-3
9.1.03	Statistical Capacity Index	78.9	69.23	35	-11
9.1.04	Social capital	46.8	30.13	99	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Russia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

50 RANK **(57.49)** (SCORE)
GLRI 2016 Rank 66



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**60.26**	**59**	+7
1. Demographics			48.08	99	-3
1.1.01	Share of older population	15.1	48.08	99	-3
2. Country Capabilities			59.88	38	+1
2.1.01	Economic complexity (ECI)	0.6	59.88	38	+1
3. Economic Development and Macroeconomic Stability			57.76	74	+22
3.1.01	GDP per capita	27,044	71.28	49	-5
3.1.02	Services share of economy	54.0	62.52	81	-14
3.1.03	Dependence on natural resources	0.8	19.61	115	-1
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			64.16	44	+9
4.1.01	Concentration of exports (HHI)	0.3	65.47	96	-6
4.1.02	Economics diversity (RCAs)	164	35.15	64	+12
4.1.03	Current account balance	6.8	91.85	14	+4
5. Inequality			67.82	70	0
5.1.01	Income inequality (Gini coefficient)	37.5	67.82	70	0
Cyclical Subindex			**56.10**	**50**	
6. Absorptive Capacity			70.20	22	+36
6.1 Absorptive Capacity Input			84.63	10	N/A
6.1.01	Workers' rights	77.0	76.19	49	N/A
6.1.02	Pension coverage	100.0	100.00	1	N/A
6.1.03	Unemployment coverage	82.7	82.70	7	+31
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			65.40	40	-5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	33.4	57.47	6	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	16.1	54.84	87	-8
6.2.05	Youth not in EET	12.4	67.36	42	-3
6.2.06	Low-skilled labour	26.5	89.11	12	+2
6.2.07	Growth of medium jobs	-0.2	25.76	104	+3
6.2.08	Labour income share	52.0	75.33	49	+2
6.2.09	Labour income inequality	2.8	90.37	18	0
6.2.10	Women in labour force (ratio of LFPR)	78.0	72.76	67	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.2	69.05	92	0
6.2.13	Physical health	13.8	73.93	76	+1
6.2.14	Mental health	5.3	43.38	128	+1
7. Adaptive Capacity			47.34	65	-7
7.1 Adaptive Capacity Input			62.74	53	+11
7.1.01	Hiring & firing practices	4.1	51.08	48	-8
7.1.02	Ease of hiring foreign labour	3.9	48.07	89	N/A
7.1.03	Effect of taxation on incentive to work	3.7	38.07	80	+35
7.1.04	Time dealing with gvt regulation	14.7	56.02	84	-1
7.1.05	Intensity of local competition	5.0	67.14	71	-1
7.1.06	Trade openness	4.1	51.89	99	+2
7.1.07	Applied tariffs	3.5	72.89	71	-7
7.1.08	Paying taxes	79.6	63.55	48	-2
7.1.09	Enforcing contracts	72.2	80.18	17	-2
7.1.10	Property rights	3.6	43.21	113	+4
7.1.11	Insolvency framework	59.1	63.76	51	-6
7.1.12	Time to start a business	10.1	82.39	63	-9
7.1.13	Cost to start a business	1.1	98.78	26	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+33
7.1.15	Logistics Performance Index	2.8	44.00	75	+13

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.94	78	-17
7.2.01	ALMP effectiveness	3.7	45.00	52	-10
7.2.02	Formal & informal education & training	19.4	26.09	42	-3
7.2.03	Extent of staff training	3.9	48.65	68	N/A
7.2.04	High-skilled labour	44.5	71.87	21	-2
7.2.05	Skilled labour supply	4.5	58.72	43	N/A
7.2.06	Tertiary education attainment	2.1	4.38	85	-3
7.2.07	Skillset of graduates	4.0	49.75	69	N/A
7.2.08	New corporate registrations	3.3	21.08	43	-15
7.2.09	GEI attitudes & perceptions subindex	26.1	20.68	70	-4
7.2.10	Venture capital investments	1.0	0.95	97	-44
7.2.11	Access to loans	3.2	36.21	107	-53
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	36.3	31.88	74	N/A
8. Transformative Capacity			43.87	69	-12
8.1 Transformative Capacity Input			55.94	48	-7
8.1.01	Internet & telephony competition laws	1.5	75.00	100	0
8.1.02	Frutire orientation of gvt	54.7	55.94	69	N/A
8.1.03	Global Cybersecurity Index	0.8	89.58	28	N/A
8.1.04	Gvt procurement of technology	3.4	39.65	61	+19
8.1.05	GERD (% of GDP)	1.1	25.51	32	+2
8.1.06	Int'l Property Rights (IPR) score	4.9	36.20	82	-2
8.1.07	Other R&D incentives	0.4	100.00	1	0
8.1.08	Gvt exp. on education	3.8	44.29	84	+3
8.1.09	Tertiary education exp. per student	5,884	0.02	38	-4
8.1.10	Pupil-teacher ratio (secondary)	8.8	93.19	17	-3
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			31.79	90	+3
8.2.01	ICT access (ICT Development Index)	7.1	75.23	38	0
8.2.02	ICT usage by firms	4.8	63.60	58	+5
8.2.03	ICTs & business model creation	4.2	53.33	90	0
8.2.04	ICTs & org. model creation	4.5	58.33	47	+26
8.2.05	Scientific & technical journal articles	0.6	22.60	40	+6
8.2.06	Researchers in R&D	2,784	33.63	33	-6
8.2.07	Technicians in R&D	438	13.69	35	-5
8.2.08	Quality of research institutions	4.4	56.62	39	+13
8.2.09	Industry-university collaboration	3.9	47.58	40	+24
8.2.10	Share of creative goods export	51.6	100.00	1	0
8.2.11	ICT Services Exports	8.1	17.24	49	+5
8.2.12	High-technology net exports	2.6	15.30	48	+4
8.2.13	ICT goods exports	0.6	3.27	70	0
8.2.14	Medium & high-tech mfg in MVA	30.1	38.25	46	+8
8.2.15	High-tech exports (% of mfg exports)	26.1	36.60	81	-4
8.2.16	Robot adoption rate	3.0	0.00	41	N/A
8.2.17	Environmental goods exports & imports	17.7	11.83	16	0
8.2.18	Green patent applications	0.7	2.30	51	+1
8.2.19	Renewable energy consumption	3.3	3.87	122	-1
8.2.20	CO2 intensity of GDP	0.5	3.11	125	+1
8.2.21	Energy intensity	8.3	18.34	123	0
8.2.22	Domestic material consumption	8.4	79.90	60	+1
8.2.23	Trademark applications (res + nonres)	0.5	11.99	90	+2
8.2.24	International co-inventions	15.9	15.91	50	N/A
8.2.25	Patent applications (res + nonres)	0.3	5.79	15	-1
8.2.26	Quality of vocational training	4.1	50.87	71	N/A
8.2.27	PISA scores	481.7	61.77	28	-3
8.2.28	Quality of educational system	3.7	45.32	62	+17
8.2.29	Critical thinking	3.9	48.01	42	N/A
8.2.30	Digital skills	4.9	65.83	26	N/A
8.2.31	STEM graduates	30.9	74.82	10	+5
9. Institutional capacity - cross-cutting driver			54.33	75	+4
9.1.01	GLRI statistical fullness	0.9	81.82	17	+21
9.1.02	World Governance Index	-0.6	35.65	107	+5
9.1.03	Statistical Capacity Index	82.2	75.00	19	+11
9.1.04	Social capital	47.9	32.70	88	-3

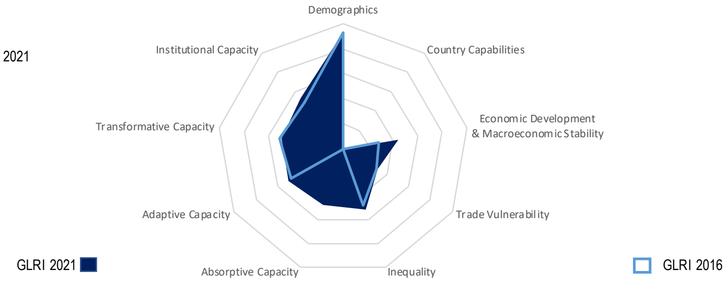
* Rank change from 2016 (5-year change)
Country notes:

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Rwanda

World Bank Inome Group: Low
Global Labour Resilience Index 2021

86 RANK **(51.40)** (SCORE)
GLRI 2016 Rank 71



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.92**	**80**	+43
1. Demographics			93.03	24	-8
1.1.01	Share of older population	3.0	93.03	24	-8
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			44.69	106	+24
3.1.01	GDP per capita	2,226	21.59	125	0
3.1.02	Services share of economy	49.3	55.42	106	+5
3.1.03	Dependence on natural resources	0.4	61.77	68	+45
3.1.04	Debt dynamics	45.3	45.33	105	N/A
4. Trade Vulnerability			32.06	122	-2
4.1.01	Concentration of exports (HHI)	0.4	53.85	112	-25
4.1.02	Economics diversity (RCAs)	55	9.26	118	-25
4.1.03	Current account balance	-7.8	33.08	113	+12
5. Inequality			51.33	100	0
5.1.01	Income inequality (Gini coefficient)	43.7	51.33	100	0
Cyclical Subindex			**49.64**	**81**	
6. Absorptive Capacity			47.09	104	N/A
6.1 Absorptive Capacity Input			37.20	92	N/A
6.1.01	Workers' rights	80.0	79.60	39	N/A
6.1.02	Pension coverage	6.5	5.65	113	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	57.0	47.54	102	N/A
6.2 Absorptive Capacity Output			50.39	99	-31
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	68.7	32.08	32	N/A
6.2.04	Youth unemployment	1.7	96.18	4	+2
6.2.05	Youth not in EET	30.6	13.26	107	-100
6.2.06	Low-skilled labour	89.8	0.00	129	0
6.2.07	Growth of medium jobs	0.5	83.38	14	0
6.2.08	Labour income share	35.7	38.57	122	-2
6.2.09	Labour income inequality	12.3	23.24	117	0
6.2.10	Women in labour force (ratio of LFPR)	100.7	96.39	3	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	20.5	55.54	104	+1
6.2.13	Physical health	11.9	60.90	106	-24
6.2.14	Mental health	6.0	54.73	111	+5
7. Adaptive Capacity			50.50	49	-3
7.1 Adaptive Capacity Input			67.66	38	-6
7.1.01	Hiring & firing practices	4.5	57.63	25	-7
7.1.02	Ease of hiring foreign labour	4.5	58.23	38	N/A
7.1.03	Effect of taxation on incentive to work	5.0	70.04	11	+2
7.1.04	Time dealing with gvt regulation	5.2	84.64	37	+3
7.1.05	Intensity of local competition	4.9	63.23	84	-10
7.1.06	Trade openness	4.6	59.37	48	-2
7.1.07	Applied tariffs	4.1	68.16	77	+44
7.1.08	Paying taxes	84.1	71.88	34	+5
7.1.09	Enforcing contracts	68.8	74.83	28	-9
7.1.10	Property rights	5.5	74.54	23	-5
7.1.11	Insolvency framework	57.2	61.76	55	+8
7.1.12	Time to start a business	4.0	93.58	12	+10
7.1.13	Cost to start a business	44.6	32.71	121	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	+2
7.1.15	Logistics Performance Index	3.0	49.25	57	+23

* Rank change from 2016 (5-year change)
Country notes:

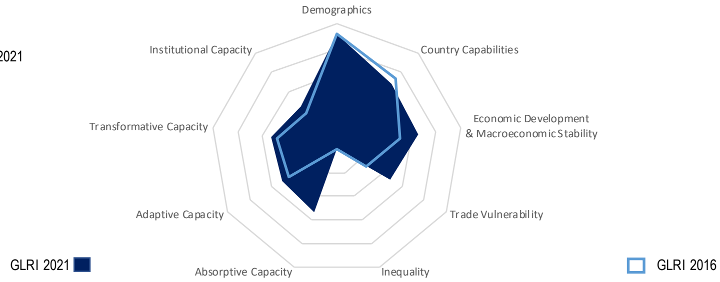
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.34	69	-14
7.2.01	ALMP effectiveness	3.5	42.47	58	-10
7.2.02	Formal & informal education & training	2.5	3.18	67	N/A
7.2.03	Extent of staff training	3.8	47.45	76	N/A
7.2.04	High-skilled labour	3.7	3.35	132	+1
7.2.05	Skilled labour supply	4.1	52.08	71	N/A
7.2.06	Tertiary education attainment	4.1	8.74	78	+3
7.2.07	Skillset of graduates	3.8	46.17	88	N/A
7.2.08	New corporate registrations	1.5	9.72	66	-8
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	9.2	9.20	42	-34
7.2.11	Access to loans	4.1	50.92	55	-16
7.2.13	Microfinance loan portfolio	100.0	100.00	1	+4
7.2.14	Depth of financial system	32.3	26.83	88	N/A
8. Transformative Capacity			49.67	38	-5
8.1 Transformative Capacity Input			64.24	23	-6
8.1.01	Internet & telephony competition laws	1.9	96.43	67	-2
8.1.02	Frutrure orientation of gvt	59.3	63.63	46	N/A
8.1.03	Global Cybersecurity Index	0.7	74.34	51	N/A
8.1.04	Gvt procurement of technology	4.7	61.80	7	-2
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	6.6	64.26	30	+11
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.5	40.20	93	-1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	28.2	27.83	113	-30
8.1.11	ICT infrastructure per school	85.5	85.46	46	-15
8.2 Transformative Capacity Output			35.10	66	-3
8.2.01	ICT access (ICT Development Index)	2.2	11.80	121	+1
8.2.02	ICT usage by firms	4.8	63.84	57	+20
8.2.03	ICTs & business model creation	4.6	60.00	59	-35
8.2.04	ICTs & org. model creation	4.1	51.67	71	-27
8.2.05	Scientific & technical journal articles	0.0	0.49	109	+4
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	6	0.02	102	N/A
8.2.08	Quality of research institutions	3.8	47.21	68	0
8.2.09	Industry-university collaboration	3.5	42.13	55	+6
8.2.10	Share of creative goods export	0.0	0.00	126	0
8.2.11	ICT Services Exports	2.0	3.78	114	-12
8.2.12	High-technology net exports	0.2	1.18	90	+5
8.2.13	ICT goods exports	1.0	5.64	64	+5
8.2.14	Medium & high-tech mfg in MVA	6.7	8.21	106	+1
8.2.15	High-tech exports (% of mfg exports)	11.3	15.82	108	-5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	86.7	100.00	1	0
8.2.20	CO2 intensity of GDP	0.0	98.24	2	0
8.2.21	Energy intensity	4.4	66.55	67	+12
8.2.22	Domestic material consumption	23.3	39.09	112	0
8.2.23	Trademark applications (res + nonres)	0.1	3.09	112	+1
8.2.24	International co-inventions	0.5	0.51	102	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.01	117	-5
8.2.26	Quality of vocational training	4.0	50.37	72	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.4	56.05	34	+14
8.2.29	Critical thinking	3.7	45.37	48	N/A
8.2.30	Digital skills	4.0	49.36	82	N/A
8.2.31	STEM graduates	16.3	23.53	86	+7
9. Institutional capacity - cross-cutting driver			52.87	77	-2
9.1.01	GLRI statistical fullness	0.9	66.67	60	+19
9.1.02	World Governance Index	0.0	52.29	62	-1
9.1.03	Statistical Capacity Index	65.6	46.15	64	-13
9.1.04	Social capital	51.6	41.00	62	+21

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Saudi Arabia

World Bank Inome Group: High
Global Labour Resilience Index 2021

62 RANK **(54.94)** (SCORE)
GLRI 2016 Rank 89



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**63.02**	**49**	+56
1. Demographics			91.60	32	-8
1.1.01	Share of older population	3.4	91.60	32	-8
2. Country Capabilities			68.41	26	+2
2.1.01	Economic complexity (ECI)	0.9	68.41	26	+2
3. Economic Development and Macroeconomic Stability			65.81	49	+39
3.1.01	GDP per capita	46,962	82.27	20	-10
3.1.02	Services share of economy	50.4	57.17	98	-7
3.1.03	Dependence on natural resources	0.8	19.49	116	+4
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			48.86	83	+41
4.1.01	Concentration of exports (HHI)	0.6	36.12	126	-2
4.1.02	Economics diversity (RCAs)	60	10.45	114	+6
4.1.03	Current account balance	9.0	100.00	1	+110
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**50.90**	**76**	
6. Absorptive Capacity			53.55	91	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	10.0	0.00	113	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			54.64	86	+7
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	28.6	19.06	116	-5
6.2.05	Youth not in EET	16.1	56.40	57	-3
6.2.06	Low-skilled labour	36.3	74.26	42	+4
6.2.07	Growth of medium jobs	0.0	34.78	71	+2
6.2.08	Labour income share	31.5	29.09	127	+6
6.2.09	Labour income inequality	3.9	76.54	58	-1
6.2.10	Women in labour force (ratio of LFPR)	28.2	20.77	129	+2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.6	81.26	55	+1
6.2.13	Physical health	14.5	78.56	56	+7
6.2.14	Mental health	7.3	75.66	47	+3
7. Adaptive Capacity			50.60	48	+6
7.1 Adaptive Capacity Input			59.83	65	-14
7.1.01	Hiring & firing practices	4.7	61.57	12	+18
7.1.02	Ease of hiring foreign labour	3.8	46.96	94	N/A
7.1.03	Effect of taxation on incentive to work	4.5	57.23	25	-15
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.4	77.29	39	-3
7.1.06	Trade openness	4.7	61.82	38	+12
7.1.07	Applied tariffs	4.9	61.78	89	-5
7.1.08	Paying taxes	75.0	55.10	66	-63
7.1.09	Enforcing contracts	63.4	66.10	51	+31
7.1.10	Property rights	5.1	67.53	33	-5
7.1.11	Insolvency framework	0.0	0.00	131	0
7.1.12	Time to start a business	10.4	81.83	64	+32
7.1.13	Cost to start a business	6.8	90.13	65	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	+3
7.1.15	Logistics Performance Index	3.0	50.25	54	-7

* Rank change from 2016 (5-year change)
Country notes:

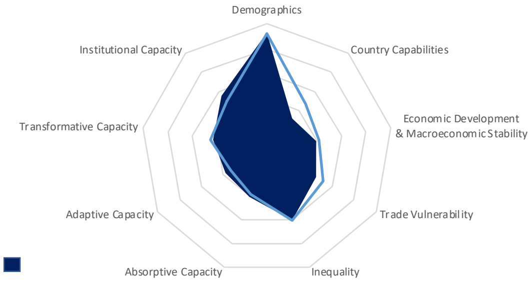
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			41.37	42	+15
7.2.01	ALMP effectiveness	4.7	61.46	23	+8
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.6	60.53	30	N/A
7.2.04	High-skilled labour	27.4	43.10	52	+8
7.2.05	Skilled labour supply	5.0	67.03	13	N/A
7.2.06	Tertiary education attainment	1.6	3.39	87	-2
7.2.07	Skillset of graduates	4.3	55.18	48	N/A
7.2.08	New corporate registrations	0.5	3.12	96	-8
7.2.09	GEI attitudes & perceptions subindex	53.6	61.08	21	0
7.2.10	Venture capital investments	0.3	0.30	102	-14
7.2.11	Access to loans	3.9	48.81	63	-38
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	51.1	51.07	42	N/A
8. Transformative Capacity			53.06	29	+15
8.1 Transformative Capacity Input			71.51	10	+13
8.1.01	Internet & telephony competition laws	2.0	100.00	1	+62
8.1.02	Frutture orientation of gvt	63.8	71.03	30	N/A
8.1.03	Global Cybersecurity Index	0.9	94.52	14	N/A
8.1.04	Gvt procurement of technology	4.2	53.77	15	-8
8.1.05	GERD (% of GDP)	0.8	18.90	41	+2
8.1.06	Int'l Property Rights (IPR) score	6.2	57.96	42	-6
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.1	63.53	45	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.5	83.91	46	-19
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			34.60	72	+20
8.2.01	ICT access (ICT Development Index)	6.7	70.04	46	-11
8.2.02	ICT usage by firms	5.3	71.41	34	-3
8.2.03	ICTs & business model creation	5.0	66.67	37	-13
8.2.04	ICTs & org. model creation	4.7	61.67	37	-14
8.2.05	Scientific & technical journal articles	0.3	12.64	51	0
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	4.0	50.69	52	-11
8.2.09	Industry-university collaboration	3.7	44.64	44	-8
8.2.10	Share of creative goods export	0.2	1.72	54	0
8.2.11	ICT Services Exports	1.9	3.49	115	+2
8.2.12	High-technology net exports	0.6	3.53	73	+22
8.2.13	ICT goods exports	0.2	1.29	87	+10
8.2.14	Medium & high-tech mfg in MVA	39.2	50.01	33	+3
8.2.15	High-tech exports (% of mfg exports)	59.0	82.81	24	+41
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	6.9	3.20	30	0
8.2.18	Green patent applications	2.5	8.39	33	-1
8.2.19	Renewable energy consumption	0.0	0.02	132	0
8.2.20	CO2 intensity of GDP	0.4	27.23	117	+4
8.2.21	Energy intensity	5.5	53.13	93	+4
8.2.22	Domestic material consumption	6.9	83.94	49	-1
8.2.23	Trademark applications (res + nonres)	0.9	21.34	57	+23
8.2.24	International co-inventions	21.8	21.75	42	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.33	40	+9
8.2.26	Quality of vocational training	4.6	60.22	33	N/A
8.2.27	PISA scores	386.0	24.08	68	0
8.2.28	Quality of educational system	4.3	54.85	37	+8
8.2.29	Critical thinking	4.3	54.88	27	N/A
8.2.30	Digital skills	5.3	72.12	13	N/A
8.2.31	STEM graduates	21.9	43.31	53	-15
9. Institutional capacity - cross-cutting driver			44.75	94	+10
9.1.01	GLRI statistical fullness	0.8	39.39	113	-1
9.1.02	World Governance Index	-0.2	46.34	76	+12
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	55.1	49.10	40	-4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Senegal

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

101 RANK **(46.40)** (SCORE)
GLRI 2016 Rank 102



GLRI 2021 | GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**51.57**	**101**	-19
1. Demographics			92.77	28	-7
1.1.01	Share of older population	3.1	92.77	28	-7
2. Country Capabilities			31.75	84	-4
2.1.01	Economic complexity (ECI)	-0.5	31.75	84	-4
3. Economic Development and Macroeconomic Stability			39.77	118	-9
3.1.01	GDP per capita	3,395	29.99	116	-2
3.1.02	Services share of economy	51.4	58.67	93	0
3.1.03	Dependence on natural resources	0.6	39.88	95	-5
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			45.31	92	-13
4.1.01	Concentration of exports (HHI)	0.2	78.04	66	+2
4.1.02	Economics diversity (RCAs)	143	30.17	74	-1
4.1.03	Current account balance	-9.2	27.73	116	-22
5. Inequality			60.37	84	-1
5.1.01	Income inequality (Gini coefficient)	40.3	60.37	84	-1
Cyclical Subindex			**43.82**	**99**	
6. Absorptive Capacity			40.33	120	-19
6.1 Absorptive Capacity Input			33.69	97	N/A
6.1.01	Workers' rights	69.0	67.09	79	N/A
6.1.02	Pension coverage	23.5	22.81	90	-31
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	45.0	27.87	119	N/A
6.2 Absorptive Capacity Output			42.55	113	+2
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	90.4	5.09	55	-9
6.2.04	Youth unemployment	8.2	77.53	39	-5
6.2.05	Youth not in EET	36.2	16.23	101	+5
6.2.06	Low-skilled labour	68.3	25.56	109	+1
6.2.07	Growth of medium jobs	0.1	48.89	48	+2
6.2.08	Labour income share	32.5	31.35	126	-4
6.2.09	Labour income inequality	7.9	44.68	106	+2
6.2.10	Women in labour force (ratio of LFPR)	60.9	54.92	107	+5
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	19.5	50.36	107	0
6.2.13	Physical health	10.4	50.47	114	-2
6.2.14	Mental health	6.5	62.98	88	-2
7. Adaptive Capacity			37.57	107	-6
7.1 Adaptive Capacity Input			50.57	100	+6
7.1.01	Hiring & firing practices	3.4	39.92	106	-44
7.1.02	Ease of hiring foreign labour	4.7	62.04	23	N/A
7.1.03	Effect of taxation on incentive to work	4.2	49.90	49	-3
7.1.04	Time dealing with gvt regulation	3.0	91.27	22	+4
7.1.05	Intensity of local competition	5.1	69.14	68	+9
7.1.06	Trade openness	4.3	54.62	82	+5
7.1.07	Applied tariffs	11.5	6.77	130	-15
7.1.08	Paying taxes	48.1	5.66	125	+5
7.1.09	Enforcing contracts	48.2	41.62	106	+17
7.1.10	Property rights	4.3	54.53	67	+2
7.1.11	Insolvency framework	44.3	47.75	84	-8
7.1.12	Time to start a business	6.0	89.91	29	-7
7.1.13	Cost to start a business	33.8	49.12	111	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	+48
7.1.15	Logistics Performance Index	2.3	31.25	127	-29

* Rank change from 2016 (5-year change)
Country notes:

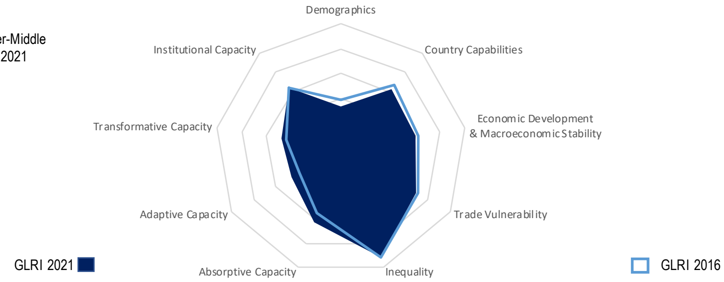
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.58	110	-21
7.2.01	ALMP effectiveness	2.5	24.90	106	-27
7.2.02	Formal & informal education & training	5.6	7.38	55	-7
7.2.03	Extent of staff training	3.6	43.17	104	N/A
7.2.04	High-skilled labour	11.4	16.23	107	-1
7.2.05	Skilled labour supply	4.8	63.32	26	N/A
7.2.06	Tertiary education attainment	2.8	5.84	82	-4
7.2.07	Skillset of graduates	4.1	51.10	66	N/A
7.2.08	New corporate registrations	0.5	2.91	97	-6
7.2.09	GEI attitudes & perceptions subindex	26.8	21.67	68	-3
7.2.10	Venture capital investments	7.7	7.74	50	N/A
7.2.11	Access to loans	3.3	37.81	104	-45
7.2.13	Microfinance loan portfolio	20.0	20.00	16	+2
7.2.14	Depth of financial system	25.1	17.47	106	N/A
8. Transformative Capacity			43.38	70	-16
8.1 Transformative Capacity Input			52.29	64	-19
8.1.01	Internet & telephony competition laws	1.7	85.71	92	-7
8.1.02	Futrure orientation of gvt	52.3	51.97	75	N/A
8.1.03	Global Cybersecurity Index	0.3	31.36	101	N/A
8.1.04	Gvt procurement of technology	3.5	41.80	46	-20
8.1.05	GERD (% of GDP)	0.8	17.40	47	-1
8.1.06	Int'l Property Rights (IPR) score	5.0	38.19	78	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.6	84.92	11	-5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	18.9	59.24	89	-3
8.1.11	ICT infrastructure per school	60.0	59.99	59	N/A
8.2 Transformative Capacity Output			34.47	74	+4
8.2.01	ICT access (ICT Development Index)	2.7	18.03	111	-4
8.2.02	ICT usage by firms	4.6	59.78	74	+13
8.2.03	ICTs & business model creation	4.9	65.00	48	-2
8.2.04	ICTs & org. model creation	4.5	58.33	47	+14
8.2.05	Scientific & technical journal articles	0.0	0.90	97	-3
8.2.06	Researchers in R&D	549	6.50	64	-3
8.2.07	Technicians in R&D	36	0.97	79	-2
8.2.08	Quality of research institutions	4.3	55.68	42	+20
8.2.09	Industry-university collaboration	3.6	42.65	54	+8
8.2.10	Share of creative goods export	0.0	0.02	107	0
8.2.11	ICT Services Exports	22.4	48.99	9	-1
8.2.12	High-technology net exports	0.3	1.77	85	+10
8.2.13	ICT goods exports	0.2	1.27	90	-26
8.2.14	Medium & high-tech mfg in MVA	21.6	27.45	69	+5
8.2.15	High-tech exports (% of mfg exports)	14.6	20.48	101	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-7
8.2.19	Renewable energy consumption	37.6	44.76	45	-1
8.2.20	CO2 intensity of GDP	0.2	54.91	94	+4
8.2.21	Energy intensity	3.6	75.83	42	+16
8.2.22	Domestic material consumption	17.8	54.11	102	+1
8.2.23	Trademark applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.24	International co-inventions	0.5	0.51	104	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.6	60.37	32	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.5	42.14	75	-14
8.2.29	Critical thinking	3.4	39.47	74	N/A
8.2.30	Digital skills	4.2	53.44	70	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			56.12	72	-1
9.1.01	GLRI statistical fullness	0.8	57.58	82	-3
9.1.02	World Governance Index	-0.1	50.40	65	0
9.1.03	Statistical Capacity Index	80.0	71.15	26	+19
9.1.04	Social capital	53.8	46.04	48	+16

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Serbia

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

44 RANK **(59.03)** (SCORE)
GLRI 2016 Rank 47



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**65.37**	**40**	-3
1. Demographics			34.50	112	-1
1.1.01	Share of older population	18.7	34.50	112	-1
2. Country Capabilities			62.32	35	+2
2.1.01	Economic complexity (ECI)	0.7	62.32	35	+2
3. Economic Development and Macroeconomic Stability			60.05	64	-5
3.1.01	GDP per capita	18,180	63.38	63	+3
3.1.02	Services share of economy	51.2	58.32	94	+4
3.1.03	Dependence on natural resources	0.3	67.65	55	+7
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			69.14	33	+2
4.1.01	Concentration of exports (HHI)	0.1	96.86	9	+2
4.1.02	Economics diversity (RCAs)	292	65.56	27	0
4.1.03	Current account balance	-4.9	45.01	96	-16
5. Inequality			91.76	16	-1
5.1.01	Income inequality (Gini coefficient)	28.5	91.76	16	-1
Cyclical Subindex			**55.85**	**51**	
6. Absorptive Capacity			62.20	57	0
6.1 Absorptive Capacity Input			42.43	87	-43
6.1.01	Workers' rights	69.0	67.09	79	N/A
6.1.02	Pension coverage	46.1	45.61	76	-27
6.1.03	Unemployment coverage	8.8	8.71	58	-4
6.1.04	Coverage of basic health services	65.0	60.66	89	N/A
6.2 Absorptive Capacity Output			68.79	24	+25
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	14.0	100.00	1	0
6.2.04	Youth unemployment	30.0	14.90	119	+10
6.2.05	Youth not in EET	15.7	57.69	56	+23
6.2.06	Low-skilled labour	41.6	66.08	54	+3
6.2.07	Growth of medium jobs	0.1	44.54	56	+14
6.2.08	Labour income share	52.5	76.45	46	-4
6.2.09	Labour income inequality	2.6	93.00	12	+21
6.2.10	Women in labour force (ratio of LFPR)	75.5	70.09	74	+8
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.6	81.17	56	-2
6.2.13	Physical health	13.9	74.53	73	+7
6.2.14	Mental health	7.4	78.21	40	0
7. Adaptive Capacity			45.53	78	+9
7.1 Adaptive Capacity Input			57.97	73	+28
7.1.01	Hiring & firing practices	4.0	50.20	54	+52
7.1.02	Ease of hiring foreign labour	4.1	52.35	68	N/A
7.1.03	Effect of taxation on incentive to work	2.9	18.32	124	+1
7.1.04	Time dealing with gvt regulation	13.2	60.54	78	-1
7.1.05	Intensity of local competition	4.5	52.66	114	+4
7.1.06	Trade openness	4.5	57.61	60	+22
7.1.07	Applied tariffs	6.0	52.00	99	-2
7.1.08	Paying taxes	74.8	54.65	68	+52
7.1.09	Enforcing contracts	61.9	63.62	55	+20
7.1.10	Property rights	3.4	39.27	120	+2
7.1.11	Insolvency framework	67.0	72.28	38	+6
7.1.12	Time to start a business	7.0	88.07	38	+22
7.1.13	Cost to start a business	2.3	96.96	43	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	2.8	46.00	65	-3

* Rank change from 2016 (5-year change)
Country notes:

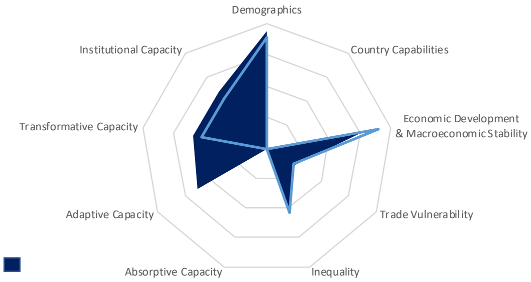
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.08	71	-5
7.2.01	ALMP effectiveness	3.3	38.05	65	+19
7.2.02	Formal & informal education & training	19.8	26.67	41	-1
7.2.03	Extent of staff training	3.6	43.63	98	N/A
7.2.04	High-skilled labour	28.6	45.26	49	-2
7.2.05	Skilled labour supply	4.4	57.27	47	N/A
7.2.06	Tertiary education attainment	14.5	30.68	50	-4
7.2.07	Skillset of graduates	4.2	53.91	52	N/A
7.2.08	New corporate registrations	1.9	12.11	58	-4
7.2.09	GEI attitudes & perceptions subindex	23.0	16.14	77	-2
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.6	43.26	85	+29
7.2.13	Microfinance loan portfolio	0.2	0.20	64	-35
7.2.14	Depth of financial system	34.7	29.84	80	N/A
8. Transformative Capacity			47.92	43	+16
8.1 Transformative Capacity Input			60.50	31	+21
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Future orientation of gvt	53.9	54.66	70	N/A
8.1.03	Global Cybersecurity Index	0.6	68.42	60	N/A
8.1.04	Gvt procurement of technology	2.8	30.74	103	+12
8.1.05	GERD (% of GDP)	0.9	21.61	37	+4
8.1.06	Int'l Property Rights (IPR) score	4.6	31.52	97	+10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.9	44.90	80	+1
8.1.09	Tertiary education exp. per student	7,708	96.70	2	+25
8.1.10	Pupil-teacher ratio (secondary)	7.9	95.93	10	+1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			35.35	63	+12
8.2.01	ICT access (ICT Development Index)	6.6	69.26	47	-2
8.2.02	ICT usage by firms	4.5	57.67	84	+2
8.2.03	ICTs & business model creation	4.5	58.33	71	+30
8.2.04	ICTs & org. model creation	4.1	51.67	71	+28
8.2.05	Scientific & technical journal articles	0.5	20.93	43	-3
8.2.06	Researchers in R&D	2,087	25.17	38	-2
8.2.07	Technicians in R&D	412	12.87	38	-1
8.2.08	Quality of research institutions	4.2	53.29	45	+20
8.2.09	Industry-university collaboration	3.2	36.06	94	-3
8.2.10	Share of creative goods export	8.1	69.74	9	0
8.2.11	ICT Services Exports	17.1	37.28	14	+3
8.2.12	High-technology net exports	1.6	9.41	56	-6
8.2.13	ICT goods exports	1.1	6.42	57	+2
8.2.14	Medium & high-tech mfg in MVA	26.7	34.00	56	+4
8.2.15	High-tech exports (% of mfg exports)	44.8	62.87	47	-5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.8	2.81	46	+10
8.2.19	Renewable energy consumption	19.9	23.70	77	0
8.2.20	CO2 intensity of GDP	0.4	17.93	120	-1
8.2.21	Energy intensity	6.1	45.68	107	-6
8.2.22	Domestic material consumption	14.4	63.62	91	+1
8.2.23	Trademark applications (res + nonres)	0.7	17.01	72	+1
8.2.24	International co-inventions	22.4	22.43	39	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.49	87	-1
8.2.26	Quality of vocational training	3.9	48.68	79	N/A
8.2.27	PISA scores	442.3	46.27	41	0
8.2.28	Quality of educational system	3.3	37.90	90	+12
8.2.29	Critical thinking	3.6	42.54	60	N/A
8.2.30	Digital skills	4.1	51.50	76	N/A
8.2.31	STEM graduates	26.6	59.88	22	+7
9. Institutional capacity - cross-cutting driver			63.86	41	-3
9.1.01	GLRI statistical fullness	0.9	81.82	17	-9
9.1.02	World Governance Index	-0.1	51.03	64	-6
9.1.03	Statistical Capacity Index	88.9	86.54	8	+3
9.1.04	Social capital	48.5	33.89	84	-6

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Seychelles

World Bank Inome Group: High
Global Labour Resilience Index 2021

52 **(56.42)**
RANK (SCORE)
GLRI 2016 Rank N/A



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**52.52**	**95**	0
1. Demographics			75.23	70	+7
1.1.01	Share of older population	7.8	75.23	70	+7
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			62.41	60	-24
3.1.01	GDP per capita	29,056	72.71	44	-1
3.1.02	Services share of economy	72.1	89.42	5	+3
3.1.03	Dependence on natural resources	0.5	51.03	85	-18
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			20.84	134	-1
4.1.01	Concentration of exports (HHI)	0.4	54.20	111	+8
4.1.02	Economics diversity (RCAs)	51	8.31	121	-3
4.1.03	Current account balance	-16.9	0.00	127	0
5. Inequality			43.09	109	-1
5.1.01	Income inequality (Gini coefficient)	46.8	43.09	109	-1
Cyclical Subindex			**58.37**	**40**	
6. Absorptive Capacity			N/R	N/A	N/A
6.1 Absorptive Capacity Input			62.83	48	-18
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	18.0	18.00	46	-3
6.1.04	Coverage of basic health services	71.0	70.49	67	N/A
6.2 Absorptive Capacity Output			N/R	N/A	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	n/a	N/A	N/A	N/A
6.2.05	Youth not in EET	n/a	N/A	N/A	N/A
6.2.06	Low-skilled labour	n/a	N/A	N/A	N/A
6.2.07	Growth of medium jobs	n/a	N/A	N/A	N/A
6.2.08	Labour income share	n/a	N/A	N/A	N/A
6.2.09	Labour income inequality	n/a	N/A	N/A	N/A
6.2.10	Women in labour force (ratio of LFPR)	n/a	N/A	N/A	N/A
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.8	72.15	86	-1
6.2.13	Physical health	15.1	82.76	32	+3
6.2.14	Mental health	7.9	86.31	17	+2
7. Adaptive Capacity			51.37	45	N/A
7.1 Adaptive Capacity Input			57.24	75	+13
7.1.01	Hiring & firing practices	4.1	51.28	45	+36
7.1.02	Ease of hiring foreign labour	4.3	54.64	55	N/A
7.1.03	Effect of taxation on incentive to work	3.7	39.00	78	-22
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.0	65.38	79	+38
7.1.06	Trade openness	4.5	58.67	53	0
7.1.07	Applied tariffs	2.1	84.66	56	+3
7.1.08	Paying taxes	84.7	72.96	27	+8
7.1.09	Enforcing contracts	51.2	46.59	97	-19
7.1.10	Property rights	4.4	57.09	57	+13
7.1.11	Insolvency framework	52.2	56.27	66	-9
7.1.12	Time to start a business	32.0	42.20	116	-2
7.1.13	Cost to start a business	13.2	80.41	85	N/A
7.1.14	Ease of getting credit	35.0	35.00	117	+9
7.1.15	Logistics Performance Index	n/a	N/A	N/A	N/A

* Rank change from 2016 (5-year change)
Country notes:

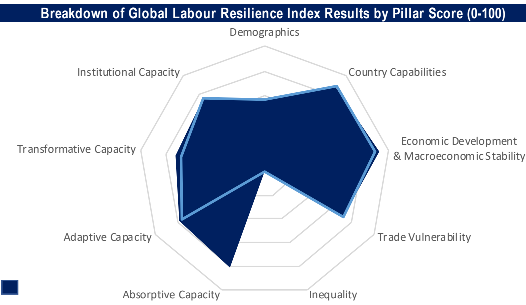
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			N/R	N/A	N/A
7.2.01	ALMP effectiveness	4.1	51.55	38	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.3	55.45	44	N/A
7.2.04	High-skilled labour	n/a	N/A	N/A	N/A
7.2.05	Skilled labour supply	4.1	51.95	74	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.7	60.91	33	N/A
7.2.08	New corporate registrations	5.2	33.51	30	-5
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.1	35.46	109	-61
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	34.6	29.69	81	N/A
8. Transformative Capacity			47.64	45	+28
8.1 Transformative Capacity Input			56.15	47	N/A
8.1.01	Internet & telephony competition laws	1.1	53.85	119	0
8.1.02	Futrure orientation of gvt	68.9	79.52	18	N/A
8.1.03	Global Cybersecurity Index	0.3	26.32	108	N/A
8.1.04	Gvt procurement of technology	3.7	45.18	34	+11
8.1.05	GERD (% of GDP)	0.2	4.89	87	-8
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.4	53.03	64	+14
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	10.8	86.43	36	+3
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			39.13	47	+19
8.2.01	ICT access (ICT Development Index)	5.0	48.77	75	-3
8.2.02	ICT usage by firms	4.3	55.10	96	+2
8.2.03	ICTs & business model creation	3.9	48.33	111	-13
8.2.04	ICTs & org. model creation	3.6	43.33	101	-2
8.2.05	Scientific & technical journal articles	0.1	3.89	80	-24
8.2.06	Researchers in R&D	146	1.61	85	-1
8.2.07	Technicians in R&D	597	18.73	28	-1
8.2.08	Quality of research institutions	3.1	34.50	108	-36
8.2.09	Industry-university collaboration	2.7	27.90	121	-44
8.2.10	Share of creative goods export	0.0	0.00	114	0
8.2.11	ICT Services Exports	1.3	2.17	123	-2
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	0.3	1.53	84	+7
8.2.14	Medium & high-tech mfg in MVA	n/a	N/A	N/A	N/A
8.2.15	High-tech exports (% of mfg exports)	n/a	N/A	N/A	N/A
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	5.2	17.66	28	+69
8.2.19	Renewable energy consumption	0.6	0.76	128	-2
8.2.20	CO2 intensity of GDP	0.2	53.80	97	-15
8.2.21	Energy intensity	3.2	80.71	27	-11
8.2.22	Domestic material consumption	1.1	99.95	2	0
8.2.23	Trademark applications (res + nonres)	7.7	100.00	1	+45
8.2.24	International co-inventions	24.7	24.66	37	N/A
8.2.25	Patent applications (res + nonres)	n/a	N/A	N/A	N/A
8.2.26	Quality of vocational training	4.3	55.13	51	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.7	45.39	61	-26
8.2.29	Critical thinking	4.3	54.19	28	N/A
8.2.30	Digital skills	4.6	59.88	45	N/A
8.2.31	STEM graduates	17.2	26.90	81	+1
9. Institutional capacity - cross-cutting driver			47.58	89	+7
9.1.01	GLRI statistical fullness	0.7	6.06	134	-2
9.1.02	World Governance Index	0.4	61.89	46	0
9.1.03	Statistical Capacity Index	72.2	57.69	47	+32
9.1.04	Social capital	56.9	53.15	34	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Singapore

World Bank Inome Group: High
Global Labour Resilience Index 2021

4 **(77.67)**
RANK (SCORE)
GLRI 2016 Rank 3



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**77.81**	**8**	-2
1. Demographics			58.14	89	+1
1.1.01	Share of older population	12.4	58.14	89	+1
2. Country Capabilities			88.26	5	+1
2.1.01	Economic complexity (ECI)	1.7	88.26	5	+1
3. Economic Development and Macroeconomic Stability			92.74	2	0
3.1.01	GDP per capita	97,341	96.77	2	+1
3.1.02	Services share of economy	70.4	86.90	9	+3
3.1.03	Dependence on natural resources	0.2	84.87	20	-1
3.1.04	Debt dynamics	99.5	99.48	37	N/A
4. Trade Vulnerability			72.06	30	+1
4.1.01	Concentration of exports (HHI)	0.2	79.85	59	+10
4.1.02	Economics diversity (RCAs)	169	36.34	62	-2
4.1.03	Current account balance	17.6	100.00	1	0
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**77.59**	**3**	
6. Absorptive Capacity			81.27	1	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	86.0	95.08	6	N/A
6.2 Absorptive Capacity Output			77.25	2	-1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	9.3	74.44	49	-3
6.2.05	Youth not in EET	4.3	91.44	4	-1
6.2.06	Low-skilled labour	19.4	100.00	1	0
6.2.07	Growth of medium jobs	-0.3	10.17	133	-3
6.2.08	Labour income share	49.2	69.01	63	-2
6.2.09	Labour income inequality	3.9	76.42	59	0
6.2.10	Women in labour force (ratio of LFPR)	79.1	73.92	62	+2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	28.9	97.55	5	+2
6.2.13	Physical health	17.6	100.00	1	0
6.2.14	Mental health	7.5	79.58	36	+2
7. Adaptive Capacity			78.43	2	0
7.1 Adaptive Capacity Input			85.55	1	0
7.1.01	Hiring & firing practices	5.6	77.04	2	+1
7.1.02	Ease of hiring foreign labour	3.9	47.60	91	N/A
7.1.03	Effect of taxation on incentive to work	6.2	100.00	1	+2
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.7	86.50	14	+3
7.1.06	Trade openness	6.0	83.64	1	+1
7.1.07	Applied tariffs	0.2	100.00	1	0
7.1.08	Paying taxes	91.6	85.56	7	-3
7.1.09	Enforcing contracts	84.5	100.00	1	0
7.1.10	Property rights	6.4	89.27	3	+1
7.1.11	Insolvency framework	74.3	80.17	25	-2
7.1.12	Time to start a business	1.5	98.17	3	+1
7.1.13	Cost to start a business	0.5	99.70	11	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-19
7.1.15	Logistics Performance Index	4.0	75.00	7	-2

* Rank change from 2016 (5-year change)
Country notes:

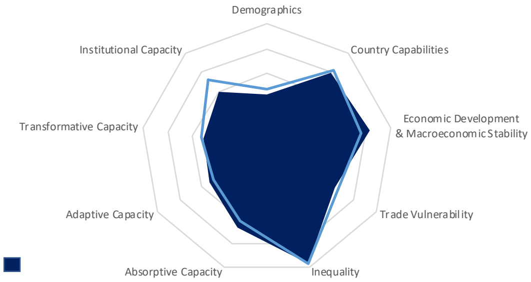
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			71.31	5	+6
7.2.01	ALMP effectiveness	5.6	76.91	4	-2
7.2.02	Formal & informal education & training	56.6	76.67	10	+1
7.2.03	Extent of staff training	5.4	73.31	4	N/A
7.2.04	High-skilled labour	59.2	96.57	2	0
7.2.05	Skilled labour supply	5.1	68.82	8	N/A
7.2.06	Tertiary education attainment	31.6	66.81	11	+2
7.2.07	Skillset of graduates	5.4	72.63	5	N/A
7.2.08	New corporate registrations	10.0	65.03	14	+3
7.2.09	GEI attitudes & perceptions subindex	37.6	37.65	38	-2
7.2.10	Venture capital investments	50.2	50.20	8	+6
7.2.11	Access to loans	5.5	74.22	3	+1
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	86.7	96.88	2	N/A
8. Transformative Capacity			71.93	2	+6
8.1 Transformative Capacity Input			76.40	4	+9
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrue orientation of gvt	74.5	88.72	8	N/A
8.1.03	Global Cybersecurity Index	0.9	96.38	6	N/A
8.1.04	Gvt procurement of technology	4.9	65.34	5	-1
8.1.05	GERD (% of GDP)	2.2	50.64	13	+2
8.1.06	Int'l Property Rights (IPR) score	8.4	95.17	5	+1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.9	30.82	106	+3
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	11.5	84.09	45	+25
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			67.47	3	0
8.2.01	ICT access (ICT Development Index)	8.1	87.94	17	0
8.2.02	ICT usage by firms	5.8	80.34	13	0
8.2.03	ICTs & business model creation	5.8	80.00	7	+1
8.2.04	ICTs & org. model creation	5.5	75.00	13	-2
8.2.05	Scientific & technical journal articles	2.0	79.28	7	-1
8.2.06	Researchers in R&D	6,803	82.42	6	0
8.2.07	Technicians in R&D	377	11.77	41	-9
8.2.08	Quality of research institutions	5.7	77.77	12	-1
8.2.09	Industry-university collaboration	5.3	71.34	8	-3
8.2.10	Share of creative goods export	3.9	33.19	15	0
8.2.11	ICT Services Exports	6.7	14.12	62	+3
8.2.12	High-technology net exports	27.4	100.00	1	0
8.2.13	ICT goods exports	32.0	94.88	2	-1
8.2.14	Medium & high-tech mfg in MVA	78.2	100.00	1	0
8.2.15	High-tech exports (% of mfg exports)	70.6	99.12	9	0
8.2.16	Robot adoption rate	488.0	100.00	1	N/A
8.2.17	Environmental goods exports & imports	18.8	12.71	14	0
8.2.18	Green patent applications	12.6	42.64	20	-2
8.2.19	Renewable energy consumption	0.7	0.82	127	+1
8.2.20	CO2 intensity of GDP	0.1	92.59	7	+25
8.2.21	Energy intensity	3.1	81.93	24	-10
8.2.22	Domestic material consumption	3.8	92.49	34	0
8.2.23	Trademark applications (res + nonres)	4.4	100.00	1	0
8.2.24	International co-inventions	100.0	100.00	1	N/A
8.2.25	Patent applications (res + nonres)	2.0	27.71	4	-1
8.2.26	Quality of vocational training	5.4	73.34	6	N/A
8.2.27	PISA scores	556.3	91.20	2	-1
8.2.28	Quality of educational system	5.8	80.26	2	+2
8.2.29	Critical thinking	4.4	56.91	21	N/A
8.2.30	Digital skills	5.6	76.40	5	N/A
8.2.31	STEM graduates	34.5	87.45	5	+2
9. Institutional capacity - cross-cutting driver			76.48	20	-1
9.1.01	GLRI statistical fullness	0.8	42.42	110	-7
9.1.02	World Governance Index	1.6	95.48	9	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	63.7	68.57	18	-9

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Slovakia

World Bank Inome Group: High
Global Labour Resilience Index 2021

31 (64.19)
RANK (SCORE)
GLRI 2016 Rank 27



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**75.04**	**14**	-2
1. Demographics			44.07	104	-4
1.1.01	Share of older population	16.2	44.07	104	-4
2. Country Capabilities			79.40	15	+1
2.1.01	Economic complexity (ECI)	1.4	79.40	15	+1
3. Economic Development and Macroeconomic Stability			83.25	20	+2
3.1.01	GDP per capita	32,793	75.12	38	-2
3.1.02	Services share of economy	58.1	68.60	57	+13
3.1.03	Dependence on natural resources	0.2	81.94	26	-4
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			62.31	50	-3
4.1.01	Concentration of exports (HHI)	0.2	78.03	67	-15
4.1.02	Economics diversity (RCAs)	247	54.87	33	+5
4.1.03	Current account balance	-2.6	54.03	67	-9
5. Inequality			97.07	5	-1
5.1.01	Income inequality (Gini coefficient)	26.5	97.07	5	-1
Cyclical Subindex			**58.76**	**38**	
6. Absorptive Capacity			67.04	35	+7
6.1 Absorptive Capacity Input			68.64	36	-1
6.1.01	Workers' rights	100.0	98.93	2	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	9.9	10.44	55	-7
6.1.04	Coverage of basic health services	77.0	80.33	34	N/A
6.2 Absorptive Capacity Output			66.50	34	+19
6.2.01	Quality of earnings	8.1	11.75	32	0
6.2.02	Quality of working environment	32.0	53.41	8	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	16.2	54.56	88	+22
6.2.05	Youth not in EET	10.3	73.62	31	+13
6.2.06	Low-skilled labour	28.0	86.91	21	-5
6.2.07	Growth of medium jobs	-0.1	33.68	75	+3
6.2.08	Labour income share	51.0	73.07	55	+12
6.2.09	Labour income inequality	2.1	100.00	1	0
6.2.10	Women in labour force (ratio of LFPR)	77.4	72.07	70	0
6.2.11	Gender pay gap	13.9	57.30	27	-4
6.2.12	Longevity	26.3	84.47	44	0
6.2.13	Physical health	14.3	77.44	61	+20
6.2.14	Mental health	7.9	86.28	18	-2
7. Adaptive Capacity			52.44	43	-2
7.1 Adaptive Capacity Input			62.10	57	+3
7.1.01	Hiring & firing practices	3.3	37.85	110	+13
7.1.02	Ease of hiring foreign labour	3.3	37.50	128	N/A
7.1.03	Effect of taxation on incentive to work	2.7	13.08	130	-2
7.1.04	Time dealing with gvt regulation	8.2	75.60	56	+3
7.1.05	Intensity of local competition	5.4	78.68	34	-6
7.1.06	Trade openness	4.7	61.08	42	-11
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	80.6	65.43	44	+35
7.1.09	Enforcing contracts	66.1	70.46	39	+29
7.1.10	Property rights	4.1	52.25	76	+8
7.1.11	Insolvency framework	65.5	70.61	41	-11
7.1.12	Time to start a business	21.5	61.47	106	-6
7.1.13	Cost to start a business	1.1	98.78	26	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	-10
7.1.15	Logistics Performance Index	3.0	50.75	51	-10

* Rank change from 2016 (5-year change)
Country notes:

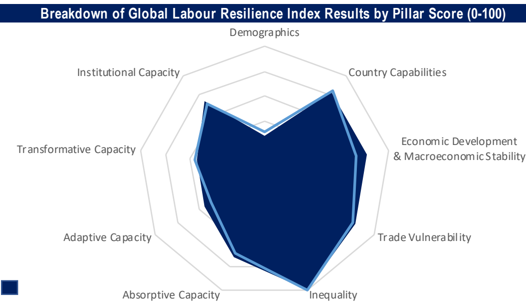
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			42.77	38	-1
7.2.01	ALMP effectiveness	4.0	49.91	42	+22
7.2.02	Formal & informal education & training	46.1	62.38	23	0
7.2.03	Extent of staff training	4.1	51.73	55	N/A
7.2.04	High-skilled labour	32.9	52.36	41	+1
7.2.05	Skilled labour supply	3.4	40.45	120	N/A
7.2.06	Tertiary education attainment	18.6	39.33	39	-3
7.2.07	Skillset of graduates	3.7	45.00	93	N/A
7.2.08	New corporate registrations	5.3	34.05	29	+14
7.2.09	GEI attitudes & perceptions subindex	37.9	37.97	36	-1
7.2.10	Venture capital investments	1.1	1.10	93	-65
7.2.11	Access to loans	4.7	61.49	21	+16
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	40.6	37.51	62	N/A
8. Transformative Capacity			51.12	37	-5
8.1 Transformative Capacity Input			53.94	52	-13
8.1.01	Internet & telephony competition laws	1.9	93.75	72	+7
8.1.02	Frutire orientation of gvt	58.7	62.57	52	N/A
8.1.03	Global Cybersecurity Index	0.7	77.85	47	N/A
8.1.04	Gvt procurement of technology	3.2	36.64	77	+33
8.1.05	GERD (% of GDP)	0.8	18.29	43	-10
8.1.06	Int'l Property Rights (IPR) score	6.3	59.41	37	+5
8.1.07	Other R&D incentives	0.0	3.13	38	-3
8.1.08	Gvt exp. on education	4.6	56.41	57	+6
8.1.09	Tertiary education exp. per student	9,708	0.03	23	-6
8.1.10	Pupil-teacher ratio (secondary)	11.1	85.45	40	-7
8.1.11	ICT infrastructure per school	99.8	99.80	31	-10
8.2 Transformative Capacity Output			48.31	27	+2
8.2.01	ICT access (ICT Development Index)	7.1	75.10	39	+2
8.2.02	ICT usage by firms	5.5	74.57	25	-1
8.2.03	ICTs & business model creation	5.0	66.67	37	+42
8.2.04	ICTs & org. model creation	4.9	65.00	26	+41
8.2.05	Scientific & technical journal articles	1.0	39.44	31	-1
8.2.06	Researchers in R&D	2,996	36.20	32	-2
8.2.07	Technicians in R&D	521	16.31	31	+9
8.2.08	Quality of research institutions	3.8	46.67	71	-10
8.2.09	Industry-university collaboration	3.3	38.68	76	+5
8.2.10	Share of creative goods export	0.6	4.80	39	0
8.2.11	ICT Services Exports	14.6	31.73	19	+13
8.2.12	High-technology net exports	9.2	54.13	17	+7
8.2.13	ICT goods exports	16.3	92.50	7	-6
8.2.14	Medium & high-tech mfg in MVA	49.7	63.48	12	+3
8.2.15	High-tech exports (% of mfg exports)	71.3	100.00	1	+9
8.2.16	Robot adoption rate	135.0	43.22	16	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	3.9	13.06	30	-2
8.2.19	Renewable energy consumption	12.4	14.80	95	-4
8.2.20	CO2 intensity of GDP	0.2	63.73	77	+1
8.2.21	Energy intensity	4.4	65.82	71	-3
8.2.22	Domestic material consumption	3.3	94.01	27	+2
8.2.23	Trademark applications (res + nonres)	0.7	17.42	70	-9
8.2.24	International co-inventions	44.8	44.81	29	N/A
8.2.25	Patent applications (res + nonres)	0.0	1.04	61	-2
8.2.26	Quality of vocational training	3.6	43.87	99	N/A
8.2.27	PISA scores	469.3	56.91	35	+3
8.2.28	Quality of educational system	2.8	29.54	115	+3
8.2.29	Critical thinking	2.9	31.92	105	N/A
8.2.30	Digital skills	4.6	59.77	46	N/A
8.2.31	STEM graduates	21.1	40.60	58	-4
9. Institutional capacity - cross-cutting driver			59.34	58	-31
9.1.01	GLRI statistical fullness	0.9	87.88	8	-3
9.1.02	World Governance Index	0.7	70.10	34	+2
9.1.03	Statistical Capacity Index	50.0	19.23	92	-77
9.1.04	Social capital	50.9	39.50	67	-12

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Slovenia

World Bank Inome Group: High
Global Labour Resilience Index 2021

18 RANK **(69.53)** (SCORE)
GLRI 2016 Rank 20



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**78.42**	**6**	**+4**
1. Demographics			29.11	124	-7
1.1.01	Share of older population	20.2	29.11	124	-7
2. Country Capabilities			82.96	11	+1
2.1.01	Economic complexity (ECI)	1.5	82.96	11	+1
3. Economic Development and Macroeconomic Stability			82.63	21	+8
3.1.01	GDP per capita	38,689	78.41	33	+2
3.1.02	Services share of economy	56.9	66.76	63	0
3.1.03	Dependence on natural resources	0.2	77.42	36	0
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			82.92	15	+6
4.1.01	Concentration of exports (HHI)	0.1	89.79	35	+10
4.1.02	Economics diversity (RCAs)	318	71.73	23	-1
4.1.03	Current account balance	5.7	87.23	16	+4
5. Inequality			100.00	1	0
5.1.01	Income inequality (Gini coefficient)	25.4	100.00	1	0
Cyclical Subindex			**65.09**	**23**	
6. Absorptive Capacity			72.42	13	+1
6.1 Absorptive Capacity Input			69.84	31	-8
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	25.9	25.90	36	-5
6.1.04	Coverage of basic health services	79.0	83.61	25	N/A
6.2 Absorptive Capacity Output			73.28	11	+3
6.2.01	Quality of earnings	14.5	34.89	23	0
6.2.02	Quality of working environment	31.8	52.78	9	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	9.1	74.94	47	+31
6.2.05	Youth not in EET	7.0	83.34	16	+7
6.2.06	Low-skilled labour	24.4	92.39	8	+2
6.2.07	Growth of medium jobs	-0.2	21.71	115	+6
6.2.08	Labour income share	58.4	89.76	21	-3
6.2.09	Labour income inequality	2.3	96.79	6	+1
6.2.10	Women in labour force (ratio of LFPR)	84.2	79.18	43	+3
6.2.11	Gender pay gap	5.0	84.62	11	-4
6.2.12	Longevity	28.0	93.33	27	+1
6.2.13	Physical health	14.3	77.39	62	+11
6.2.14	Mental health	7.0	71.48	59	+4
7. Adaptive Capacity			54.79	41	-1
7.1 Adaptive Capacity Input			62.37	55	-1
7.1.01	Hiring & firing practices	2.6	27.43	130	+2
7.1.02	Ease of hiring foreign labour	3.6	43.64	110	N/A
7.1.03	Effect of taxation on incentive to work	2.3	1.94	134	+1
7.1.04	Time dealing with gvt regulation	10.1	69.88	65	0
7.1.05	Intensity of local competition	5.4	77.82	36	+26
7.1.06	Trade openness	5.1	67.83	17	+15
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	83.3	70.29	37	-10
7.1.09	Enforcing contracts	54.8	52.33	85	+10
7.1.10	Property rights	4.4	56.32	60	-3
7.1.11	Insolvency framework	84.4	91.06	8	+1
7.1.12	Time to start a business	8.0	86.24	45	-23
7.1.13	Cost to start a business	0.0	100.00	1	N/A
7.1.14	Ease of getting credit	45.0	45.00	98	-2
7.1.15	Logistics Performance Index	3.3	57.75	33	+3

* Rank change from 2016 (5-year change)
Country notes:

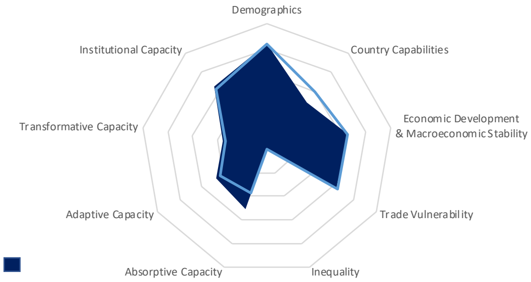
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			47.22	33	+3
7.2.01	ALMP effectiveness	4.6	59.18	25	+21
7.2.02	Formal & informal education & training	46.1	62.38	23	+5
7.2.03	Extent of staff training	4.5	58.38	35	N/A
7.2.04	High-skilled labour	44.0	71.00	23	-1
7.2.05	Skilled labour supply	4.3	54.37	61	N/A
7.2.06	Tertiary education attainment	19.6	41.54	35	+2
7.2.07	Skillset of graduates	4.3	55.75	47	N/A
7.2.08	New corporate registrations	3.1	20.00	45	-12
7.2.09	GEI attitudes & perceptions subindex	54.4	62.26	20	+3
7.2.10	Venture capital investments	3.1	3.10	72	-7
7.2.11	Access to loans	3.3	38.11	103	+30
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	43.0	40.55	54	N/A
8. Transformative Capacity			54.59	23	+1
8.1 Transformative Capacity Input			58.49	37	-5
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutre orientation of gvt	62.1	68.13	37	N/A
8.1.03	Global Cybersecurity Index	0.7	74.78	50	N/A
8.1.04	Gvt procurement of technology	2.6	27.41	120	-18
8.1.05	GERD (% of GDP)	2.0	46.91	18	-5
8.1.06	Int'l Property Rights (IPR) score	6.1	56.25	46	+13
8.1.07	Other R&D incentives	0.1	19.65	16	-1
8.1.08	Gvt exp. on education	4.9	60.23	49	+6
8.1.09	Tertiary education exp. per student	7,244	0.02	31	-6
8.1.10	Pupil-teacher ratio (secondary)	9.7	90.05	26	0
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			50.69	23	-1
8.2.01	ICT access (ICT Development Index)	7.4	79.25	28	0
8.2.02	ICT usage by firms	5.2	69.58	38	-3
8.2.03	ICTs & business model creation	5.1	68.33	31	+32
8.2.04	ICTs & org. model creation	4.7	61.67	37	+15
8.2.05	Scientific & technical journal articles	1.5	62.42	12	-2
8.2.06	Researchers in R&D	4,855	58.77	18	+5
8.2.07	Technicians in R&D	1,814	57.23	10	-6
8.2.08	Quality of research institutions	4.9	65.60	27	+4
8.2.09	Industry-university collaboration	3.8	46.06	42	0
8.2.10	Share of creative goods export	0.3	2.51	48	0
8.2.11	ICT Services Exports	7.4	15.82	55	-12
8.2.12	High-technology net exports	4.5	26.48	32	+1
8.2.13	ICT goods exports	1.8	10.33	51	-1
8.2.14	Medium & high-tech mfg in MVA	37.2	47.39	37	0
8.2.15	High-tech exports (% of mfg exports)	63.7	89.45	15	+1
8.2.16	Robot adoption rate	137.0	43.88	15	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	7.7	26.09	24	+1
8.2.19	Renewable energy consumption	20.4	24.28	76	+3
8.2.20	CO2 intensity of GDP	0.2	69.24	69	+2
8.2.21	Energy intensity	4.5	65.58	72	+1
8.2.22	Domestic material consumption	3.4	93.61	29	+2
8.2.23	Trademark applications (res + nonres)	1.3	30.26	42	-19
8.2.24	International co-inventions	61.8	61.79	21	N/A
8.2.25	Patent applications (res + nonres)	0.1	3.14	31	-10
8.2.26	Quality of vocational training	4.2	53.55	60	N/A
8.2.27	PISA scores	503.7	70.44	10	-2
8.2.28	Quality of educational system	4.0	50.71	49	-3
8.2.29	Critical thinking	3.2	36.21	90	N/A
8.2.30	Digital skills	4.8	63.84	37	N/A
8.2.31	STEM graduates	25.0	54.22	31	-1
9. Institutional capacity - cross-cutting driver			74.04	22	+6
9.1.01	GLRI statistical fullness	0.9	78.79	28	-8
9.1.02	World Governance Index	0.9	77.16	26	+2
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	56.4	52.04	37	-10

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

South Africa

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

92 **(49.98)**
RANK (SCORE)
GLRI 2016 Rank 100



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**50.45**	**106**	-4
1. Demographics			84.14	50	+1
1.1.01	Share of older population	5.4	84.14	50	+1
2. Country Capabilities			48.91	56	-5
2.1.01	Economic complexity (ECI)	0.2	48.91	56	-5
3. Economic Development and Macroeconomic Stability			65.81	50	+4
3.1.01	GDP per capita	12,482	55.90	81	-9
3.1.02	Services share of economy	61.2	73.23	37	-4
3.1.03	Dependence on natural resources	0.4	58.37	72	-11
3.1.04	Debt dynamics	79.4	79.45	55	N/A
4. Trade Vulnerability			63.31	46	+2
4.1.01	Concentration of exports (HHI)	0.1	90.14	33	-5
4.1.02	Economics diversity (RCAs)	226	49.88	42	-6
4.1.03	Current account balance	-3.6	49.92	82	+5
5. Inequality			0.00	124	+1
5.1.01	Income inequality (Gini coefficient)	63.0	0.00	124	+1
Cyclical Subindex			**49.75**	**79**	
6. Absorptive Capacity			50.93	96	+6
6.1 Absorptive Capacity Input			58.41	55	N/A
6.1.01	Workers' rights	86.0	86.42	27	N/A
6.1.02	Pension coverage	81.4	81.23	51	N/A
6.1.03	Unemployment coverage	10.5	12.78	51	-6
6.1.04	Coverage of basic health services	69.0	67.21	74	N/A
6.2 Absorptive Capacity Output			48.43	102	+5
6.2.01	Quality of earnings	14.5	34.89	23	0
6.2.02	Quality of working environment	26.7	37.69	22	0
6.2.03	Share of informal employment	35.2	73.71	8	-1
6.2.04	Youth unemployment	56.0	0.00	129	0
6.2.05	Youth not in EET	32.5	27.46	90	+16
6.2.06	Low-skilled labour	46.0	59.51	63	+1
6.2.07	Growth of medium jobs	-0.2	25.86	102	0
6.2.08	Labour income share	54.1	80.06	39	+6
6.2.09	Labour income inequality	4.5	70.54	74	0
6.2.10	Women in labour force (ratio of LFPR)	79.1	73.83	63	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.3	44.54	113	+3
6.2.13	Physical health	9.4	43.68	124	+5
6.2.14	Mental health	6.2	57.83	99	+2
7. Adaptive Capacity			46.63	70	-13
7.1 Adaptive Capacity Input			58.11	71	-28
7.1.01	Hiring & firing practices	2.9	31.28	125	+9
7.1.02	Ease of hiring foreign labour	3.4	40.58	119	N/A
7.1.03	Effect of taxation on incentive to work	3.7	37.95	82	-55
7.1.04	Time dealing with gvt regulation	5.9	82.53	44	+3
7.1.05	Intensity of local competition	5.4	76.64	43	-11
7.1.06	Trade openness	4.3	54.40	84	-65
7.1.07	Applied tariffs	4.3	66.17	81	0
7.1.08	Paying taxes	81.1	66.37	42	-25
7.1.09	Enforcing contracts	54.1	51.17	88	-47
7.1.10	Property rights	4.5	58.59	53	-31
7.1.11	Insolvency framework	54.6	58.89	61	-11
7.1.12	Time to start a business	40.0	27.52	124	-2
7.1.13	Cost to start a business	0.2	100.00	1	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	3.4	59.50	31	+1

* Rank change from 2016 (5-year change)
Country notes:

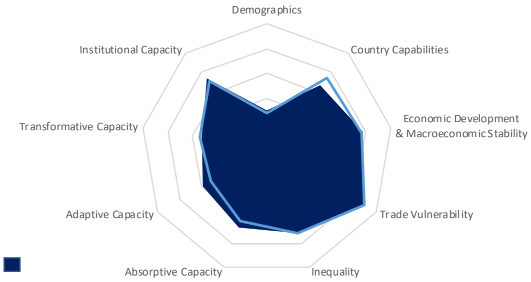
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			35.15	63	+10
7.2.01	ALMP effectiveness	2.6	27.46	102	+1
7.2.02	Formal & informal education & training	2.5	3.18	68	-9
7.2.03	Extent of staff training	4.5	57.97	38	N/A
7.2.04	High-skilled labour	23.3	36.21	68	+2
7.2.05	Skilled labour supply	3.9	49.00	92	N/A
7.2.06	Tertiary education attainment	6.1	12.82	75	-3
7.2.07	Skillset of graduates	3.8	47.49	82	N/A
7.2.08	New corporate registrations	10.2	66.31	12	+2
7.2.09	GEI attitudes & perceptions subindex	26.0	20.55	71	-15
7.2.10	Venture capital investments	4.0	4.00	62	0
7.2.11	Access to loans	3.9	49.11	61	-31
7.2.13	Microfinance loan portfolio	0.2	0.20	64	+7
7.2.14	Depth of financial system	75.6	82.61	18	N/A
8. Transformative Capacity			35.61	104	+7
8.1 Transformative Capacity Input			45.94	83	+5
8.1.01	Internet & telephony competition laws	1.1	53.33	120	0
8.1.02	Futrure orientation of gvt	59.0	63.07	49	N/A
8.1.03	Global Cybersecurity Index	0.7	69.41	57	N/A
8.1.04	Gvt procurement of technology	3.4	40.54	55	+51
8.1.05	GERD (% of GDP)	0.8	18.49	42	+2
8.1.06	Int'l Property Rights (IPR) score	6.3	60.66	35	-7
8.1.07	Other R&D incentives	0.0	2.76	39	-2
8.1.08	Gvt exp. on education	5.9	75.26	22	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	27.6	29.94	112	-9
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			25.28	123	-5
8.2.01	ICT access (ICT Development Index)	5.0	47.86	76	-3
8.2.02	ICT usage by firms	5.3	71.52	33	+1
8.2.03	ICTs & business model creation	4.4	56.67	78	-24
8.2.04	ICTs & org. model creation	4.5	58.33	47	+5
8.2.05	Scientific & technical journal articles	0.2	8.85	59	0
8.2.06	Researchers in R&D	518	6.11	65	-1
8.2.07	Technicians in R&D	130	3.93	57	-4
8.2.08	Quality of research institutions	4.4	56.53	40	-8
8.2.09	Industry-university collaboration	4.4	56.26	27	+2
8.2.10	Share of creative goods export	0.2	1.62	56	0
8.2.11	ICT Services Exports	4.2	8.69	84	+9
8.2.12	High-technology net exports	2.0	11.77	51	-2
8.2.13	ICT goods exports	1.1	6.19	60	-4
8.2.14	Medium & high-tech mfg in MVA	24.4	31.02	61	+3
8.2.15	High-tech exports (% of mfg exports)	46.6	65.37	43	-6
8.2.16	Robot adoption rate	28.0	8.19	32	N/A
8.2.17	Environmental goods exports & imports	4.7	1.44	33	0
8.2.18	Green patent applications	0.5	1.73	54	-7
8.2.19	Renewable energy consumption	10.0	11.86	105	-2
8.2.20	CO2 intensity of GDP	0.7	0.00	128	0
8.2.21	Energy intensity	8.0	22.98	119	-1
8.2.22	Domestic material consumption	8.8	78.74	64	+1
8.2.23	Trademark applications (res + nonres)	0.6	15.14	80	-2
8.2.24	International co-inventions	8.4	8.36	61	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.76	36	-2
8.2.26	Quality of vocational training	3.5	40.98	114	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.8	30.04	111	+22
8.2.29	Critical thinking	3.2	36.20	91	N/A
8.2.30	Digital skills	3.3	37.88	121	N/A
8.2.31	STEM graduates	18.5	31.29	73	-5
9. Institutional capacity - cross-cutting driver			65.12	38	+1
9.1.01	GLRI statistical fullness	0.9	93.94	5	+3
9.1.02	World Governance Index	0.1	55.77	55	-4
9.1.03	Statistical Capacity Index	75.6	63.46	39	-6
9.1.04	Social capital	54.7	48.17	43	+5

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Spain

World Bank Inome Group: High
Global Labour Resilience Index 2021

27 RANK **(65.33)** (SCORE)
GLRI 2016 Rank 30



GLRI 2021 ■ □ GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**69.32**	**29**	-1
1. Demographics			31.12	118	+6
1.1.01	Share of older population	19.6	31.12	118	+6
2. Country Capabilities			66.38	31	-5
2.1.01	Economic complexity (ECI)	0.9	66.38	31	-5
3. Economic Development and Macroeconomic Stability			77.56	33	-12
3.1.01	GDP per capita	40,883	79.51	29	+1
3.1.02	Services share of economy	67.9	83.16	17	+1
3.1.03	Dependence on natural resources	0.3	70.36	50	-3
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			89.04	5	+2
4.1.01	Concentration of exports (HHI)	0.1	94.96	17	+3
4.1.02	Economics diversity (RCAs)	506	100.00	1	0
4.1.03	Current account balance	1.9	72.16	29	0
5. Inequality			71.28	63	+1
5.1.01	Income inequality (Gini coefficient)	36.2	71.28	63	+1
Cyclical Subindex			**63.33**	**26**	
6. Absorptive Capacity			66.24	37	+6
6.1 Absorptive Capacity Input			66.43	41	-4
6.1.01	Workers' rights	79.0	78.46	43	N/A
6.1.02	Pension coverage	66.3	65.99	67	-22
6.1.03	Unemployment coverage	37.1	37.10	25	-3
6.1.04	Coverage of basic health services	83.0	90.16	13	N/A
6.2 Absorptive Capacity Output			66.18	36	+12
6.2.01	Quality of earnings	17.5	45.68	20	-1
6.2.02	Quality of working environment	35.0	62.11	5	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	32.9	6.68	125	+4
6.2.05	Youth not in EET	12.1	68.19	40	+13
6.2.06	Low-skilled labour	37.2	72.90	45	0
6.2.07	Growth of medium jobs	-0.2	21.73	114	+2
6.2.08	Labour income share	61.2	96.08	11	+5
6.2.09	Labour income inequality	3.1	85.90	32	-6
6.2.10	Women in labour force (ratio of LFPR)	81.7	76.63	55	0
6.2.11	Gender pay gap	11.5	64.47	23	-3
6.2.12	Longevity	28.9	97.77	3	+2
6.2.13	Physical health	16.0	88.52	12	-4
6.2.14	Mental health	7.1	73.65	52	+6
7. Adaptive Capacity			59.18	30	+7
7.1 Adaptive Capacity Input			70.57	26	+8
7.1.01	Hiring & firing practices	3.2	37.09	112	+4
7.1.02	Ease of hiring foreign labour	4.4	57.27	43	N/A
7.1.03	Effect of taxation on incentive to work	3.4	31.57	97	+22
7.1.04	Time dealing with gvt regulation	0.8	97.89	3	+1
7.1.05	Intensity of local competition	5.5	81.69	21	+10
7.1.06	Trade openness	5.0	66.05	26	+28
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	84.6	72.69	31	+31
7.1.09	Enforcing contracts	70.9	78.12	22	+31
7.1.10	Property rights	4.7	60.84	44	+12
7.1.11	Insolvency framework	79.2	85.46	17	+4
7.1.12	Time to start a business	12.5	77.98	75	-2
7.1.13	Cost to start a business	4.8	93.16	53	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	3.8	70.75	16	+1

* Rank change from 2016 (5-year change)
Country notes:

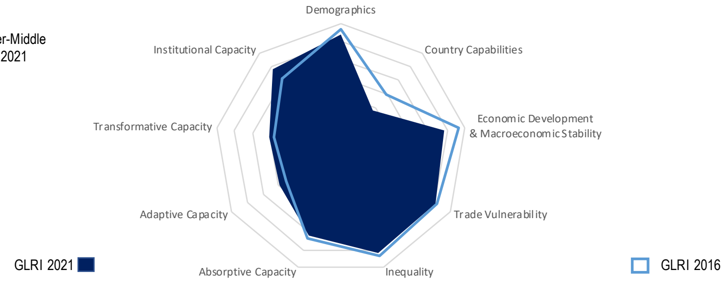
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			47.80	32	+6
7.2.01	ALMP effectiveness	3.5	42.46	59	+2
7.2.02	Formal & informal education & training	43.4	58.72	29	-4
7.2.03	Extent of staff training	3.9	48.12	73	N/A
7.2.04	High-skilled labour	34.0	54.20	39	+1
7.2.05	Skilled labour supply	4.6	60.47	33	N/A
7.2.06	Tertiary education attainment	21.9	46.38	27	+2
7.2.07	Skillset of graduates	4.3	55.82	46	N/A
7.2.08	New corporate registrations	3.1	19.86	46	-5
7.2.09	GEI attitudes & perceptions subindex	51.3	57.66	23	+1
7.2.10	Venture capital investments	11.8	11.80	33	-1
7.2.11	Access to loans	3.7	44.89	78	+47
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	68.3	73.16	24	N/A
8. Transformative Capacity			52.51	30	+1
8.1 Transformative Capacity Input			57.86	39	-5
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	59.5	63.98	45	N/A
8.1.03	Global Cybersecurity Index	0.9	96.16	7	N/A
8.1.04	Gvt procurement of technology	3.1	34.96	85	+11
8.1.05	GERD (% of GDP)	1.2	27.64	30	+1
8.1.06	Int'l Property Rights (IPR) score	6.5	63.55	31	-1
8.1.07	Other R&D incentives	0.1	15.45	19	+1
8.1.08	Gvt exp. on education	4.3	50.96	66	+5
8.1.09	Tertiary education exp. per student	10,446	0.03	20	-7
8.1.10	Pupil-teacher ratio (secondary)	11.6	83.78	48	-10
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			47.15	28	+3
8.2.01	ICT access (ICT Development Index)	7.8	84.57	24	-1
8.2.02	ICT usage by firms	5.0	66.63	48	-5
8.2.03	ICTs & business model creation	5.5	75.00	16	+8
8.2.04	ICTs & org. model creation	4.8	63.33	31	-5
8.2.05	Scientific & technical journal articles	1.2	47.20	25	0
8.2.06	Researchers in R&D	3,001	36.26	31	0
8.2.07	Technicians in R&D	1,265	39.85	17	-1
8.2.08	Quality of research institutions	4.6	59.63	36	-2
8.2.09	Industry-university collaboration	3.5	41.04	65	-10
8.2.10	Share of creative goods export	2.5	21.14	22	0
8.2.11	ICT Services Exports	8.7	18.67	44	-2
8.2.12	High-technology net exports	3.9	22.95	36	+2
8.2.13	ICT goods exports	1.5	8.41	55	+3
8.2.14	Medium & high-tech mfg in MVA	40.0	50.99	31	-3
8.2.15	High-tech exports (% of mfg exports)	55.3	77.66	32	-7
8.2.16	Robot adoption rate	160.0	51.41	10	N/A
8.2.17	Environmental goods exports & imports	21.0	14.47	13	0
8.2.18	Green patent applications	4.3	14.42	29	-2
8.2.19	Renewable energy consumption	15.6	18.60	85	-1
8.2.20	CO2 intensity of GDP	0.1	78.16	45	0
8.2.21	Energy intensity	3.3	79.74	32	-1
8.2.22	Domestic material consumption	1.6	98.61	9	+4
8.2.23	Trademark applications (res + nonres)	1.2	27.59	46	-5
8.2.24	International co-inventions	47.4	47.38	28	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.88	67	-14
8.2.26	Quality of vocational training	4.5	58.49	40	N/A
8.2.27	PISA scores	482.0	61.91	27	-1
8.2.28	Quality of educational system	3.7	44.66	65	+17
8.2.29	Critical thinking	3.3	38.08	80	N/A
8.2.30	Digital skills	4.3	55.69	59	N/A
8.2.31	STEM graduates	23.9	50.21	36	-4
9. Institutional capacity - cross-cutting driver			73.61	23	+7
9.1.01	GLRI statistical fullness	0.9	81.82	17	-5
9.1.02	World Governance Index	0.8	73.64	31	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	58.6	57.08	28	-2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Sri Lanka

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

90 RANK **(50.07)** (SCORE)
GLRI 2016 Rank 80



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.08**	**86**	-16
1. Demographics			63.93	80	-1
1.1.01	Share of older population	10.8	63.93	80	-1
2. Country Capabilities			28.17	92	+3
2.1.01	Economic complexity (ECI)	-0.7	28.17	92	+3
3. Economic Development and Macroeconomic Stability			58.50	70	-20
3.1.01	GDP per capita	13,078	56.82	76	+1
3.1.02	Services share of economy	58.2	68.80	55	+5
3.1.03	Dependence on natural resources	0.3	73.54	45	-3
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			60.99	53	+3
4.1.01	Concentration of exports (HHI)	0.2	83.90	51	+6
4.1.02	Economics diversity (RCAs)	215	47.27	44	+6
4.1.03	Current account balance	-3.2	51.80	77	-14
5. Inequality			61.70	81	-5
5.1.01	Income inequality (Gini coefficient)	39.8	61.70	81	-5
Cyclical Subindex			**48.07**	**86**	
6. Absorptive Capacity			51.55	94	-31
6.1 Absorptive Capacity Input			46.88	83	N/A
6.1.01	Workers' rights	70.0	68.23	75	N/A
6.1.02	Pension coverage	21.5	20.79	92	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	66.0	62.30	86	N/A
6.2 Absorptive Capacity Output			53.11	90	+1
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	64.5	37.31	24	0
6.2.04	Youth unemployment	21.2	40.16	102	-13
6.2.05	Youth not in EET	24.7	30.79	87	+11
6.2.06	Low-skilled labour	48.6	55.45	70	+5
6.2.07	Growth of medium jobs	0.2	59.03	29	+6
6.2.08	Labour income share	37.1	41.72	114	+5
6.2.09	Labour income inequality	5.0	65.27	86	-7
6.2.10	Women in labour force (ratio of LFPR)	47.5	40.90	119	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.4	80.00	64	-2
6.2.13	Physical health	13.7	73.37	79	-10
6.2.14	Mental health	6.3	60.16	96	-2
7. Adaptive Capacity			39.45	98	-2
7.1 Adaptive Capacity Input			51.01	98	-19
7.1.01	Hiring & firing practices	3.8	46.73	76	+36
7.1.02	Ease of hiring foreign labour	3.7	45.67	98	N/A
7.1.03	Effect of taxation on incentive to work	4.2	51.21	44	-3
7.1.04	Time dealing with gvt regulation	1.7	95.18	12	+1
7.1.05	Intensity of local competition	4.8	62.02	87	-74
7.1.06	Trade openness	3.9	48.06	119	-25
7.1.07	Applied tariffs	12.1	6.77	130	-48
7.1.08	Paying taxes	59.8	27.16	103	+12
7.1.09	Enforcing contracts	41.2	30.41	122	+4
7.1.10	Property rights	4.1	52.40	75	-17
7.1.11	Insolvency framework	45.0	48.58	82	-14
7.1.12	Time to start a business	8.0	86.24	45	+4
7.1.13	Cost to start a business	10.4	84.66	76	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	-22
7.1.15	Logistics Performance Index	2.6	40.00	91	-4

* Rank change from 2016 (5-year change)
Country notes:

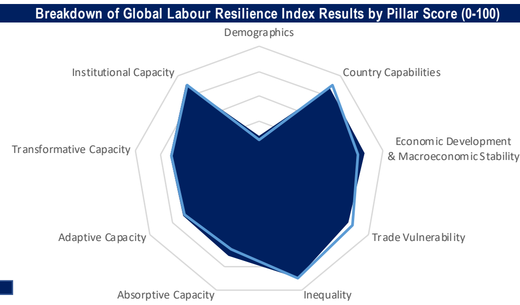
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			27.90	98	-3
7.2.01	ALMP effectiveness	3.0	33.08	76	-18
7.2.02	Formal & informal education & training	0.8	0.90	79	-3
7.2.03	Extent of staff training	3.9	48.18	72	N/A
7.2.04	High-skilled labour	20.8	32.04	76	+4
7.2.05	Skilled labour supply	4.5	57.53	45	N/A
7.2.06	Tertiary education attainment	4.4	9.27	77	-2
7.2.07	Skillset of graduates	4.4	56.86	43	N/A
7.2.08	New corporate registrations	0.7	4.69	86	-1
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	4.1	4.10	61	+12
7.2.11	Access to loans	4.0	50.19	56	+7
7.2.13	Microfinance loan portfolio	7.3	7.30	31	+4
7.2.14	Depth of financial system	35.3	30.59	78	N/A
8. Transformative Capacity			40.49	84	+12
8.1 Transformative Capacity Input			43.67	88	+10
8.1.01	Internet & telephony competition laws	0.9	44.12	126	-1
8.1.02	Futrure orientation of gvt	49.1	46.66	86	N/A
8.1.03	Global Cybersecurity Index	0.5	49.01	83	N/A
8.1.04	Gvt procurement of technology	3.3	38.47	68	-32
8.1.05	GERD (% of GDP)	0.1	2.22	107	-1
8.1.06	Int'l Property Rights (IPR) score	5.2	42.05	66	+6
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.5	39.25	94	+28
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	17.5	63.78	81	-6
8.1.11	ICT infrastructure per school	67.4	67.43	55	N/A
8.2 Transformative Capacity Output			37.31	54	-3
8.2.01	ICT access (ICT Development Index)	3.9	34.24	96	+1
8.2.02	ICT usage by firms	5.1	67.81	43	+11
8.2.03	ICTs & business model creation	4.4	56.67	78	-24
8.2.04	ICTs & org. model creation	3.8	46.67	91	-47
8.2.05	Scientific & technical journal articles	0.1	2.51	82	+6
8.2.06	Researchers in R&D	107	1.13	88	-2
8.2.07	Technicians in R&D	75	2.22	64	-3
8.2.08	Quality of research institutions	3.6	43.94	79	-35
8.2.09	Industry-university collaboration	3.6	43.14	52	+54
8.2.10	Share of creative goods export	0.1	0.68	72	0
8.2.11	ICT Services Exports	12.0	25.91	27	-6
8.2.12	High-technology net exports	0.2	1.18	90	-13
8.2.13	ICT goods exports	0.6	3.16	71	+9
8.2.14	Medium & high-tech mfg in MVA	8.9	11.05	99	-2
8.2.15	High-tech exports (% of mfg exports)	10.5	14.73	109	+2
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.17	84	-6
8.2.19	Renewable energy consumption	48.4	57.62	33	-2
8.2.20	CO2 intensity of GDP	0.1	88.87	14	-3
8.2.21	Energy intensity	2.0	95.48	3	+1
8.2.22	Domestic material consumption	7.9	81.29	58	+1
8.2.23	Trademark applications (res + nonres)	0.5	12.49	89	-1
8.2.24	International co-inventions	2.6	2.65	81	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.69	74	+9
8.2.26	Quality of vocational training	4.3	54.80	52	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.8	45.94	58	-38
8.2.29	Critical thinking	3.9	48.40	41	N/A
8.2.30	Digital skills	4.2	53.78	67	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			58.66	60	+5
9.1.01	GLRI statistical fullness	0.9	63.64	65	-1
9.1.02	World Governance Index	-0.1	48.59	72	-6
9.1.03	Statistical Capacity Index	81.1	73.08	21	+31
9.1.04	Social capital	60.0	60.13	23	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Sweden

World Bank Inome Group: High
Global Labour Resilience Index 2021

6 RANK **(76.12)** (SCORE)
GLRI 2016 Rank 6



GLRI 2021 ■ GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**77.39**	**9**	-1
1. Demographics			29.07	125	+4
1.1.01	Share of older population	20.2	29.07	125	+4
2. Country Capabilities			86.87	6	-1
2.1.01	Economic complexity (ECI)	1.7	86.87	6	-1
3. Economic Development and Macroeconomic Stability			85.36	17	-4
3.1.01	GDP per capita	53,205	84.75	14	-1
3.1.02	Services share of economy	65.2	79.26	25	0
3.1.03	Dependence on natural resources	0.3	74.39	44	-6
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			81.54	18	-6
4.1.01	Concentration of exports (HHI)	0.1	95.20	16	-6
4.1.02	Economics diversity (RCAs)	342	77.43	19	-1
4.1.03	Current account balance	1.9	71.98	30	-11
5. Inequality			89.89	18	0
5.1.01	Income inequality (Gini coefficient)	29.2	89.89	18	0
Cyclical Subindex			**75.49**	**7**	
6. Absorptive Capacity			71.52	19	+5
6.1 Absorptive Capacity Input			77.27	18	+5
6.1.01	Workers' rights	100.0	98.93	2	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	25.9	25.90	36	-5
6.1.04	Coverage of basic health services	86.0	95.08	6	N/A
6.2 Absorptive Capacity Output			69.60	22	+5
6.2.01	Quality of earnings	19.8	54.31	15	0
6.2.02	Quality of working environment	23.6	28.54	31	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	17.8	50.06	93	-1
6.2.05	Youth not in EET	5.5	87.97	7	+7
6.2.06	Low-skilled labour	24.9	91.61	10	+1
6.2.07	Growth of medium jobs	-0.3	13.78	128	-1
6.2.08	Labour income share	55.4	83.00	34	-2
6.2.09	Labour income inequality	2.8	90.12	20	-6
6.2.10	Women in labour force (ratio of LFPR)	90.6	85.85	14	+1
6.2.11	Gender pay gap	7.6	76.68	15	+10
6.2.12	Longevity	28.7	96.79	9	0
6.2.13	Physical health	16.0	89.09	9	+8
6.2.14	Mental health	6.1	57.07	103	+4
7. Adaptive Capacity			70.11	12	-1
7.1 Adaptive Capacity Input			72.29	17	+2
7.1.01	Hiring & firing practices	3.6	43.09	96	+5
7.1.02	Ease of hiring foreign labour	3.9	48.26	88	N/A
7.1.03	Effect of taxation on incentive to work	3.4	30.19	101	-12
7.1.04	Time dealing with gvt regulation	4.9	85.54	35	+3
7.1.05	Intensity of local competition	5.5	80.60	23	+14
7.1.06	Trade openness	5.2	70.32	10	+24
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	85.3	73.98	25	+6
7.1.09	Enforcing contracts	67.6	72.85	33	-6
7.1.10	Property rights	6.0	82.72	12	+1
7.1.11	Insolvency framework	79.5	85.78	16	+2
7.1.12	Time to start a business	7.5	87.16	44	-11
7.1.13	Cost to start a business	0.5	99.70	11	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	4.1	76.25	2	+4

* Rank change from 2016 (5-year change)
Country notes:

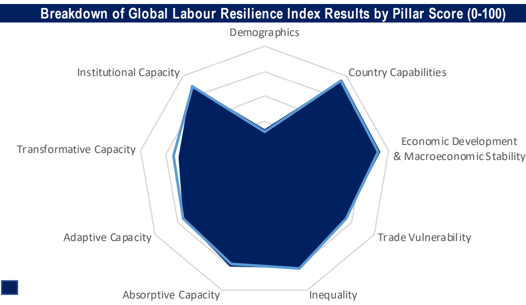
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			67.93	12	-4
7.2.01	ALMP effectiveness	4.8	63.87	14	+9
7.2.02	Formal & informal education & training	63.8	86.42	5	-3
7.2.03	Extent of staff training	5.2	70.73	10	N/A
7.2.04	High-skilled labour	54.1	88.14	4	+2
7.2.05	Skilled labour supply	4.8	63.66	23	N/A
7.2.06	Tertiary education attainment	23.5	49.64	25	-1
7.2.07	Skillset of graduates	5.3	71.06	10	N/A
7.2.08	New corporate registrations	7.2	46.62	21	-1
7.2.09	GEI attitudes & perceptions subindex	71.1	86.88	9	-2
7.2.10	Venture capital investments	27.0	27.00	19	-3
7.2.11	Access to loans	5.1	68.05	11	-2
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	83.7	93.12	6	N/A
8. Transformative Capacity			71.89	3	-1
8.1 Transformative Capacity Input			77.35	3	-1
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	71.6	83.93	12	N/A
8.1.03	Global Cybersecurity Index	0.8	86.73	34	N/A
8.1.04	Gvt procurement of technology	4.2	53.20	16	+9
8.1.05	GERD (% of GDP)	3.3	76.48	4	+1
8.1.06	Int'l Property Rights (IPR) score	8.4	95.03	6	-5
8.1.07	Other R&D incentives	0.1	29.95	8	-3
8.1.08	Gvt exp. on education	7.6	92.07	5	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.1	78.74	57	-10
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			66.42	4	0
8.2.01	ICT access (ICT Development Index)	8.4	92.61	10	-5
8.2.02	ICT usage by firms	5.8	80.35	12	-2
8.2.03	ICTs & business model creation	5.9	81.67	4	0
8.2.04	ICTs & org. model creation	6.0	83.33	1	+8
8.2.05	Scientific & technical journal articles	2.0	81.85	5	-1
8.2.06	Researchers in R&D	7,536	91.33	4	+1
8.2.07	Technicians in R&D	2,028	63.99	8	0
8.2.08	Quality of research institutions	5.7	77.67	13	+1
8.2.09	Industry-university collaboration	5.2	70.70	10	+1
8.2.10	Share of creative goods export	1.2	10.34	33	0
8.2.11	ICT Services Exports	19.1	41.75	11	-2
8.2.12	High-technology net exports	7.3	42.95	23	-1
8.2.13	ICT goods exports	6.1	34.32	23	0
8.2.14	Medium & high-tech mfg in MVA	52.1	66.54	9	+1
8.2.15	High-tech exports (% of mfg exports)	59.7	83.87	22	-2
8.2.16	Robot adoption rate	223.0	72.04	5	N/A
8.2.17	Environmental goods exports & imports	15.1	9.75	22	0
8.2.18	Green patent applications	35.8	100.00	1	0
8.2.19	Renewable energy consumption	52.3	62.28	31	-1
8.2.20	CO2 intensity of GDP	0.1	90.26	11	-4
8.2.21	Energy intensity	4.4	66.43	68	-6
8.2.22	Domestic material consumption	1.7	98.16	14	0
8.2.23	Trademark applications (res + nonres)	0.9	21.25	58	-8
8.2.24	International co-inventions	100.0	100.00	1	N/A
8.2.25	Patent applications (res + nonres)	0.2	5.10	20	-1
8.2.26	Quality of vocational training	4.9	64.55	20	N/A
8.2.27	PISA scores	502.3	69.92	13	+9
8.2.28	Quality of educational system	4.8	62.66	20	+4
8.2.29	Critical thinking	5.3	71.40	5	N/A
8.2.30	Digital skills	5.7	77.78	3	N/A
8.2.31	STEM graduates	26.6	59.71	23	+5
9. Institutional capacity - cross-cutting driver			90.87	5	-1
9.1.01	GLRI statistical fullness	0.9	81.82	17	+3
9.1.02	World Governance Index	1.7	97.05	6	-1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	70.6	84.28	9	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Switzerland

World Bank Inome Group: High
Global Labour Resilience Index 2021

1 **(78.83)**
RANK (SCORE)
GLRI 2016 Rank 1



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**78.68**	**4**	+1
1. Demographics			34.14	114	+2
1.1.01	Share of older population	18.8	34.14	114	+2
2. Country Capabilities			95.89	2	0
2.1.01	Economic complexity (ECI)	2.0	95.89	2	0
3. Economic Development and Macroeconomic Stability			93.48	1	0
3.1.01	GDP per capita	68,628	89.82	5	+3
3.1.02	Services share of economy	70.9	87.69	8	-2
3.1.03	Dependence on natural resources	0.1	93.53	5	-3
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			75.14	26	+3
4.1.01	Concentration of exports (HHI)	0.2	76.82	73	+6
4.1.02	Economics diversity (RCAs)	232	51.31	39	+4
4.1.03	Current account balance	8.2	97.30	9	-8
5. Inequality			81.65	31	+2
5.1.01	Income inequality (Gini coefficient)	32.3	81.65	31	+2
Cyclical Subindex			**78.90**	**1**	
6. Absorptive Capacity			80.10	2	+1
6.1 Absorptive Capacity Input			83.57	11	-2
6.1.01	Workers' rights	89.0	89.84	19	N/A
6.1.02	Pension coverage	99.7	99.70	32	-8
6.1.03	Unemployment coverage	57.7	57.70	12	-1
6.1.04	Coverage of basic health services	83.0	90.16	13	N/A
6.2 Absorptive Capacity Output			78.94	1	+1
6.2.01	Quality of earnings	32.4	100.00	1	0
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.4	79.86	35	+7
6.2.05	Youth not in EET	6.2	85.80	13	+4
6.2.06	Low-skilled labour	23.0	94.46	5	-1
6.2.07	Growth of medium jobs	-0.3	13.00	130	-8
6.2.08	Labour income share	70.7	100.00	1	0
6.2.09	Labour income inequality	3.2	84.44	35	+2
6.2.10	Women in labour force (ratio of LFPR)	85.3	80.33	34	+4
6.2.11	Gender pay gap	15.1	53.52	31	0
6.2.12	Longevity	29.1	98.70	2	0
6.2.13	Physical health	15.7	86.51	18	-5
6.2.14	Mental health	7.0	70.69	62	+7
7. Adaptive Capacity			75.14	4	+1
7.1 Adaptive Capacity Input			76.93	7	+1
7.1.01	Hiring & firing practices	5.8	80.43	1	0
7.1.02	Ease of hiring foreign labour	4.4	57.37	41	N/A
7.1.03	Effect of taxation on incentive to work	5.7	86.73	4	+2
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.5	79.79	27	-11
7.1.06	Trade openness	4.7	62.25	36	+60
7.1.07	Applied tariffs	1.7	87.90	47	-36
7.1.08	Paying taxes	87.7	78.35	18	-2
7.1.09	Enforcing contracts	64.1	67.20	47	-10
7.1.10	Property rights	6.5	92.34	2	0
7.1.11	Insolvency framework	62.6	67.58	43	-3
7.1.12	Time to start a business	10.0	82.57	60	-11
7.1.13	Cost to start a business	2.3	96.96	43	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	3.9	72.50	12	+2

* Rank change from 2016 (5-year change)
Country notes:

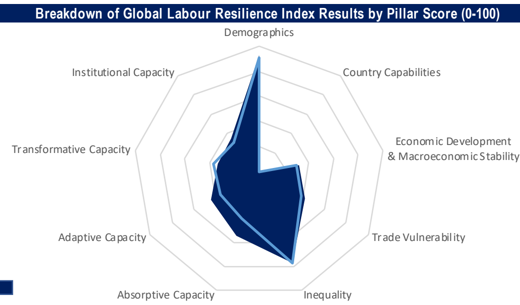
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			73.36	2	+2
7.2.01	ALMP effectiveness	5.8	79.21	1	0
7.2.02	Formal & informal education & training	69.1	93.62	2	+3
7.2.03	Extent of staff training	5.7	78.97	1	N/A
7.2.04	High-skilled labour	54.5	88.79	3	+2
7.2.05	Skilled labour supply	4.9	65.36	15	N/A
7.2.06	Tertiary education attainment	36.9	78.13	2	-1
7.2.07	Skillset of graduates	6.0	83.26	1	N/A
7.2.08	New corporate registrations	4.5	29.34	33	-3
7.2.09	GEI attitudes & perceptions subindex	69.5	84.44	11	0
7.2.10	Venture capital investments	39.5	39.50	13	-6
7.2.11	Access to loans	4.9	65.67	16	+10
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	84.4	94.00	3	N/A
8. Transformative Capacity			69.43	4	-3
8.1 Transformative Capacity Input			68.99	14	-11
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutre orientation of gvt	76.8	92.45	4	N/A
8.1.03	Global Cybersecurity Index	0.8	84.32	39	N/A
8.1.04	Gvt procurement of technology	3.7	44.92	35	-5
8.1.05	GERD (% of GDP)	3.4	79.30	3	0
8.1.06	Int'l Property Rights (IPR) score	8.6	98.76	3	+4
8.1.07	Other R&D incentives	0.0	6.19	31	-2
8.1.08	Gvt exp. on education	5.1	63.34	46	+3
8.1.09	Tertiary education exp. per student	27,172	0.04	8	-7
8.1.10	Pupil-teacher ratio (secondary)	9.8	89.61	28	-13
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			69.87	2	-1
8.2.01	ICT access (ICT Development Index)	8.7	96.89	3	+4
8.2.02	ICT usage by firms	6.0	83.47	3	+3
8.2.03	ICTs & business model creation	6.1	85.00	1	+12
8.2.04	ICTs & org. model creation	5.6	76.67	9	+14
8.2.05	Scientific & technical journal articles	2.5	100.00	1	0
8.2.06	Researchers in R&D	5,450	66.00	12	-2
8.2.07	Technicians in R&D	2,620	82.72	3	-1
8.2.08	Quality of research institutions	6.6	92.50	1	0
8.2.09	Industry-university collaboration	5.8	79.55	1	+2
8.2.10	Share of creative goods export	6.2	53.07	11	0
8.2.11	ICT Services Exports	11.0	23.68	31	-7
8.2.12	High-technology net exports	7.2	42.37	24	-23
8.2.13	ICT goods exports	1.1	6.23	59	+3
8.2.14	Medium & high-tech mfg in MVA	64.5	82.53	2	+1
8.2.15	High-tech exports (% of mfg exports)	70.2	98.56	10	-2
8.2.16	Robot adoption rate	128.0	40.93	18	N/A
8.2.17	Environmental goods exports & imports	18.3	12.31	15	0
8.2.18	Green patent applications	27.7	93.84	9	-1
8.2.19	Renewable energy consumption	24.7	29.46	65	+6
8.2.20	CO2 intensity of GDP	0.1	95.28	4	0
8.2.21	Energy intensity	2.0	95.36	4	+1
8.2.22	Domestic material consumption	1.1	100.00	1	0
8.2.23	Trademark applications (res + nonres)	3.7	86.09	8	-1
8.2.24	International co-inventions	100.0	100.00	1	N/A
8.2.25	Patent applications (res + nonres)	0.2	4.28	24	-2
8.2.26	Quality of vocational training	6.4	90.80	1	N/A
8.2.27	PISA scores	498.0	68.21	19	-7
8.2.28	Quality of educational system	6.2	86.49	1	0
8.2.29	Critical thinking	5.4	72.88	4	N/A
8.2.30	Digital skills	5.5	74.43	7	N/A
8.2.31	STEM graduates	24.5	52.49	34	+2
9. Institutional capacity - cross-cutting driver			90.20	6	0
9.1.01	GLRI statistical fullness	0.9	72.73	48	-2
9.1.02	World Governance Index	1.8	99.37	2	0
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	72.4	88.45	8	-1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Tajikistan

World Bank Inome Group: Low
Global Labour Resilience Index 2021

96 RANK **(48.37)** (SCORE)
GLRI 2016 Rank 110



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**58.32**	**66**	+19
1. Demographics			92.81	26	+5
1.1.01	Share of older population	3.1	92.81	26	+5
2. Country Capabilities			N/R	N/A	N/A
2.1.01	Economic complexity (ECI)	n/a	N/A	N/A	N/A
3. Economic Development and Macroeconomic Stability			32.26	130	-1
3.1.01	GDP per capita	3,380	29.90	117	0
3.1.02	Services share of economy	41.4	43.76	127	-3
3.1.03	Dependence on natural resources	0.9	11.94	124	-12
3.1.04	Debt dynamics	49.2	49.21	93	N/A
4. Trade Vulnerability			42.24	101	+3
4.1.01	Concentration of exports (HHI)	0.3	71.46	84	+14
4.1.02	Economics diversity (RCAs)	62	10.93	113	0
4.1.03	Current account balance	-5.0	44.33	99	+1
5. Inequality			77.13	46	+2
5.1.01	Income inequality (Gini coefficient)	34.0	77.13	46	+2
Cyclical Subindex			**43.39**	**101**	
6. Absorptive Capacity			54.06	89	+9
6.1 Absorptive Capacity Input			58.54	54	N/A
6.1.01	Workers' rights	n/a	N/A	N/A	N/A
6.1.02	Pension coverage	92.8	92.73	41	N/A
6.1.03	Unemployment coverage	17.3	17.30	47	+8
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			52.57	92	+5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	20.8	41.34	101	-4
6.2.05	Youth not in EET	42.2	0.97	117	+1
6.2.06	Low-skilled labour	58.5	40.38	91	+3
6.2.07	Growth of medium jobs	0.5	78.06	17	+3
6.2.08	Labour income share	28.5	22.33	131	0
6.2.09	Labour income inequality	7.3	48.08	101	+1
6.2.10	Women in labour force (ratio of LFPR)	59.2	53.11	112	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.3	69.38	91	-1
6.2.13	Physical health	14.5	78.67	53	-31
6.2.14	Mental health	8.4	93.40	5	+4
7. Adaptive Capacity			44.18	83	+10
7.1 Adaptive Capacity Input			56.30	81	+30
7.1.01	Hiring & firing practices	4.5	58.70	20	+16
7.1.02	Ease of hiring foreign labour	4.5	58.75	37	N/A
7.1.03	Effect of taxation on incentive to work	4.3	53.80	32	+31
7.1.04	Time dealing with gvt regulation	21.9	38.31	101	-5
7.1.05	Intensity of local competition	4.7	59.05	100	+13
7.1.06	Trade openness	4.2	53.20	92	+32
7.1.07	Applied tariffs	5.0	60.70	91	+15
7.1.08	Paying taxes	60.9	29.28	100	+28
7.1.09	Enforcing contracts	60.7	61.77	61	-31
7.1.10	Property rights	4.5	57.57	56	+9
7.1.11	Insolvency framework	28.4	30.67	122	-4
7.1.12	Time to start a business	7.0	88.07	38	+17
7.1.13	Cost to start a business	19.3	71.14	100	N/A
7.1.14	Ease of getting credit	90.0	90.00	9	+87
7.1.15	Logistics Performance Index	2.3	33.50	122	-13

* Rank change from 2016 (5-year change)
Country notes:

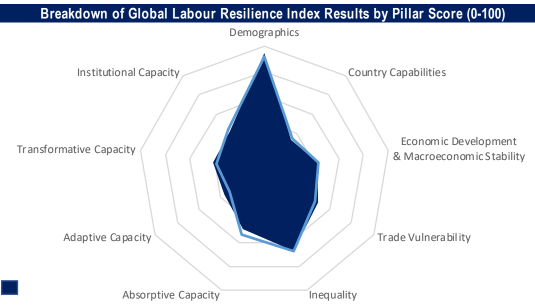
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			32.07	77	N/A
7.2.01	ALMP effectiveness	3.9	47.57	47	N/A
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	45.99	87	N/A
7.2.04	High-skilled labour	15.6	23.39	91	-2
7.2.05	Skilled labour supply	4.2	52.96	66	N/A
7.2.06	Tertiary education attainment	11.9	25.09	57	-1
7.2.07	Skillset of graduates	4.1	52.33	56	N/A
7.2.08	New corporate registrations	0.2	0.84	112	-13
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	4.1	51.87	50	-29
7.2.13	Microfinance loan portfolio	2.2	2.20	48	-41
7.2.14	Depth of financial system	25.8	18.40	103	N/A
8. Transformative Capacity			33.86	110	-9
8.1 Transformative Capacity Input			30.68	112	-13
8.1.01	Internet & telephony competition laws	0.0	0.00	132	0
8.1.02	Futrure orientation of gvt	52.6	52.59	74	N/A
8.1.03	Global Cybersecurity Index	0.3	26.75	105	N/A
8.1.04	Gvt procurement of technology	3.9	48.17	26	+6
8.1.05	GERD (% of GDP)	0.1	2.38	105	0
8.1.06	Int'l Property Rights (IPR) score	n/a	N/A	N/A	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	44.72	81	-36
8.1.09	Tertiary education exp. per student	2,691	0.01	58	-3
8.1.10	Pupil-teacher ratio (secondary)	15.4	70.79	73	-8
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			37.04	55	-1
8.2.01	ICT access (ICT Development Index)	n/a	N/A	N/A	N/A
8.2.02	ICT usage by firms	4.0	50.43	110	+3
8.2.03	ICTs & business model creation	4.0	50.00	104	-25
8.2.04	ICTs & org. model creation	3.7	45.00	97	-19
8.2.05	Scientific & technical journal articles	0.0	0.23	121	-2
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.9	47.96	63	+22
8.2.09	Industry-university collaboration	4.3	55.19	29	+58
8.2.10	Share of creative goods export	n/a	N/A	N/A	N/A
8.2.11	ICT Services Exports	2.1	4.07	112	-41
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	n/a	N/A	N/A	N/A
8.2.14	Medium & high-tech mfg in MVA	2.2	2.48	122	0
8.2.15	High-tech exports (% of mfg exports)	66.3	93.08	12	+2
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	41.7	49.65	40	-4
8.2.20	CO2 intensity of GDP	0.2	61.54	84	+2
8.2.21	Energy intensity	5.2	56.18	89	-6
8.2.22	Domestic material consumption	21.4	44.24	105	0
8.2.23	Trademark applications (res + nonres)	0.2	5.56	101	-6
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.00	121	-5
8.2.26	Quality of vocational training	4.3	55.36	49	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.1	50.93	47	+6
8.2.29	Critical thinking	4.2	52.96	30	N/A
8.2.30	Digital skills	4.4	57.38	55	N/A
8.2.31	STEM graduates	22.0	43.74	51	+1
9. Institutional capacity - cross-cutting driver			34.90	119	+1
9.1.01	GLRI statistical fullness	0.8	27.27	121	+5
9.1.02	World Governance Index	-1.2	20.61	132	-3
9.1.03	Statistical Capacity Index	73.3	59.62	44	-14
9.1.04	Social capital	59.0	57.91	25	+26

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Tanzania

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

98 RANK **(47.05)** (SCORE)
GLRI 2016 Rank 95



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**55.14**	**77**	+17
1. Demographics			94.55	14	+13
1.1.01	Share of older population	2.6	94.55	14	+13
2. Country Capabilities			33.45	81	+21
2.1.01	Economic complexity (ECI)	-0.4	33.45	81	+21
3. Economic Development and Macroeconomic Stability			42.85	111	-5
3.1.01	GDP per capita	2,660	25.14	121	-3
3.1.02	Services share of economy	37.9	38.51	131	-5
3.1.03	Dependence on natural resources	0.4	55.87	78	-6
3.1.04	Debt dynamics	49.7	49.71	88	N/A
4. Trade Vulnerability			49.43	79	+10
4.1.01	Concentration of exports (HHI)	0.4	62.42	101	-23
4.1.02	Economics diversity (RCAs)	161	34.44	67	+8
4.1.03	Current account balance	-3.3	51.42	78	+29
5. Inequality			67.02	71	0
5.1.01	Income inequality (Gini coefficient)	37.8	67.02	71	0
Cyclical Subindex			**43.01**	**103**	
6. Absorptive Capacity			48.74	103	-41
6.1 Absorptive Capacity Input			24.64	108	N/A
6.1.01	Workers' rights	71.0	69.37	68	N/A
6.1.02	Pension coverage	3.2	2.32	118	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	43.0	24.59	123	N/A
6.2 Absorptive Capacity Output			56.77	81	+9
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	71.8	28.24	34	-3
6.2.04	Youth unemployment	3.6	90.86	12	+2
6.2.05	Youth not in EET	14.9	59.87	55	-6
6.2.06	Low-skilled labour	86.6	0.00	129	0
6.2.07	Growth of medium jobs	1.6	100.00	1	0
6.2.08	Labour income share	49.1	68.79	64	+51
6.2.09	Labour income inequality	10.8	29.49	116	0
6.2.10	Women in labour force (ratio of LFPR)	91.1	86.39	11	+1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.6	46.03	112	+3
6.2.13	Physical health	11.3	56.68	109	+6
6.2.14	Mental health	6.2	58.16	98	+5
7. Adaptive Capacity			36.09	114	-7
7.1 Adaptive Capacity Input			47.46	112	-2
7.1.01	Hiring & firing practices	3.9	48.15	64	0
7.1.02	Ease of hiring foreign labour	3.3	38.25	126	N/A
7.1.03	Effect of taxation on incentive to work	3.4	29.25	105	+9
7.1.04	Time dealing with gvt regulation	2.0	94.28	17	+2
7.1.05	Intensity of local competition	4.6	56.15	108	+6
7.1.06	Trade openness	4.0	50.27	108	+8
7.1.07	Applied tariffs	8.6	31.11	112	-5
7.1.08	Paying taxes	50.9	10.76	121	-13
7.1.09	Enforcing contracts	61.7	63.30	56	-16
7.1.10	Property rights	4.1	51.43	79	+32
7.1.11	Insolvency framework	39.1	42.18	99	-9
7.1.12	Time to start a business	29.5	46.79	115	-10
7.1.13	Cost to start a business	42.9	35.29	120	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	+58
7.1.15	Logistics Performance Index	3.0	49.75	55	+70

* Rank change from 2016 (5-year change)
Country notes:

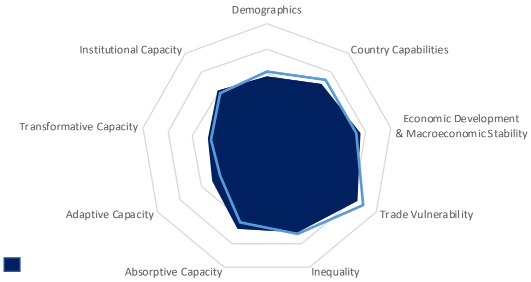
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			24.72	109	-13
7.2.01	ALMP effectiveness	3.2	36.41	66	+5
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	46.45	84	N/A
7.2.04	High-skilled labour	3.4	2.83	133	-1
7.2.05	Skilled labour supply	4.3	54.90	57	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	47.66	81	N/A
7.2.08	New corporate registrations	0.2	1.00	110	-15
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	1.5	1.54	89	-23
7.2.11	Access to loans	3.3	38.23	102	-21
7.2.13	Microfinance loan portfolio	3.0	3.00	42	-29
7.2.14	Depth of financial system	23.3	15.20	112	N/A
8. Transformative Capacity			41.38	81	+9
8.1 Transformative Capacity Input			50.75	68	+8
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	48.5	45.74	90	N/A
8.1.03	Global Cybersecurity Index	0.6	68.31	62	N/A
8.1.04	Gvt procurement of technology	3.5	41.49	50	+33
8.1.05	GERD (% of GDP)	0.5	12.15	57	+1
8.1.06	Int'l Property Rights (IPR) score	5.2	40.96	69	+8
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	44.72	81	+16
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	20.9	52.60	96	-1
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			32.02	87	+11
8.2.01	ICT access (ICT Development Index)	1.8	7.00	127	-2
8.2.02	ICT usage by firms	4.0	49.90	111	+3
8.2.03	ICTs & business model creation	4.2	53.33	90	+19
8.2.04	ICTs & org. model creation	3.8	46.67	91	+5
8.2.05	Scientific & technical journal articles	0.0	0.37	114	-4
8.2.06	Researchers in R&D	18	0.05	109	-2
8.2.07	Technicians in R&D	6	0.02	101	-6
8.2.08	Quality of research institutions	3.8	47.18	69	+7
8.2.09	Industry-university collaboration	3.5	41.73	59	+21
8.2.10	Share of creative goods export	0.0	0.26	87	0
8.2.11	ICT Services Exports	0.4	0.28	128	-8
8.2.12	High-technology net exports	0.2	1.18	90	-16
8.2.13	ICT goods exports	0.1	0.37	112	-87
8.2.14	Medium & high-tech mfg in MVA	6.5	7.97	107	+1
8.2.15	High-tech exports (% of mfg exports)	37.7	52.87	60	+31
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	83.8	99.78	8	+1
8.2.20	CO2 intensity of GDP	0.1	87.59	21	+6
8.2.21	Energy intensity	5.7	49.95	97	+8
8.2.22	Domestic material consumption	22.0	42.71	107	0
8.2.23	Trademark applications (res + nonres)	0.1	1.34	120	-1
8.2.24	International co-inventions	0.1	0.11	115	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.00	123	-5
8.2.26	Quality of vocational training	4.2	52.83	67	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.3	38.07	87	+18
8.2.29	Critical thinking	3.5	41.08	66	N/A
8.2.30	Digital skills	3.9	47.77	87	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			42.29	103	-13
9.1.01	GLRI statistical fullness	0.8	57.58	82	-13
9.1.02	World Governance Index	-0.5	37.97	100	-6
9.1.03	Statistical Capacity Index	62.2	40.38	69	-25
9.1.04	Social capital	48.0	32.85	87	+7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Thailand

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

34 RANK **(62.90)** (SCORE)
GLRI 2016 Rank 39



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**72.12**	**24**	-8
1. Demographics			58.09	90	-4
1.1.01	Share of older population	12.4	58.09	90	-4
2. Country Capabilities			68.26	27	+3
2.1.01	Economic complexity (ECI)	0.9	68.26	27	+3
3. Economic Development and Macroeconomic Stability			75.74	38	-4
3.1.01	GDP per capita	18,463	63.69	61	+2
3.1.02	Services share of economy	58.6	69.33	53	+19
3.1.03	Dependence on natural resources	0.1	86.74	13	+5
3.1.04	Debt dynamics	80.0	80.00	41	N/A
4. Trade Vulnerability			83.63	13	-5
4.1.01	Concentration of exports (HHI)	0.1	97.37	6	0
4.1.02	Economics diversity (RCAs)	296	66.51	26	-5
4.1.03	Current account balance	5.6	87.01	17	-5
5. Inequality			70.74	64	-2
5.1.01	Income inequality (Gini coefficient)	36.4	70.74	64	-2
Cyclical Subindex			**58.30**	**41**	
6. Absorptive Capacity			67.80	31	+7
6.1 Absorptive Capacity Input			68.82	34	N/A
6.1.01	Workers' rights	62.0	59.13	101	N/A
6.1.02	Pension coverage	83.0	82.85	48	N/A
6.1.03	Unemployment coverage	43.2	43.20	20	-3
6.1.04	Coverage of basic health services	80.0	85.25	23	N/A
6.2 Absorptive Capacity Output			67.46	31	-11
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	51.4	53.52	14	0
6.2.04	Youth unemployment	3.9	90.00	14	-3
6.2.05	Youth not in EET	14.9	60.02	53	-10
6.2.06	Low-skilled labour	60.6	37.19	96	-6
6.2.07	Growth of medium jobs	0.2	58.04	32	-5
6.2.08	Labour income share	48.2	66.76	70	-2
6.2.09	Labour income inequality	4.9	66.42	83	+10
6.2.10	Women in labour force (ratio of LFPR)	77.8	72.52	69	-4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.5	80.42	61	0
6.2.13	Physical health	14.4	77.91	60	-14
6.2.14	Mental health	7.5	79.23	37	+5
7. Adaptive Capacity			50.79	47	+14
7.1 Adaptive Capacity Input			68.51	36	0
7.1.01	Hiring & firing practices	4.3	55.70	31	-10
7.1.02	Ease of hiring foreign labour	4.1	52.47	67	N/A
7.1.03	Effect of taxation on incentive to work	4.1	48.18	53	+5
7.1.04	Time dealing with gvt regulation	4.8	85.84	34	-31
7.1.05	Intensity of local competition	5.4	76.70	42	-8
7.1.06	Trade openness	4.4	56.94	66	-18
7.1.07	Applied tariffs	3.5	72.81	72	+1
7.1.08	Paying taxes	77.7	60.10	54	-6
7.1.09	Enforcing contracts	67.9	73.33	31	-8
7.1.10	Property rights	4.1	51.54	77	-3
7.1.11	Insolvency framework	76.8	82.84	22	+4
7.1.12	Time to start a business	6.0	89.91	29	+80
7.1.13	Cost to start a business	6.2	91.04	62	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+30
7.1.15	Logistics Performance Index	3.4	60.25	30	+3

* Rank change from 2016 (5-year change)
Country notes:

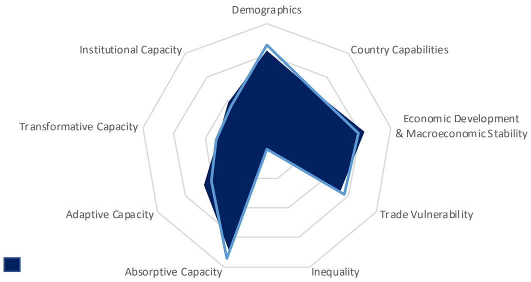
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.07	72	+9
7.2.01	ALMP effectiveness	3.7	45.33	50	-12
7.2.02	Formal & informal education & training	0.5	0.40	86	-8
7.2.03	Extent of staff training	4.3	55.12	46	N/A
7.2.04	High-skilled labour	13.9	20.44	95	-1
7.2.05	Skilled labour supply	4.0	50.40	82	N/A
7.2.06	Tertiary education attainment	14.8	31.32	49	-1
7.2.07	Skillset of graduates	4.1	52.27	58	N/A
7.2.08	New corporate registrations	1.1	7.20	78	-3
7.2.09	GEI attitudes & perceptions subindex	26.6	21.49	69	-9
7.2.10	Venture capital investments	0.9	0.90	98	-28
7.2.11	Access to loans	4.5	58.94	29	-7
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	78.3	86.08	15	N/A
8. Transformative Capacity			47.60	46	+10
8.1 Transformative Capacity Input			55.79	49	+12
8.1.01	Internet & telephony competition laws	1.6	81.25	96	-4
8.1.02	Futrure orientation of gvt	53.3	53.71	71	N/A
8.1.03	Global Cybersecurity Index	0.8	85.20	37	N/A
8.1.04	Gvt procurement of technology	3.4	40.61	54	+54
8.1.05	GERD (% of GDP)	0.8	18.10	45	+8
8.1.06	Int'l Property Rights (IPR) score	5.3	43.36	63	+4
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.8	44.72	81	-5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	25.9	35.55	105	-1
8.1.11	ICT infrastructure per school	99.6	99.57	34	-12
8.2 Transformative Capacity Output			39.41	45	+2
8.2.01	ICT access (ICT Development Index)	5.7	57.07	66	-2
8.2.02	ICT usage by firms	5.0	66.38	50	+6
8.2.03	ICTs & business model creation	5.0	66.67	37	+3
8.2.04	ICTs & org. model creation	4.6	60.00	40	+21
8.2.05	Scientific & technical journal articles	0.2	7.22	63	+2
8.2.06	Researchers in R&D	1,350	16.22	46	+6
8.2.07	Technicians in R&D	297	9.23	47	-1
8.2.08	Quality of research institutions	4.0	49.73	54	+3
8.2.09	Industry-university collaboration	3.9	48.62	37	+6
8.2.10	Share of creative goods export	2.3	19.71	23	0
8.2.11	ICT Services Exports	0.6	0.76	125	0
8.2.12	High-technology net exports	15.0	88.26	8	+6
8.2.13	ICT goods exports	15.8	89.32	9	-1
8.2.14	Medium & high-tech mfg in MVA	40.7	51.92	30	-1
8.2.15	High-tech exports (% of mfg exports)	62.2	87.34	18	-1
8.2.16	Robot adoption rate	45.0	13.75	27	N/A
8.2.17	Environmental goods exports & imports	15.7	10.23	20	0
8.2.18	Green patent applications	0.3	1.02	64	-2
8.2.19	Renewable energy consumption	22.7	27.02	75	-1
8.2.20	CO2 intensity of GDP	0.2	53.09	98	+1
8.2.21	Energy intensity	5.1	57.40	87	+4
8.2.22	Domestic material consumption	12.7	68.18	84	+1
8.2.23	Trademark applications (res + nonres)	0.8	18.06	67	-1
8.2.24	International co-inventions	9.6	9.59	57	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.76	35	+2
8.2.26	Quality of vocational training	4.1	51.58	69	N/A
8.2.27	PISA scores	412.7	34.58	57	-2
8.2.28	Quality of educational system	3.7	45.31	63	+18
8.2.29	Critical thinking	3.2	36.96	86	N/A
8.2.30	Digital skills	4.3	54.29	65	N/A
8.2.31	STEM graduates	27.9	64.15	20	+2
9. Institutional capacity - cross-cutting driver			61.16	48	+5
9.1.01	GLRI statistical fullness	0.9	84.85	14	-2
9.1.02	World Governance Index	-0.3	45.16	79	+7
9.1.03	Statistical Capacity Index	80.0	71.15	26	-10
9.1.04	Social capital	59.0	57.77	26	+14

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Trinidad & Tobago

World Bank Inome Group: High
Global Labour Resilience Index 2021

81 RANK **(51.78)** (SCORE)
GLRI 2016 Rank 65



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**56.00**	**72**	**+8**
1. Demographics			62.89	81	0
1.1.01	Share of older population	11.1	62.89	81	0
2. Country Capabilities			48.05	57	+19
2.1.01	Economic complexity (ECI)	0.1	48.05	57	+19
3. Economic Development and Macroeconomic Stability			63.14	56	+8
3.1.01	GDP per capita	26,176	70.63	51	-19
3.1.02	Services share of economy	57.1	67.14	61	-4
3.1.03	Dependence on natural resources	0.6	39.01	97	-4
3.1.04	Debt dynamics	77.8	77.78	59	N/A
4. Trade Vulnerability			53.98	69	-7
4.1.01	Concentration of exports (HHI)	0.3	66.33	92	0
4.1.02	Economics diversity (RCAs)	49	7.84	122	-1
4.1.03	Current account balance	5.8	87.76	15	-4
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**49.67**	**80**	
6. Absorptive Capacity			69.77	25	-19
6.1 Absorptive Capacity Input			82.03	12	N/A
6.1.01	Workers' rights	65.0	62.54	89	N/A
6.1.02	Pension coverage	98.4	98.39	36	-8
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			65.68	38	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	6.4	82.80	26	-10
6.2.05	Youth not in EET	52.0	10.41	115	-1
6.2.06	Low-skilled labour	34.6	76.76	38	+3
6.2.07	Growth of medium jobs	-0.1	31.10	87	-1
6.2.08	Labour income share	64.1	100.00	1	0
6.2.09	Labour income inequality	3.9	75.84	62	-1
6.2.10	Women in labour force (ratio of LFPR)	71.3	65.70	87	+2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.5	70.49	87	0
6.2.13	Physical health	14.5	78.65	54	+1
6.2.14	Mental health	6.6	65.07	82	-1
7. Adaptive Capacity			46.17	75	-4
7.1 Adaptive Capacity Input			52.02	96	-20
7.1.01	Hiring & firing practices	3.2	36.15	116	-45
7.1.02	Ease of hiring foreign labour	3.4	40.53	120	N/A
7.1.03	Effect of taxation on incentive to work	4.0	44.60	62	-22
7.1.04	Time dealing with gvt regulation	7.9	76.51	55	+3
7.1.05	Intensity of local competition	5.2	72.12	64	-6
7.1.06	Trade openness	4.6	59.28	50	-39
7.1.07	Applied tariffs	8.6	30.44	113	+3
7.1.08	Paying taxes	51.0	10.98	120	-37
7.1.09	Enforcing contracts	35.6	21.52	129	+3
7.1.10	Property rights	4.3	54.49	68	+12
7.1.11	Insolvency framework	48.4	52.26	73	-11
7.1.12	Time to start a business	10.5	81.65	65	-5
7.1.13	Cost to start a business	0.8	99.24	18	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	-25
7.1.15	Logistics Performance Index	2.4	35.50	113	N/A

* Rank change from 2016 (5-year change)
Country notes:

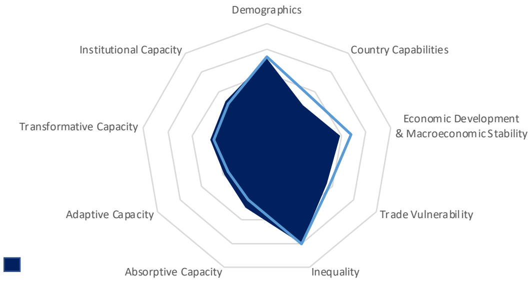
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			40.32	47	N/A
7.2.01	ALMP effectiveness	3.0	32.94	77	+8
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.0	49.56	65	N/A
7.2.04	High-skilled labour	30.8	48.81	44	+4
7.2.05	Skilled labour supply	4.4	55.84	53	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.2	53.28	55	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	28.5	24.16	58	0
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.9	48.31	66	+29
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	50.3	50.00	44	N/A
8. Transformative Capacity			32.11	118	-2
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.8	92.31	83	-2
8.1.02	Futrure orientation of gvt	49.2	46.88	84	N/A
8.1.03	Global Cybersecurity Index	0.2	18.53	117	N/A
8.1.04	Gvt procurement of technology	2.5	25.62	127	-16
8.1.05	GERD (% of GDP)	0.1	1.82	110	0
8.1.06	Int'l Property Rights (IPR) score	5.7	50.03	55	+2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.6	55.74	59	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			22.65	129	-4
8.2.01	ICT access (ICT Development Index)	6.0	61.87	59	+2
8.2.02	ICT usage by firms	4.5	57.84	82	+11
8.2.03	ICTs & business model creation	4.2	53.33	90	+19
8.2.04	ICTs & org. model creation	4.0	50.00	80	+10
8.2.05	Scientific & technical journal articles	0.2	6.07	66	+2
8.2.06	Researchers in R&D	517	6.11	66	N/A
8.2.07	Technicians in R&D	278	8.64	49	N/A
8.2.08	Quality of research institutions	3.6	43.58	83	+7
8.2.09	Industry-university collaboration	2.8	29.69	110	-8
8.2.10	Share of creative goods export	0.0	0.04	102	0
8.2.11	ICT Services Exports	1.5	2.60	118	+5
8.2.12	High-technology net exports	0.0	0.00	115	-2
8.2.13	ICT goods exports	0.1	0.49	107	+2
8.2.14	Medium & high-tech mfg in MVA	39.6	50.50	32	0
8.2.15	High-tech exports (% of mfg exports)	34.5	48.43	68	+1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	2.6	0.00	35	0
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	0.4	0.44	129	0
8.2.20	CO2 intensity of GDP	1.2	0.00	128	0
8.2.21	Energy intensity	17.7	0.00	130	0
8.2.22	Domestic material consumption	7.2	83.29	53	-4
8.2.23	Trademark applications (res + nonres)	1.0	22.31	56	-18
8.2.24	International co-inventions	11.6	11.57	52	N/A
8.2.25	Patent applications (res + nonres)	0.1	3.06	32	+3
8.2.26	Quality of vocational training	4.2	52.85	66	N/A
8.2.27	PISA scores	423.0	38.67	50	-1
8.2.28	Quality of educational system	4.2	53.55	41	+1
8.2.29	Critical thinking	3.0	32.73	103	N/A
8.2.30	Digital skills	3.8	47.37	89	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			38.28	115	-7
9.1.01	GLRI statistical fullness	0.8	27.27	121	+4
9.1.02	World Governance Index	0.1	54.79	57	-2
9.1.03	Statistical Capacity Index	47.8	15.38	96	-11
9.1.04	Social capital	51.1	39.99	65	+4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Tunisia

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

84 RANK **(51.68)** (SCORE)
GLRI 2016 Rank 77



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**61.84**	**53**	-11
1. Demographics			72.30	74	-2
1.1.01	Share of older population	8.6	72.30	74	-2
2. Country Capabilities			45.30	61	0
2.1.01	Economic complexity (ECI)	0.0	45.30	61	0
3. Economic Development and Macroeconomic Stability			59.24	67	-22
3.1.01	GDP per capita	10,756	52.93	87	-7
3.1.02	Services share of economy	60.3	71.89	46	+3
3.1.03	Dependence on natural resources	0.2	80.75	28	+6
3.1.04	Debt dynamics	37.7	37.71	126	N/A
4. Trade Vulnerability			55.11	61	0
4.1.01	Concentration of exports (HHI)	0.1	90.69	30	+10
4.1.02	Economics diversity (RCAs)	246	54.63	35	+5
4.1.03	Current account balance	-11.1	20.02	121	-7
5. Inequality			80.32	37	+1
5.1.01	Income inequality (Gini coefficient)	32.8	80.32	37	+1
Cyclical Subindex			**46.60**	**93**	
6. Absorptive Capacity			49.18	101	-9
6.1 Absorptive Capacity Input			45.91	84	-38
6.1.01	Workers' rights	72.0	70.50	64	N/A
6.1.02	Pension coverage	54.0	53.58	72	-18
6.1.03	Unemployment coverage	3.0	3.00	69	-7
6.1.04	Coverage of basic health services	70.0	68.85	70	N/A
6.2 Absorptive Capacity Output			50.28	100	-4
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	36.3	0.00	129	-9
6.2.05	Youth not in EET	25.2	29.32	88	+6
6.2.06	Low-skilled labour	47.2	57.57	66	0
6.2.07	Growth of medium jobs	0.0	41.76	60	-5
6.2.08	Labour income share	45.9	61.57	85	0
6.2.09	Labour income inequality	4.8	67.43	81	+3
6.2.10	Women in labour force (ratio of LFPR)	34.2	27.06	125	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.6	81.08	57	+2
6.2.13	Physical health	13.6	72.62	84	-8
6.2.14	Mental health	6.6	64.36	84	+5
7. Adaptive Capacity			39.57	96	-1
7.1 Adaptive Capacity Input			50.11	102	-15
7.1.01	Hiring & firing practices	3.0	33.55	122	-8
7.1.02	Ease of hiring foreign labour	2.7	27.76	134	N/A
7.1.03	Effect of taxation on incentive to work	3.7	36.93	86	+2
7.1.04	Time dealing with gvt regulation	46.5	38.31	101	-5
7.1.05	Intensity of local competition	5.0	65.40	78	+10
7.1.06	Trade openness	4.1	51.61	101	+14
7.1.07	Applied tariffs	9.4	24.47	115	-39
7.1.08	Paying taxes	62.2	31.68	97	-33
7.1.09	Enforcing contracts	58.4	58.08	68	-9
7.1.10	Property rights	4.5	58.30	55	-2
7.1.11	Insolvency framework	54.2	58.46	62	-10
7.1.12	Time to start a business	9.0	84.40	57	+5
7.1.13	Cost to start a business	4.6	93.47	52	N/A
7.1.14	Ease of getting credit	50.0	50.00	90	-2
7.1.15	Logistics Performance Index	2.6	39.25	100	+6

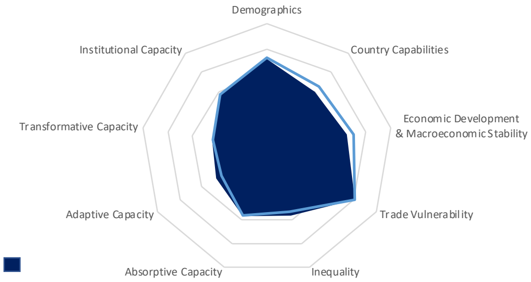
* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			29.03	91	-4
7.2.01	ALMP effectiveness	3.0	33.09	75	+14
7.2.02	Formal & informal education & training	1.8	2.23	72	-4
7.2.03	Extent of staff training	3.7	45.51	89	N/A
7.2.04	High-skilled labour	22.6	35.12	70	+2
7.2.05	Skilled labour supply	4.0	50.09	84	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.6	43.41	100	N/A
7.2.08	New corporate registrations	1.7	10.81	60	-3
7.2.09	GEI attitudes & perceptions subindex	32.7	30.32	48	-2
7.2.10	Venture capital investments	12.2	12.20	32	+36
7.2.11	Access to loans	3.4	39.40	101	-33
7.2.13	Microfinance loan portfolio	8.4	8.40	28	+20
7.2.14	Depth of financial system	40.8	37.77	61	N/A
8. Transformative Capacity			45.66	53	+16
8.1 Transformative Capacity Input			57.04	42	+18
8.1.01	Internet & telephony competition laws	1.2	57.69	115	+2
8.1.02	Futrure orientation of gvt	55.2	56.82	66	N/A
8.1.03	Global Cybersecurity Index	0.5	56.69	76	N/A
8.1.04	Gvt procurement of technology	2.6	27.10	121	-24
8.1.05	GERD (% of GDP)	0.6	13.82	52	-2
8.1.06	Int'l Property Rights (IPR) score	5.1	39.67	73	+3
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.6	84.87	13	+1
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	13.6	76.88	62	-8
8.1.11	ICT infrastructure per school	99.8	99.79	32	N/A
8.2 Transformative Capacity Output			34.28	78	-2
8.2.01	ICT access (ICT Development Index)	4.8	46.04	83	-5
8.2.02	ICT usage by firms	4.0	49.32	115	-3
8.2.03	ICTs & business model creation	4.6	60.00	59	+42
8.2.04	ICTs & org. model creation	3.6	43.33	101	-2
8.2.05	Scientific & technical journal articles	0.5	19.03	45	-3
8.2.06	Researchers in R&D	1,772	21.34	42	-1
8.2.07	Technicians in R&D	62	1.79	69	0
8.2.08	Quality of research institutions	3.3	39.00	96	+9
8.2.09	Industry-university collaboration	3.0	32.81	105	+8
8.2.10	Share of creative goods export	0.1	0.73	70	0
8.2.11	ICT Services Exports	9.2	19.70	42	-3
8.2.12	High-technology net exports	3.7	21.77	39	+1
8.2.13	ICT goods exports	6.0	33.99	24	+3
8.2.14	Medium & high-tech mfg in MVA	28.9	36.73	50	+12
8.2.15	High-tech exports (% of mfg exports)	52.0	72.93	38	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	1.05	62	+9
8.2.19	Renewable energy consumption	11.9	14.18	97	-2
8.2.20	CO2 intensity of GDP	0.3	51.55	99	+1
8.2.21	Energy intensity	3.8	73.88	51	-3
8.2.22	Domestic material consumption	13.3	66.54	88	-2
8.2.23	Trademark applications (res + nonres)	0.5	11.92	91	-4
8.2.24	International co-inventions	3.8	3.82	74	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.94	64	-6
8.2.26	Quality of vocational training	3.7	44.58	94	N/A
8.2.27	PISA scores	371.4	18.33	71	-1
8.2.28	Quality of educational system	3.1	34.73	100	-37
8.2.29	Critical thinking	3.1	35.22	95	N/A
8.2.30	Digital skills	4.2	53.88	66	N/A
8.2.31	STEM graduates	44.1	79.41	8	-7
9. Institutional capacity - cross-cutting driver			50.41	79	-1
9.1.01	GLRI statistical fullness	0.9	66.67	60	-7
9.1.02	World Governance Index	-0.2	47.05	74	+2
9.1.03	Statistical Capacity Index	71.1	55.77	49	-9
9.1.04	Social capital	42.6	20.64	119	+15

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Turkey

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021



51 RANK **(56.90)** (SCORE)
GLRI 2016 Rank 46

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**66.31**	**37**	-3
1. Demographics			71.80	75	-2
1.1.01	Share of older population	8.7	71.80	75	-2
2. Country Capabilities			59.20	40	+3
2.1.01	Economic complexity (ECI)	0.6	59.20	40	+3
3. Economic Development and Macroeconomic Stability			65.09	52	-12
3.1.01	GDP per capita	28,167	72.09	47	0
3.1.02	Services share of economy	55.9	65.33	67	+14
3.1.03	Dependence on natural resources	0.3	73.49	46	-2
3.1.04	Debt dynamics	49.6	49.56	90	N/A
4. Trade Vulnerability			80.93	21	-2
4.1.01	Concentration of exports (HHI)	0.1	98.12	5	0
4.1.02	Economics diversity (RCAs)	399	90.97	11	0
4.1.03	Current account balance	-2.7	53.70	69	+7
5. Inequality			56.12	91	+4
5.1.01	Income inequality (Gini coefficient)	41.9	56.12	91	+4
Cyclical Subindex			**52.20**	**68**	
6. Absorptive Capacity			56.95	79	-28
6.1 Absorptive Capacity Input			61.38	50	-15
6.1.01	Workers' rights	61.0	58.00	106	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	1.4	10.44	55	-7
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			55.47	85	-5
6.2.01	Quality of earnings	7.4	9.07	35	0
6.2.02	Quality of working environment	42.9	85.34	2	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	23.7	33.14	107	-19
6.2.05	Youth not in EET	26.0	27.46	90	+1
6.2.06	Low-skilled labour	48.0	56.34	67	+1
6.2.07	Growth of medium jobs	0.1	46.87	54	-7
6.2.08	Labour income share	36.2	39.69	120	-5
6.2.09	Labour income inequality	3.9	76.54	57	+7
6.2.10	Women in labour force (ratio of LFPR)	46.9	40.22	120	+2
6.2.11	Gender pay gap	6.9	78.81	14	-3
6.2.12	Longevity	26.1	83.51	48	+3
6.2.13	Physical health	15.4	84.85	24	+14
6.2.14	Mental health	6.2	59.24	97	-1
7. Adaptive Capacity			47.08	67	+1
7.1 Adaptive Capacity Input			62.61	54	+2
7.1.01	Hiring & firing practices	3.6	42.59	98	-24
7.1.02	Ease of hiring foreign labour	4.2	53.51	62	N/A
7.1.03	Effect of taxation on incentive to work	3.9	42.71	67	+14
7.1.04	Time dealing with gvt regulation	19.0	43.07	93	-5
7.1.05	Intensity of local competition	5.9	90.91	7	+1
7.1.06	Trade openness	4.3	55.59	74	-4
7.1.07	Applied tariffs	2.5	81.26	61	+5
7.1.08	Paying taxes	74.8	54.78	67	-26
7.1.09	Enforcing contracts	71.8	79.55	19	+13
7.1.10	Property rights	4.4	55.91	63	-14
7.1.11	Insolvency framework	38.5	41.49	101	+2
7.1.12	Time to start a business	7.0	88.07	38	+17
7.1.13	Cost to start a business	12.8	81.01	84	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	+39
7.1.15	Logistics Performance Index	3.2	53.75	43	-15

* Rank change from 2016 (5-year change)
Country notes:

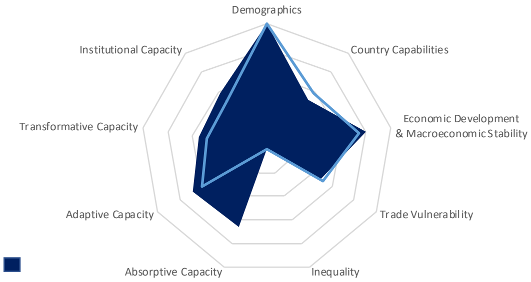
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.54	81	-7
7.2.01	ALMP effectiveness	3.7	44.66	53	+16
7.2.02	Formal & informal education & training	20.9	28.16	40	-3
7.2.03	Extent of staff training	3.5	41.29	116	N/A
7.2.04	High-skilled labour	21.8	33.76	74	+1
7.2.05	Skilled labour supply	3.9	48.69	93	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.7	45.13	91	N/A
7.2.08	New corporate registrations	1.6	10.00	64	+1
7.2.09	GEI attitudes & perceptions subindex	38.7	39.21	34	-2
7.2.10	Venture capital investments	0.0	0.00	105	-20
7.2.11	Access to loans	4.1	51.67	51	+11
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-8
7.2.14	Depth of financial system	39.4	35.91	64	N/A
8. Transformative Capacity			44.22	64	-1
8.1 Transformative Capacity Input			53.62	56	+10
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrure orientation of gvt	57.2	60.16	58	N/A
8.1.03	Global Cybersecurity Index	0.9	91.45	22	N/A
8.1.04	Gvt procurement of technology	3.4	39.21	62	-45
8.1.05	GERD (% of GDP)	0.9	20.46	38	+2
8.1.06	Int'l Property Rights (IPR) score	5.3	42.78	64	-8
8.1.07	Other R&D incentives	0.0	12.98	23	+1
8.1.08	Gvt exp. on education	4.3	51.18	65	+5
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	17.3	64.39	79	0
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			34.81	70	-15
8.2.01	ICT access (ICT Development Index)	6.1	62.39	58	+2
8.2.02	ICT usage by firms	5.0	67.09	45	-7
8.2.03	ICTs & business model creation	4.5	58.33	71	-31
8.2.04	ICTs & org. model creation	3.6	43.33	101	-49
8.2.05	Scientific & technical journal articles	0.4	16.07	46	-2
8.2.06	Researchers in R&D	1,379	16.58	45	0
8.2.07	Technicians in R&D	354	11.03	43	+4
8.2.08	Quality of research institutions	3.3	38.35	100	-40
8.2.09	Industry-university collaboration	3.5	41.15	64	-6
8.2.10	Share of creative goods export	3.3	28.06	16	0
8.2.11	ICT Services Exports	0.6	0.69	127	+3
8.2.12	High-technology net exports	1.4	8.24	59	+1
8.2.13	ICT goods exports	1.3	7.10	56	-2
8.2.14	Medium & high-tech mfg in MVA	32.2	41.01	45	0
8.2.15	High-tech exports (% of mfg exports)	44.5	62.41	50	+3
8.2.16	Robot adoption rate	23.0	6.55	33	N/A
8.2.17	Environmental goods exports & imports	12.2	7.39	25	0
8.2.18	Green patent applications	1.1	3.69	44	+2
8.2.19	Renewable energy consumption	11.4	13.59	98	-5
8.2.20	CO2 intensity of GDP	0.2	68.79	70	-4
8.2.21	Energy intensity	3.0	83.03	21	0
8.2.22	Domestic material consumption	7.7	81.75	57	-2
8.2.23	Trademark applications (res + nonres)	1.4	33.04	37	-1
8.2.24	International co-inventions	8.4	8.40	60	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.12	43	+5
8.2.26	Quality of vocational training	3.2	36.89	123	N/A
8.2.27	PISA scores	462.7	54.29	37	+11
8.2.28	Quality of educational system	3.2	36.29	97	-14
8.2.29	Critical thinking	2.4	23.73	127	N/A
8.2.30	Digital skills	3.5	42.08	112	N/A
8.2.31	STEM graduates	20.2	37.34	67	-4
9. Institutional capacity - cross-cutting driver			57.65	66	-12
9.1.01	GLRI statistical fullness	1.0	96.97	2	0
9.1.02	World Governance Index	-0.5	39.88	96	-14
9.1.03	Statistical Capacity Index	81.1	73.08	21	+3
9.1.04	Social capital	42.0	19.26	124	-14

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

UAE

World Bank Inome Group: High
Global Labour Resilience Index 2021

35 (62.80)
RANK (SCORE)
GLRI 2016 Rank 37



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**63.78**	**45**	+1
1. Demographics			100.00	1	0
1.1.01	Share of older population	1.2	100.00	1	0
2. Country Capabilities			51.21	52	+6
2.1.01	Economic complexity (ECI)	0.3	51.21	52	+6
3. Economic Development and Macroeconomic Stability			80.11	26	+1
3.1.01	GDP per capita	67,119	89.37	6	-1
3.1.02	Services share of economy	53.1	61.15	86	-15
3.1.03	Dependence on natural resources	0.4	60.43	69	-6
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			49.12	82	-4
4.1.01	Concentration of exports (HHI)	0.3	74.96	75	0
4.1.02	Economics diversity (RCAs)	114	23.28	88	-5
4.1.03	Current account balance	n/a	N/A	N/A	N/A
5. Inequality			N/R	N/A	N/A
5.1.01	Income inequality (Gini coefficient)	n/a	N/A	N/A	N/A
Cyclical Subindex			**62.31**	**29**	
6. Absorptive Capacity			66.07	40	N/A
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	10.0	0.00	113	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	76.0	78.69	39	N/A
6.2 Absorptive Capacity Output			70.61	18	N/A
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	7.3	80.03	34	-10
6.2.05	Youth not in EET	11.3	70.63	37	N/A
6.2.06	Low-skilled labour	34.7	76.61	39	+3
6.2.07	Growth of medium jobs	0.2	54.41	36	-2
6.2.08	Labour income share	36.8	41.05	116	+13
6.2.09	Labour income inequality	3.8	77.67	54	0
6.2.10	Women in labour force (ratio of LFPR)	56.1	49.87	117	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.5	85.55	40	-1
6.2.13	Physical health	15.2	83.32	28	+5
6.2.14	Mental health	8.0	86.93	14	-9
7. Adaptive Capacity			67.99	17	+4
7.1 Adaptive Capacity Input			78.43	4	+7
7.1.01	Hiring & firing practices	5.2	69.27	8	-1
7.1.02	Ease of hiring foreign labour	5.4	73.19	5	N/A
7.1.03	Effect of taxation on incentive to work	6.1	97.15	3	-2
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.6	82.51	17	-11
7.1.06	Trade openness	5.3	71.15	8	-7
7.1.07	Applied tariffs	4.4	65.51	83	-20
7.1.08	Paying taxes	99.4	100.00	1	0
7.1.09	Enforcing contracts	75.9	86.11	8	+89
7.1.10	Property rights	5.9	81.97	13	+10
7.1.11	Insolvency framework	49.3	53.14	70	+13
7.1.12	Time to start a business	3.8	93.94	11	+31
7.1.13	Cost to start a business	13.4	80.10	86	N/A
7.1.14	Ease of getting credit	70.0	70.00	42	+30
7.1.15	Logistics Performance Index	4.0	74.00	11	+14

* Rank change from 2016 (5-year change)
Country notes:

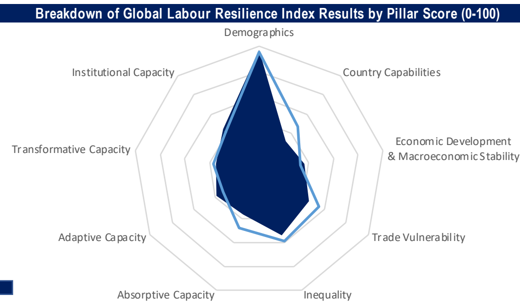
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			57.55	21	+3
7.2.01	ALMP effectiveness	4.5	58.30	26	-12
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	5.0	65.95	16	N/A
7.2.04	High-skilled labour	33.0	52.58	40	+3
7.2.05	Skilled labour supply	5.1	69.10	7	N/A
7.2.06	Tertiary education attainment	47.3	100.00	1	+5
7.2.07	Skillset of graduates	5.0	66.23	20	N/A
7.2.08	New corporate registrations	3.0	19.67	48	-4
7.2.09	GEI attitudes & perceptions subindex	46.8	51.10	29	+4
7.2.10	Venture capital investments	17.7	17.67	26	+31
7.2.11	Access to loans	5.2	69.42	8	-5
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	60.4	63.07	29	N/A
8. Transformative Capacity			55.17	21	+22
8.1 Transformative Capacity Input			70.93	11	N/A
8.1.01	Internet & telephony competition laws	1.1	53.33	120	+1
8.1.02	Frutrure orientation of gvt	73.8	87.50	9	N/A
8.1.03	Global Cybersecurity Index	0.8	86.40	35	N/A
8.1.04	Gvt procurement of technology	5.5	74.51	1	+1
8.1.05	GERD (% of GDP)	1.0	22.40	36	+3
8.1.06	Int'l Property Rights (IPR) score	7.6	81.20	20	0
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	3.7	42.48	89	N/A
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	9.5	90.55	25	N/A
8.1.11	ICT infrastructure per school	100.0	100.00	1	N/A
8.2 Transformative Capacity Output			39.40	46	+3
8.2.01	ICT access (ICT Development Index)	7.2	77.04	32	-5
8.2.02	ICT usage by firms	6.0	83.13	4	+3
8.2.03	ICTs & business model creation	5.3	71.67	27	-25
8.2.04	ICTs & org. model creation	5.0	66.67	23	-20
8.2.05	Scientific & technical journal articles	0.3	12.84	50	+3
8.2.06	Researchers in R&D	2,379	28.71	34	+3
8.2.07	Technicians in R&D	890	27.98	21	N/A
8.2.08	Quality of research institutions	4.9	64.91	28	+1
8.2.09	Industry-university collaboration	4.5	57.87	23	-2
8.2.10	Share of creative goods export	4.5	38.48	13	0
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	2.1	11.67	46	-1
8.2.14	Medium & high-tech mfg in MVA	35.9	45.78	38	+1
8.2.15	High-tech exports (% of mfg exports)	18.8	26.31	93	+6
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	6.5	2.88	31	0
8.2.18	Green patent applications	0.6	2.00	53	-12
8.2.19	Renewable energy consumption	0.2	0.25	130	0
8.2.20	CO2 intensity of GDP	0.3	33.17	116	-2
8.2.21	Energy intensity	4.5	65.33	73	+13
8.2.22	Domestic material consumption	3.6	92.99	31	-1
8.2.23	Trademark applications (res + nonres)	1.9	43.46	22	-8
8.2.24	International co-inventions	25.3	25.31	36	N/A
8.2.25	Patent applications (res + nonres)	0.2	4.56	22	+1
8.2.26	Quality of vocational training	4.8	63.34	24	N/A
8.2.27	PISA scores	433.7	42.86	44	+2
8.2.28	Quality of educational system	5.3	71.33	12	-3
8.2.29	Critical thinking	5.1	68.17	8	N/A
8.2.30	Digital skills	5.3	72.02	14	N/A
8.2.31	STEM graduates	22.0	43.60	52	-1
9. Institutional capacity - cross-cutting driver			57.70	65	+3
9.1.01	GLRI statistical fullness	0.8	30.30	118	+11
9.1.02	World Governance Index	0.7	69.73	35	+3
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	61.9	64.38	20	+1

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Uganda

World Bank Inome Group: Low
Global Labour Resilience Index 2021

114 **(42.17)**
RANK (SCORE)
GLRI 2016 Rank 104



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**50.47**	**105**	-16
1. Demographics			97.00	3	+1
1.1.01	Share of older population	2.0	97.00	3	+1
2. Country Capabilities			32.58	82	-4
2.1.01	Economic complexity (ECI)	-0.5	32.58	82	-4
3. Economic Development and Macroeconomic Stability			36.81	121	+3
3.1.01	GDP per capita	2,181	21.19	129	-3
3.1.02	Services share of economy	43.3	46.56	120	-10
3.1.03	Dependence on natural resources	0.6	35.70	100	-4
3.1.04	Debt dynamics	48.7	48.67	98	N/A
4. Trade Vulnerability			45.94	90	-25
4.1.01	Concentration of exports (HHI)	0.2	77.02	71	-21
4.1.02	Economics diversity (RCAs)	157	33.49	70	-12
4.1.03	Current account balance	-9.3	27.31	117	-16
5. Inequality			53.72	94	-8
5.1.01	Income inequality (Gini coefficient)	42.8	53.72	94	-8
Cyclical Subindex			**38.02**	**117**	
6. Absorptive Capacity			35.65	129	-45
6.1 Absorptive Capacity Input			19.70	113	N/A
6.1.01	Workers' rights	70.0	68.23	75	N/A
6.1.02	Pension coverage	7.8	6.96	109	N/A
6.1.03	Unemployment coverage	0.0	0.00	75	N/A
6.1.04	Coverage of basic health services	45.0	27.87	119	N/A
6.2 Absorptive Capacity Output			40.97	117	-11
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	83.2	14.03	46	-7
6.2.04	Youth unemployment	2.7	93.34	8	0
6.2.05	Youth not in EET	29.8	15.72	102	-91
6.2.06	Low-skilled labour	83.2	2.79	125	-1
6.2.07	Growth of medium jobs	1.0	100.00	1	0
6.2.08	Labour income share	38.8	45.56	110	-3
6.2.09	Labour income inequality	37.4	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	90.6	85.90	13	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	17.0	37.77	119	0
6.2.13	Physical health	8.8	40.01	126	+1
6.2.14	Mental health	3.5	15.56	135	0
7. Adaptive Capacity			39.03	100	+3
7.1 Adaptive Capacity Input			54.50	88	+3
7.1.01	Hiring & firing practices	4.4	56.30	27	-3
7.1.02	Ease of hiring foreign labour	4.8	63.10	18	N/A
7.1.03	Effect of taxation on incentive to work	3.6	35.19	90	-7
7.1.04	Time dealing with gvt regulation	6.5	80.72	47	+2
7.1.05	Intensity of local competition	5.3	74.21	55	-4
7.1.06	Trade openness	4.3	55.66	73	-18
7.1.07	Applied tariffs	8.0	35.58	108	+2
7.1.08	Paying taxes	73.1	51.61	72	-1
7.1.09	Enforcing contracts	60.6	61.60	62	-1
7.1.10	Property rights	4.0	50.66	84	+8
7.1.11	Insolvency framework	43.6	47.00	86	-7
7.1.12	Time to start a business	24.0	56.88	111	-9
7.1.13	Cost to start a business	33.6	49.42	110	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	+46
7.1.15	Logistics Performance Index	2.6	39.50	96	-25

* Rank change from 2016 (5-year change)
Country notes:

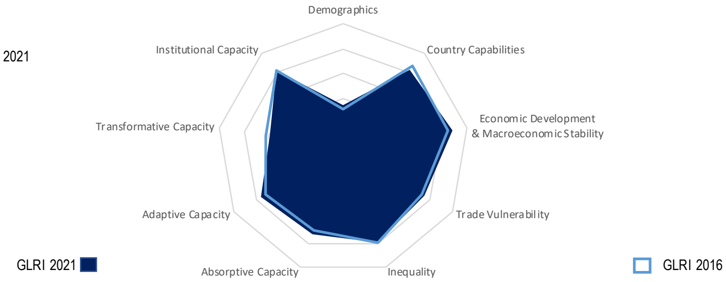
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			23.56	115	-10
7.2.01	ALMP effectiveness	2.4	23.04	109	-10
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	46.29	85	N/A
7.2.04	High-skilled labour	5.6	6.45	123	0
7.2.05	Skilled labour supply	4.4	57.42	46	N/A
7.2.06	Tertiary education attainment	1.7	3.59	86	-3
7.2.07	Skillset of graduates	3.4	39.44	122	N/A
7.2.08	New corporate registrations	0.9	5.48	84	-11
7.2.09	GEI attitudes & perceptions subindex	15.5	5.05	89	-2
7.2.10	Venture capital investments	3.4	3.41	68	-20
7.2.11	Access to loans	3.9	47.72	70	+19
7.2.13	Microfinance loan portfolio	33.0	33.00	12	+15
7.2.14	Depth of financial system	20.7	11.85	118	N/A
8. Transformative Capacity			34.84	107	-7
8.1 Transformative Capacity Input			42.36	96	-17
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutrue orientation of gvt	50.1	48.35	80	N/A
8.1.03	Global Cybersecurity Index	0.6	66.01	67	N/A
8.1.04	Gvt procurement of technology	3.5	41.66	47	+23
8.1.05	GERD (% of GDP)	0.2	3.68	92	0
8.1.06	Int'l Property Rights (IPR) score	4.9	35.56	83	+7
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.5	25.31	117	-2
8.1.09	Tertiary education exp. per student	5,470	0.02	41	-6
8.1.10	Pupil-teacher ratio (secondary)	18.5	60.64	86	-6
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			27.32	118	-10
8.2.01	ICT access (ICT Development Index)	2.2	11.93	120	-1
8.2.02	ICT usage by firms	4.3	55.74	91	+20
8.2.03	ICTs & business model creation	4.0	50.00	104	-14
8.2.04	ICTs & org. model creation	3.6	43.33	101	-11
8.2.05	Scientific & technical journal articles	0.0	0.56	106	-2
8.2.06	Researchers in R&D	26	0.15	106	-3
8.2.07	Technicians in R&D	10	0.16	95	-5
8.2.08	Quality of research institutions	3.5	41.59	90	-16
8.2.09	Industry-university collaboration	3.6	43.21	50	+9
8.2.10	Share of creative goods export	0.0	0.01	109	0
8.2.11	ICT Services Exports	2.4	4.61	107	-7
8.2.12	High-technology net exports	0.1	0.59	100	-5
8.2.13	ICT goods exports	0.4	2.06	78	-23
8.2.14	Medium & high-tech mfg in MVA	11.1	13.87	94	0
8.2.15	High-tech exports (% of mfg exports)	19.7	27.57	91	+5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	+3
8.2.19	Renewable energy consumption	88.5	100.00	1	0
8.2.20	CO2 intensity of GDP	0.1	93.61	5	+1
8.2.21	Energy intensity	9.5	3.81	128	-1
8.2.22	Domestic material consumption	28.4	25.19	120	-1
8.2.23	Trademark applications (res + nonres)	0.0	0.77	123	-5
8.2.24	International co-inventions	0.1	0.06	118	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.01	119	-4
8.2.26	Quality of vocational training	3.8	46.47	89	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.4	39.88	82	-9
8.2.29	Critical thinking	2.8	29.42	114	N/A
8.2.30	Digital skills	3.4	40.38	116	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			44.04	98	-1
9.1.01	GLRI statistical fullness	0.9	63.64	65	-1
9.1.02	World Governance Index	-0.6	36.86	102	-2
9.1.03	Statistical Capacity Index	67.8	50.00	55	-1
9.1.04	Social capital	43.1	21.63	118	-16

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

UK

World Bank Inome Group: High
Global Labour Resilience Index 2021

12 **(72.89)**
RANK (SCORE)
GLRI 2016 Rank 12



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**74.44**	**18**	+3
1. Demographics			35.36	111	+7
1.1.01	Share of older population	18.5	35.36	111	+7
2. Country Capabilities			82.53	12	-1
2.1.01	Economic complexity (ECI)	1.5	82.53	12	-1
3. Economic Development and Macroeconomic Stability			88.48	8	0
3.1.01	GDP per capita	46,699	82.15	21	+2
3.1.02	Services share of economy	71.3	88.21	7	0
3.1.03	Dependence on natural resources	0.2	83.41	22	-6
3.1.04	Debt dynamics	100.0	100.00	1	N/A
4. Trade Vulnerability			75.07	27	+5
4.1.01	Concentration of exports (HHI)	0.1	94.23	21	+3
4.1.02	Economics diversity (RCAs)	361	81.95	15	+3
4.1.03	Current account balance	-3.9	49.01	86	+4
5. Inequality			79.26	41	+1
5.1.01	Income inequality (Gini coefficient)	33.2	79.26	41	+1
Cyclical Subindex			**72.11**	**11**	
6. Absorptive Capacity			71.88	17	-4
6.1 Absorptive Capacity Input			84.72	8	0
6.1.01	Workers' rights	80.0	79.60	39	N/A
6.1.02	Pension coverage	100.0	100.00	1	0
6.1.03	Unemployment coverage	60.0	60.00	11	-1
6.1.04	Coverage of basic health services	87.0	96.72	2	N/A
6.2 Absorptive Capacity Output			67.60	30	+4
6.2.01	Quality of earnings	16.9	43.76	22	0
6.2.02	Quality of working environment	20.7	20.16	36	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	11.3	68.64	62	+7
6.2.05	Youth not in EET	10.5	72.97	33	+1
6.2.06	Low-skilled labour	27.7	87.33	17	+2
6.2.07	Growth of medium jobs	0.0	36.92	69	-6
6.2.08	Labour income share	58.0	88.86	26	-2
6.2.09	Labour income inequality	3.7	78.84	50	-3
6.2.10	Women in labour force (ratio of LFPR)	84.6	79.65	39	+6
6.2.11	Gender pay gap	16.0	50.71	33	0
6.2.12	Longevity	28.1	93.84	23	-4
6.2.13	Physical health	16.0	88.77	11	0
6.2.14	Mental health	6.8	68.36	71	+1
7. Adaptive Capacity			75.50	3	+4
7.1 Adaptive Capacity Input			77.80	6	-3
7.1.01	Hiring & firing practices	5.0	66.43	10	0
7.1.02	Ease of hiring foreign labour	4.6	59.91	30	N/A
7.1.03	Effect of taxation on incentive to work	4.3	52.52	38	-7
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	5.7	86.86	13	-10
7.1.06	Trade openness	5.0	66.19	25	+1
7.1.07	Applied tariffs	1.7	87.98	19	+3
7.1.08	Paying taxes	87.1	77.41	21	-7
7.1.09	Enforcing contracts	68.7	74.57	29	+2
7.1.10	Property rights	6.3	88.29	6	-3
7.1.11	Insolvency framework	80.3	86.65	13	-2
7.1.12	Time to start a business	4.5	92.66	21	-5
7.1.13	Cost to start a business	0.0	100.00	1	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-19
7.1.15	Logistics Performance Index	4.0	74.75	8	-4

* Rank change from 2016 (5-year change)
Country notes:

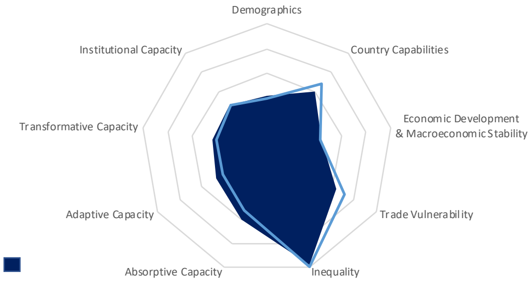
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			73.20	3	+7
7.2.01	ALMP effectiveness	4.2	53.34	34	-13
7.2.02	Formal & informal education & training	52.1	70.53	15	+15
7.2.03	Extent of staff training	4.8	62.67	27	N/A
7.2.04	High-skilled labour	49.5	80.38	8	0
7.2.05	Skilled labour supply	5.1	67.51	11	N/A
7.2.06	Tertiary education attainment	29.3	62.02	15	-5
7.2.07	Skillset of graduates	4.8	63.68	27	N/A
7.2.08	New corporate registrations	15.6	98.27	2	+5
7.2.09	GEI attitudes & perceptions subindex	73.6	90.51	7	+3
7.2.10	Venture capital investments	78.7	78.71	4	+11
7.2.11	Access to loans	4.4	57.15	36	+42
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	84.1	93.59	5	N/A
8. Transformative Capacity			58.84	19	-3
8.1 Transformative Capacity Input			57.65	41	-20
8.1.01	Internet & telephony competition laws	1.9	93.75	72	+6
8.1.02	Frutrue orientation of gvt	74.5	88.77	7	N/A
8.1.03	Global Cybersecurity Index	0.9	100.00	1	N/A
8.1.04	Gvt procurement of technology	3.9	48.44	23	+20
8.1.05	GERD (% of GDP)	1.7	39.51	20	+1
8.1.06	Int'l Property Rights (IPR) score	8.1	90.75	13	-2
8.1.07	Other R&D incentives	0.1	23.05	12	-2
8.1.08	Gvt exp. on education	2.5	25.31	117	-87
8.1.09	Tertiary education exp. per student	15,736	0.03	13	-6
8.1.10	Pupil-teacher ratio (secondary)	16.6	66.84	74	-8
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			60.04	15	-2
8.2.01	ICT access (ICT Development Index)	8.7	95.72	5	-1
8.2.02	ICT usage by firms	6.0	83.93	2	+1
8.2.03	ICTs & business model creation	5.8	80.00	7	+1
8.2.04	ICTs & org. model creation	5.7	78.33	6	-3
8.2.05	Scientific & technical journal articles	1.4	58.23	15	-1
8.2.06	Researchers in R&D	4,603	55.72	20	-1
8.2.07	Technicians in R&D	1,305	41.14	14	-1
8.2.08	Quality of research institutions	6.3	88.89	2	0
8.2.09	Industry-university collaboration	5.4	73.09	6	-2
8.2.10	Share of creative goods export	10.7	91.85	7	0
8.2.11	ICT Services Exports	7.0	14.97	57	+1
8.2.12	High-technology net exports	9.0	52.96	18	+4
8.2.13	ICT goods exports	4.2	24.05	27	+3
8.2.14	Medium & high-tech mfg in MVA	44.4	56.70	21	-4
8.2.15	High-tech exports (% of mfg exports)	68.7	96.49	11	0
8.2.16	Robot adoption rate	71.0	22.27	21	N/A
8.2.17	Environmental goods exports & imports	39.0	28.86	7	0
8.2.18	Green patent applications	15.0	50.63	17	-1
8.2.19	Renewable energy consumption	10.0	11.88	104	+6
8.2.20	CO2 intensity of GDP	0.1	80.23	36	+4
8.2.21	Energy intensity	2.8	85.84	14	+8
8.2.22	Domestic material consumption	1.2	99.74	4	0
8.2.23	Trademark applications (res + nonres)	1.4	32.57	39	+19
8.2.24	International co-inventions	79.8	79.75	17	N/A
8.2.25	Patent applications (res + nonres)	0.3	8.14	12	0
8.2.26	Quality of vocational training	4.9	64.71	19	N/A
8.2.27	PISA scores	503.7	70.44	10	+10
8.2.28	Quality of educational system	4.7	61.23	21	0
8.2.29	Critical thinking	4.8	63.36	14	N/A
8.2.30	Digital skills	4.9	65.62	28	N/A
8.2.31	STEM graduates	26.3	58.76	25	+2
9. Institutional capacity - cross-cutting driver			82.35	12	0
9.1.01	GLRI statistical fullness	0.9	75.76	38	+8
9.1.02	World Governance Index	1.3	87.46	17	-4
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	66.6	75.14	14	+3

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Ukraine

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

66 RANK **(54.56)** (SCORE)
GLRI 2016 Rank 60



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**62.96**	**50**	-6
1. Demographics			42.08	106	+2
1.1.01	Share of older population	16.7	42.08	106	+2
2. Country Capabilities			59.89	37	-1
2.1.01	Economic complexity (ECI)	0.6	59.89	37	-1
3. Economic Development and Macroeconomic Stability			44.67	107	0
3.1.01	GDP per capita	12,810	56.41	79	+10
3.1.02	Services share of economy	54.4	63.12	73	+23
3.1.03	Dependence on natural resources	0.7	28.38	105	-4
3.1.04	Debt dynamics	40.0	40.00	108	N/A
4. Trade Vulnerability			63.86	45	-11
4.1.01	Concentration of exports (HHI)	0.1	89.17	37	-4
4.1.02	Economics diversity (RCAs)	232	51.31	39	+3
4.1.03	Current account balance	-3.3	51.11	80	-50
5. Inequality			98.14	4	-2
5.1.01	Income inequality (Gini coefficient)	26.1	98.14	4	-2
Cyclical Subindex			**50.37**	**78**	
6. Absorptive Capacity			59.55	67	+4
6.1 Absorptive Capacity Input			59.78	52	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	96.0	95.96	38	N/A
6.1.03	Unemployment coverage	17.0	17.00	48	-11
6.1.04	Coverage of basic health services	68.0	65.57	80	N/A
6.2 Absorptive Capacity Output			59.47	74	-12
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	18.8	47.06	97	+6
6.2.05	Youth not in EET	16.5	55.30	58	+3
6.2.06	Low-skilled labour	36.8	73.43	43	-4
6.2.07	Growth of medium jobs	-0.2	19.82	117	-3
6.2.08	Labour income share	42.8	54.58	96	-59
6.2.09	Labour income inequality	3.0	86.69	29	+1
6.2.10	Women in labour force (ratio of LFPR)	74.1	68.62	77	-1
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	23.5	70.35	88	0
6.2.13	Physical health	13.5	71.51	89	0
6.2.14	Mental health	5.5	47.34	123	0
7. Adaptive Capacity			46.53	73	-1
7.1 Adaptive Capacity Input			59.15	69	+6
7.1.01	Hiring & firing practices	4.3	55.28	32	+14
7.1.02	Ease of hiring foreign labour	4.2	53.07	64	N/A
7.1.03	Effect of taxation on incentive to work	2.9	18.43	123	-7
7.1.04	Time dealing with gvt regulation	19.6	41.27	96	-6
7.1.05	Intensity of local competition	5.0	65.67	77	+19
7.1.06	Trade openness	4.2	54.14	87	+8
7.1.07	Applied tariffs	1.6	89.06	16	+36
7.1.08	Paying taxes	79.4	63.10	49	+29
7.1.09	Enforcing contracts	63.6	66.40	49	-11
7.1.10	Property rights	3.3	38.04	124	+3
7.1.11	Insolvency framework	31.4	33.87	116	-6
7.1.12	Time to start a business	6.5	88.99	35	+3
7.1.13	Cost to start a business	0.8	99.24	18	N/A
7.1.14	Ease of getting credit	75.0	75.00	33	-19
7.1.15	Logistics Performance Index	2.8	45.75	66	-6

* Rank change from 2016 (5-year change)
Country notes:

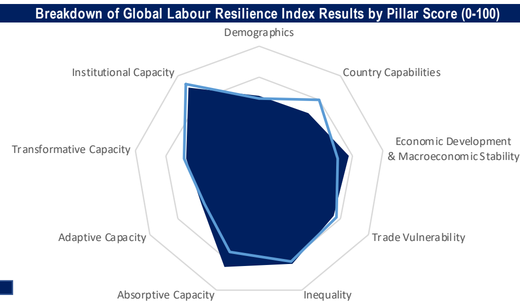
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			33.91	67	-2
7.2.01	ALMP effectiveness	3.6	43.09	56	-21
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	4.0	50.43	59	N/A
7.2.04	High-skilled labour	37.9	60.75	30	+1
7.2.05	Skilled labour supply	4.4	56.70	49	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	4.1	52.13	59	N/A
7.2.08	New corporate registrations	1.7	10.79	61	+5
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	1.7	1.70	87	-28
7.2.11	Access to loans	3.4	39.69	100	-18
7.2.13	Microfinance loan portfolio	0.0	0.00	79	-21
7.2.14	Depth of financial system	30.0	23.85	94	N/A
8. Transformative Capacity			43.95	68	+16
8.1 Transformative Capacity Input			59.53	35	+15
8.1.01	Internet & telephony competition laws	1.9	92.86	79	-3
8.1.02	Frutrire orientation of gvt	48.7	46.10	88	N/A
8.1.03	Global Cybersecurity Index	0.7	70.39	55	N/A
8.1.04	Gvt procurement of technology	3.0	32.96	94	+22
8.1.05	GERD (% of GDP)	0.4	10.24	63	-9
8.1.06	Int'l Property Rights (IPR) score	4.3	25.99	107	-1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	5.4	67.54	28	-2
8.1.09	Tertiary education exp. per student	4,163	52.19	5	+34
8.1.10	Pupil-teacher ratio (secondary)	7.3	97.97	3	-2
8.1.11	ICT infrastructure per school	99.0	99.04	35	N/A
8.2 Transformative Capacity Output			28.36	112	+5
8.2.01	ICT access (ICT Development Index)	5.6	56.42	67	+2
8.2.02	ICT usage by firms	4.4	57.24	87	-18
8.2.03	ICTs & business model creation	3.9	48.33	111	-10
8.2.04	ICTs & org. model creation	4.3	55.00	57	+39
8.2.05	Scientific & technical journal articles	0.2	9.57	56	+6
8.2.06	Researchers in R&D	988	11.83	51	-2
8.2.07	Technicians in R&D	150	4.59	54	-5
8.2.08	Quality of research institutions	3.9	48.71	60	+4
8.2.09	Industry-university collaboration	3.4	39.84	72	-1
8.2.10	Share of creative goods export	14.8	100.00	1	0
8.2.11	ICT Services Exports	19.5	42.53	10	+2
8.2.12	High-technology net exports	2.0	11.77	51	-4
8.2.13	ICT goods exports	0.9	5.27	65	+2
8.2.14	Medium & high-tech mfg in MVA	29.2	37.11	49	-2
8.2.15	High-tech exports (% of mfg exports)	35.4	49.64	64	0
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.4	1.18	59	-5
8.2.19	Renewable energy consumption	6.5	7.70	114	+1
8.2.20	CO2 intensity of GDP	0.4	14.85	122	-2
8.2.21	Energy intensity	11.2	0.00	130	0
8.2.22	Domestic material consumption	26.6	29.98	116	0
8.2.23	Trademark applications (res + nonres)	0.9	20.25	62	+9
8.2.24	International co-inventions	13.0	13.04	51	N/A
8.2.25	Patent applications (res + nonres)	0.1	2.17	42	-3
8.2.26	Quality of vocational training	4.2	53.37	62	N/A
8.2.27	PISA scores	462.7	54.29	37	+2
8.2.28	Quality of educational system	3.9	47.70	53	+14
8.2.29	Critical thinking	4.2	52.64	31	N/A
8.2.30	Digital skills	4.5	57.53	54	N/A
8.2.31	STEM graduates	24.2	51.40	35	-12
9. Institutional capacity - cross-cutting driver			45.79	92	-5
9.1.01	GLRI statistical fullness	0.9	69.70	54	+15
9.1.02	World Governance Index	-0.7	34.59	108	+10
9.1.03	Statistical Capacity Index	72.2	57.69	47	-37
9.1.04	Social capital	41.9	18.96	125	-7

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Uruguay

World Bank Inome Group: High
Global Labour Resilience Index 2021

53 **(56.35)**
RANK (SCORE)
GLRI 2016 Rank 52



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**54.96**	**79**	+12
1. Demographics			48.65	96	+5
1.1.01	Share of older population	14.9	48.65	96	+5
2. Country Capabilities			49.11	55	0
2.1.01	Economic complexity (ECI)	0.2	49.11	55	0
3. Economic Development and Macroeconomic Stability			58.10	73	+18
3.1.01	GDP per capita	21,561	66.77	56	-3
3.1.02	Services share of economy	60.9	72.78	39	+4
3.1.03	Dependence on natural resources	0.8	20.87	112	-4
3.1.04	Debt dynamics	79.3	79.32	56	N/A
4. Trade Vulnerability			55.12	60	+3
4.1.01	Concentration of exports (HHI)	0.3	74.96	76	-14
4.1.02	Economics diversity (RCAs)	123	25.42	83	-3
4.1.03	Current account balance	0.1	64.98	42	+8
5. Inequality			61.97	80	+2
5.1.01	Income inequality (Gini coefficient)	39.7	61.97	80	+2
Cyclical Subindex			**57.04**	**48**	
6. Absorptive Capacity			64.39	47	+9
6.1 Absorptive Capacity Input			68.89	33	N/A
6.1.01	Workers' rights	99.0	98.93	2	N/A
6.1.02	Pension coverage	76.5	76.29	59	N/A
6.1.03	Unemployment coverage	30.1	30.10	32	+2
6.1.04	Coverage of basic health services	80.0	85.25	23	N/A
6.2 Absorptive Capacity Output			62.89	55	-14
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	23.5	88.20	3	0
6.2.04	Youth unemployment	27.1	23.46	111	-7
6.2.05	Youth not in EET	18.7	48.63	73	-5
6.2.06	Low-skilled labour	45.8	59.81	62	-1
6.2.07	Growth of medium jobs	-0.1	28.75	93	-6
6.2.08	Labour income share	46.7	63.37	79	0
6.2.09	Labour income inequality	3.8	77.88	53	-2
6.2.10	Women in labour force (ratio of LFPR)	75.8	70.42	73	+6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	26.6	86.07	39	-1
6.2.13	Physical health	15.4	84.47	25	+4
6.2.14	Mental health	6.3	60.76	93	+5
7. Adaptive Capacity			42.06	88	-14
7.1 Adaptive Capacity Input			53.53	90	-12
7.1.01	Hiring & firing practices	2.5	25.08	133	-7
7.1.02	Ease of hiring foreign labour	5.3	71.29	6	N/A
7.1.03	Effect of taxation on incentive to work	2.6	11.47	131	-10
7.1.04	Time dealing with gvt regulation	19.2	42.47	94	-23
7.1.05	Intensity of local competition	4.6	55.94	109	-12
7.1.06	Trade openness	4.5	57.90	59	-23
7.1.07	Applied tariffs	5.4	57.64	97	-8
7.1.08	Paying taxes	70.3	46.49	76	+21
7.1.09	Enforcing contracts	56.3	54.68	80	+7
7.1.10	Property rights	4.9	64.74	37	-8
7.1.11	Insolvency framework	53.6	57.78	63	-5
7.1.12	Time to start a business	6.5	88.99	35	-4
7.1.13	Cost to start a business	22.5	66.28	104	N/A
7.1.14	Ease of getting credit	60.0	60.00	69	-24
7.1.15	Logistics Performance Index	2.7	42.25	83	+6

* Rank change from 2016 (5-year change)
Country notes:

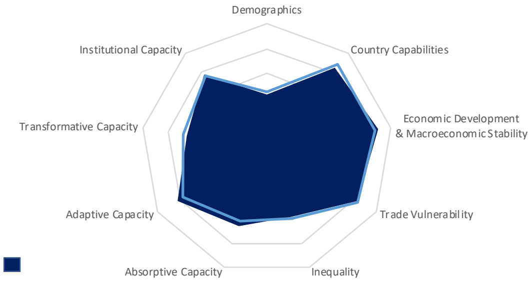
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			30.58	86	-22
7.2.01	ALMP effectiveness	3.8	46.43	48	-7
7.2.02	Formal & informal education & training	5.8	7.68	54	-4
7.2.03	Extent of staff training	3.9	47.84	74	N/A
7.2.04	High-skilled labour	22.2	34.49	71	+2
7.2.05	Skilled labour supply	4.1	51.97	73	N/A
7.2.06	Tertiary education attainment	11.5	24.26	60	-2
7.2.07	Skillset of graduates	4.1	51.31	63	N/A
7.2.08	New corporate registrations	1.3	8.03	76	N/A
7.2.09	GEI attitudes & perceptions subindex	42.3	44.52	31	-2
7.2.10	Venture capital investments	3.9	3.94	64	-24
7.2.11	Access to loans	4.1	51.95	49	+18
7.2.13	Microfinance loan portfolio	0.2	0.20	64	+7
7.2.14	Depth of financial system	30.9	24.96	92	N/A
8. Transformative Capacity			47.14	48	-6
8.1 Transformative Capacity Input			53.73	54	-8
8.1.01	Internet & telephony competition laws	1.0	50.00	122	0
8.1.02	Frutrure orientation of gvt	57.1	59.92	60	N/A
8.1.03	Global Cybersecurity Index	0.7	72.59	53	N/A
8.1.04	Gvt procurement of technology	2.8	30.69	105	-28
8.1.05	GERD (% of GDP)	0.4	9.30	67	+5
8.1.06	Int'l Property Rights (IPR) score	6.2	58.03	41	-2
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.4	22.95	128	-60
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	12.7	80.12	55	-11
8.1.11	ICT infrastructure per school	100.0	100.00	1	0
8.2 Transformative Capacity Output			40.55	40	+1
8.2.01	ICT access (ICT Development Index)	7.2	76.39	35	+8
8.2.02	ICT usage by firms	4.5	57.56	85	+9
8.2.03	ICTs & business model creation	5.0	66.67	37	+3
8.2.04	ICTs & org. model creation	4.5	58.33	47	-13
8.2.05	Scientific & technical journal articles	0.2	9.90	55	0
8.2.06	Researchers in R&D	696	8.28	58	+4
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.9	48.67	61	+9
8.2.09	Industry-university collaboration	3.3	38.37	79	-12
8.2.10	Share of creative goods export	0.0	0.05	100	0
8.2.11	ICT Services Exports	7.5	16.07	53	+6
8.2.12	High-technology net exports	0.9	5.30	68	-13
8.2.13	ICT goods exports	0.1	0.72	100	+1
8.2.14	Medium & high-tech mfg in MVA	15.3	19.29	85	0
8.2.15	High-tech exports (% of mfg exports)	22.5	31.55	86	-7
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.3	0.98	66	-4
8.2.19	Renewable energy consumption	60.2	71.70	25	+1
8.2.20	CO2 intensity of GDP	0.1	87.70	20	-2
8.2.21	Energy intensity	3.0	83.16	20	+4
8.2.22	Domestic material consumption	14.4	63.42	92	-1
8.2.23	Trademark applications (res + nonres)	1.6	37.19	29	-4
8.2.24	International co-inventions	11.1	11.15	54	N/A
8.2.25	Patent applications (res + nonres)	0.2	3.77	25	+2
8.2.26	Quality of vocational training	4.6	59.60	37	N/A
8.2.27	PISA scores	423.7	38.92	49	-2
8.2.28	Quality of educational system	2.7	28.39	118	-6
8.2.29	Critical thinking	2.9	32.31	104	N/A
8.2.30	Digital skills	4.3	54.37	63	N/A
8.2.31	STEM graduates	13.2	12.80	100	-12
9. Institutional capacity - cross-cutting driver			70.05	30	-5
9.1.01	GLRI statistical fullness	0.9	75.76	38	-18
9.1.02	World Governance Index	0.9	75.10	29	+1
9.1.03	Statistical Capacity Index	77.8	67.31	36	-22
9.1.04	Social capital	52.9	43.95	52	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

USA

World Bank Inome Group: High
Global Labour Resilience Index 2021

14 RANK **(72.02)** (SCORE)
GLRI 2016 Rank 14



GLRI 2021 ■ GLRI 2016 □

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**73.55**	**19**	-4
1. Demographics			43.93	105	-2
1.1.01	Share of older population	16.2	43.93	105	-2
2. Country Capabilities			84.71	8	0
2.1.01	Economic complexity (ECI)	1.6	84.71	8	0
3. Economic Development and Macroeconomic Stability			89.99	6	-3
3.1.01	GDP per capita	62,683	88.01	8	+1
3.1.02	Services share of economy	77.4	97.34	2	0
3.1.03	Dependence on natural resources	0.2	78.76	31	-5
3.1.04	Debt dynamics	99.5	99.54	36	N/A
4. Trade Vulnerability			83.21	14	+1
4.1.01	Concentration of exports (HHI)	0.1	94.72	18	-2
4.1.02	Economics diversity (RCAs)	474	100.00	1	0
4.1.03	Current account balance	-2.4	54.90	63	-2
5. Inequality			57.18	89	-3
5.1.01	Income inequality (Gini coefficient)	41.5	57.18	89	-3
Cyclical Subindex			**71.25**	**15**	
6. Absorptive Capacity			65.33	43	-2
6.1 Absorptive Capacity Input			68.95	32	0
6.1.01	Workers' rights	69.0	67.09	79	N/A
6.1.02	Pension coverage	88.2	88.09	45	-11
6.1.03	Unemployment coverage	27.9	27.90	35	-6
6.1.04	Coverage of basic health services	84.0	91.80	10	N/A
6.2 Absorptive Capacity Output			64.12	49	+9
6.2.01	Quality of earnings	17.2	44.71	21	0
6.2.02	Quality of working environment	25.8	35.15	23	0
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	8.5	76.57	44	+14
6.2.05	Youth not in EET	13.1	65.34	45	+7
6.2.06	Low-skilled labour	28.3	86.43	22	-5
6.2.07	Growth of medium jobs	-0.2	21.91	113	-3
6.2.08	Labour income share	58.6	90.21	18	+3
6.2.09	Labour income inequality	3.8	77.62	55	-2
6.2.10	Women in labour force (ratio of LFPR)	82.3	77.22	53	-2
6.2.11	Gender pay gap	18.5	43.13	35	+1
6.2.12	Longevity	26.9	87.61	34	-3
6.2.13	Physical health	15.1	82.97	30	-5
6.2.14	Mental health	5.3	44.68	126	-1
7. Adaptive Capacity			81.94	1	0
7.1 Adaptive Capacity Input			81.08	2	+2
7.1.01	Hiring & firing practices	5.3	71.76	4	+5
7.1.02	Ease of hiring foreign labour	4.6	59.40	31	N/A
7.1.03	Effect of taxation on incentive to work	4.9	68.55	13	+19
7.1.04	Time dealing with gvt regulation	n/a	N/A	N/A	N/A
7.1.05	Intensity of local competition	6.0	94.31	4	+3
7.1.06	Trade openness	4.9	65.16	29	+35
7.1.07	Applied tariffs	1.6	88.81	18	-2
7.1.08	Paying taxes	84.1	71.88	33	+7
7.1.09	Enforcing contracts	72.0	79.82	18	+18
7.1.10	Property rights	5.7	78.62	19	+1
7.1.11	Insolvency framework	90.5	97.62	2	+1
7.1.12	Time to start a business	4.2	93.21	19	+2
7.1.13	Cost to start a business	1.1	98.78	26	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	-1
7.1.15	Logistics Performance Index	3.9	72.25	13	-4

* Rank change from 2016 (5-year change)
Country notes:

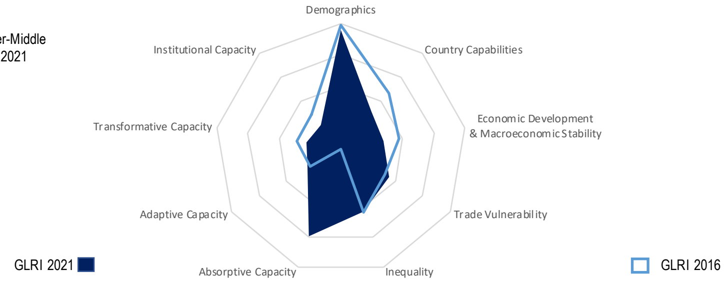
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			82.79	1	+1
7.2.01	ALMP effectiveness	5.7	77.94	2	+20
7.2.02	Formal & informal education & training	59.4	80.39	8	0
7.2.03	Extent of staff training	5.3	72.25	6	N/A
7.2.04	High-skilled labour	47.6	77.14	14	-4
7.2.05	Skilled labour supply	5.3	72.06	1	N/A
7.2.06	Tertiary education attainment	35.0	73.99	3	+1
7.2.07	Skillset of graduates	5.9	81.40	2	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	80.0	99.90	2	0
7.2.10	Venture capital investments	100.0	100.00	1	+5
7.2.11	Access to loans	5.5	75.63	2	+11
7.2.13	Microfinance loan portfolio	n/a	N/A	N/A	N/A
7.2.14	Depth of financial system	89.1	100.00	1	N/A
8. Transformative Capacity			64.12	14	-7
8.1 Transformative Capacity Input			63.05	25	-16
8.1.01	Internet & telephony competition laws	2.0	100.00	1	0
8.1.02	Frutire orientation of gvt	68.2	78.33	19	N/A
8.1.03	Global Cybersecurity Index	0.9	99.45	2	N/A
8.1.04	Gvt procurement of technology	5.1	68.13	2	+6
8.1.05	GERD (% of GDP)	2.7	64.43	10	0
8.1.06	Int'l Property Rights (IPR) score	8.1	90.47	14	+2
8.1.07	Other R&D incentives	0.1	33.19	4	0
8.1.08	Gvt exp. on education	2.4	22.95	128	-77
8.1.09	Tertiary education exp. per student	18,369	0.03	10	-6
8.1.10	Pupil-teacher ratio (secondary)	14.6	73.53	68	-4
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			65.18	5	0
8.2.01	ICT access (ICT Development Index)	8.2	89.62	15	-1
8.2.02	ICT usage by firms	5.7	78.54	17	0
8.2.03	ICTs & business model creation	5.9	81.67	4	+12
8.2.04	ICTs & org. model creation	6.0	83.33	1	+8
8.2.05	Scientific & technical journal articles	1.3	51.69	22	-1
8.2.06	Researchers in R&D	4,412	53.40	23	-3
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	6.0	83.77	5	-1
8.2.09	Industry-university collaboration	5.7	78.44	2	0
8.2.10	Share of creative goods export	16.8	100.00	1	0
8.2.11	ICT Services Exports	5.3	11.06	69	+9
8.2.12	High-technology net exports	5.8	34.13	27	-1
8.2.13	ICT goods exports	9.5	53.67	16	+3
8.2.14	Medium & high-tech mfg in MVA	47.0	59.97	16	+2
8.2.15	High-tech exports (% of mfg exports)	62.3	87.47	17	-2
8.2.16	Robot adoption rate	189.0	60.90	7	N/A
8.2.17	Environmental goods exports & imports	140.0	100.00	1	0
8.2.18	Green patent applications	23.9	80.71	11	-2
8.2.19	Renewable energy consumption	9.9	11.80	106	+1
8.2.20	CO2 intensity of GDP	0.3	49.01	101	+3
8.2.21	Energy intensity	5.1	57.89	86	+4
8.2.22	Domestic material consumption	2.1	97.09	17	0
8.2.23	Trademark applications (res + nonres)	1.4	32.71	38	+4
8.2.24	International co-inventions	79.6	79.63	18	N/A
8.2.25	Patent applications (res + nonres)	1.8	45.91	2	+2
8.2.26	Quality of vocational training	5.2	70.66	8	N/A
8.2.27	PISA scores	495.0	67.03	22	+6
8.2.28	Quality of educational system	5.6	77.01	4	+21
8.2.29	Critical thinking	5.1	67.93	9	N/A
8.2.30	Digital skills	5.3	72.17	12	N/A
8.2.31	STEM graduates	17.9	29.31	76	-1
9. Institutional capacity - cross-cutting driver			77.26	19	-1
9.1.01	GLRI statistical fullness	0.9	63.64	65	-6
9.1.02	World Governance Index	1.2	85.03	18	+1
9.1.03	Statistical Capacity Index	n/a	N/A	N/A	N/A
9.1.04	Social capital	65.8	73.44	16	-2

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Venezuela

World Bank Inome Group: Upper-Middle
Global Labour Resilience Index 2021

131 (36.83)
RANK (SCORE)
GLRI 2016 Rank 114



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**40.42**	**131**	-3
1. Demographics			75.96	68	-7
1.1.01	Share of older population	7.6	75.96	68	-7
2. Country Capabilities			30.87	88	-7
2.1.01	Economic complexity (ECI)	-0.5	30.87	88	-7
3. Economic Development and Macroeconomic Stability			27.36	134	-20
3.1.01	GDP per capita	17,131	62.20	65	-8
3.1.02	Services share of economy	51.7	59.00	91	+1
3.1.03	Dependence on natural resources	0.9	4.07	133	-1
3.1.04	Debt dynamics	0.0	0.00	133	N/A
4. Trade Vulnerability			35.53	115	+3
4.1.01	Concentration of exports (HHI)	0.6	32.35	128	+4
4.1.02	Economics diversity (RCAs)	40	5.70	126	+2
4.1.03	Current account balance	1.0	68.54	35	+1
5. Inequality			42.82	110	-1
5.1.01	Income inequality (Gini coefficient)	46.9	42.82	110	-1
Cyclical Subindex			**35.04**	**129**	
6. Absorptive Capacity			59.15	69	N/A
6.1 Absorptive Capacity Input			50.27	75	N/A
6.1.01	Workers' rights	74.0	72.78	54	N/A
6.1.02	Pension coverage	59.4	59.03	70	N/A
6.1.03	Unemployment coverage	5.1	5.10	64	N/A
6.1.04	Coverage of basic health services	74.0	75.41	53	N/A
6.2 Absorptive Capacity Output			62.11	59	-29
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	n/a	N/A	N/A	N/A
6.2.04	Youth unemployment	18.8	47.19	96	-21
6.2.05	Youth not in EET	19.6	45.90	76	-3
6.2.06	Low-skilled labour	54.1	47.12	83	-12
6.2.07	Growth of medium jobs	0.1	50.53	43	-7
6.2.08	Labour income share	42.6	54.13	97	-26
6.2.09	Labour income inequality	2.8	89.71	22	-2
6.2.10	Women in labour force (ratio of LFPR)	60.7	54.67	108	-6
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	24.4	75.05	80	-8
6.2.13	Physical health	14.2	76.25	66	-23
6.2.14	Mental health	7.6	80.60	33	-2
7. Adaptive Capacity			24.51	133	-2
7.1 Adaptive Capacity Input			21.85	136	0
7.1.01	Hiring & firing practices	1.9	15.58	136	0
7.1.02	Ease of hiring foreign labour	3.6	43.57	111	N/A
7.1.03	Effect of taxation on incentive to work	3.7	37.56	83	+37
7.1.04	Time dealing with gvt regulation	27.6	17.17	106	-1
7.1.05	Intensity of local competition	2.8	5.96	135	-4
7.1.06	Trade openness	3.3	37.61	133	-4
7.1.07	Applied tariffs	8.9	28.45	114	+12
7.1.08	Paying taxes	12.9	0.00	130	0
7.1.09	Enforcing contracts	46.9	39.60	110	-40
7.1.10	Property rights	1.7	11.49	136	0
7.1.11	Insolvency framework	18.5	19.96	130	-1
7.1.12	Time to start a business	230.0	0.00	130	0
7.1.13	Cost to start a business	351.6	0.00	128	N/A
7.1.14	Ease of getting credit	40.0	40.00	110	-22
7.1.15	Logistics Performance Index	2.2	30.75	128	-53

* Rank change from 2016 (5-year change)
Country notes:

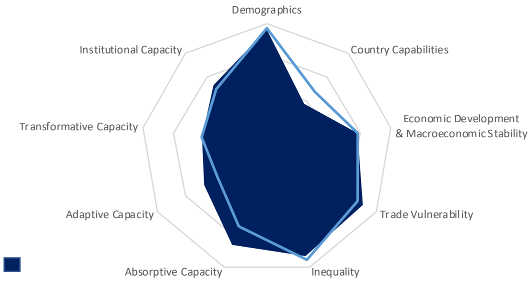
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			27.16	101	-24
7.2.01	ALMP effectiveness	1.7	11.83	131	-20
7.2.02	Formal & informal education & training	8.0	10.64	49	-5
7.2.03	Extent of staff training	3.4	40.43	118	N/A
7.2.04	High-skilled labour	12.0	17.34	102	-9
7.2.05	Skilled labour supply	3.4	39.83	121	N/A
7.2.06	Tertiary education attainment	25.1	53.17	22	+5
7.2.07	Skillset of graduates	3.8	46.72	87	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	20.9	13.00	82	-2
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	3.9	47.74	69	+36
7.2.13	Microfinance loan portfolio	0.2	0.20	64	+7
7.2.14	Depth of financial system	25.4	17.90	105	N/A
8. Transformative Capacity			22.18	135	-12
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	n/a	N/A	N/A	N/A
8.1.02	Future orientation of gvt	23.4	4.19	133	N/A
8.1.03	Global Cybersecurity Index	0.4	36.73	100	N/A
8.1.04	Gvt procurement of technology	1.8	13.45	136	0
8.1.05	GERD (% of GDP)	0.1	2.46	103	-17
8.1.06	Int'l Property Rights (IPR) score	3.0	4.06	120	-1
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	2.4	22.95	128	-116
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	26.7	26.71	66	-32
8.2 Transformative Capacity Output			28.58	109	-5
8.2.01	ICT access (ICT Development Index)	5.2	50.58	72	-10
8.2.02	ICT usage by firms	3.7	45.11	125	-7
8.2.03	ICTs & business model creation	3.2	36.67	129	-9
8.2.04	ICTs & org. model creation	3.6	43.33	101	-2
8.2.05	Scientific & technical journal articles	0.0	0.87	99	-12
8.2.06	Researchers in R&D	284	3.28	75	-2
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.4	39.62	95	+32
8.2.09	Industry-university collaboration	3.0	33.53	103	0
8.2.10	Share of creative goods export	0.0	0.00	128	0
8.2.11	ICT Services Exports	5.0	10.39	73	-6
8.2.12	High-technology net exports	n/a	N/A	N/A	N/A
8.2.13	ICT goods exports	0.0	0.01	127	+1
8.2.14	Medium & high-tech mfg in MVA	34.3	43.67	41	+1
8.2.15	High-tech exports (% of mfg exports)	9.7	13.52	111	-2
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.41	80	+13
8.2.19	Renewable energy consumption	14.8	17.60	88	+1
8.2.20	CO2 intensity of GDP	n/a	N/A	N/A	N/A
8.2.21	Energy intensity	6.0	46.54	104	-20
8.2.22	Domestic material consumption	3.7	92.87	32	-9
8.2.23	Trademark applications (res + nonres)	0.8	18.38	66	+9
8.2.24	International co-inventions	2.5	2.46	82	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.38	91	-23
8.2.26	Quality of vocational training	4.3	54.39	56	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.6	26.07	124	+1
8.2.29	Critical thinking	3.3	37.83	83	N/A
8.2.30	Digital skills	4.3	54.37	63	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			19.50	133	-11
9.1.01	GLRI statistical fullness	0.8	30.30	118	-6
9.1.02	World Governance Index	-1.7	6.49	135	0
9.1.03	Statistical Capacity Index	57.8	32.69	77	-53
9.1.04	Social capital	43.9	23.51	117	-4

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Vietnam

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

54 (56.25)
RANK (SCORE)
GLRI 2016 Rank 64



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**62.26**	**52**	-4
1. Demographics			76.17	67	0
1.1.01	Share of older population	7.6	76.17	67	0
2. Country Capabilities			37.68	77	+2
2.1.01	Economic complexity (ECI)	-0.3	37.68	77	+2
3. Economic Development and Macroeconomic Stability			58.29	71	-4
3.1.01	GDP per capita	8,041	47.15	95	+6
3.1.02	Services share of economy	41.6	44.05	125	+3
3.1.03	Dependence on natural resources	0.2	84.85	21	+4
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			70.62	31	+10
4.1.01	Concentration of exports (HHI)	0.2	84.58	46	+8
4.1.02	Economics diversity (RCAs)	240	53.21	37	0
4.1.03	Current account balance	2.4	74.09	25	+27
5. Inequality			72.61	56	-4
5.1.01	Income inequality (Gini coefficient)	35.7	72.61	56	-4
Cyclical Subindex			**53.24**	**62**	
6. Absorptive Capacity			65.03	45	+20
6.1 Absorptive Capacity Input			54.89	66	N/A
6.1.01	Workers' rights	64.0	61.41	91	N/A
6.1.02	Pension coverage	39.9	39.35	79	N/A
6.1.03	Unemployment coverage	45.0	45.00	18	+34
6.1.04	Coverage of basic health services	75.0	77.05	49	N/A
6.2 Absorptive Capacity Output			68.41	28	0
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	54.9	49.20	18	-1
6.2.04	Youth unemployment	7.3	80.17	33	-8
6.2.05	Youth not in EET	14.6	60.91	50	-25
6.2.06	Low-skilled labour	61.5	35.88	97	+9
6.2.07	Growth of medium jobs	0.6	88.63	10	+5
6.2.08	Labour income share	40.5	49.39	106	-7
6.2.09	Labour income inequality	6.4	54.44	97	+4
6.2.10	Women in labour force (ratio of LFPR)	88.3	83.44	23	-2
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	25.7	81.52	53	+2
6.2.13	Physical health	15.1	82.52	33	+14
6.2.14	Mental health	7.9	86.38	16	+14
7. Adaptive Capacity			45.90	77	+17
7.1 Adaptive Capacity Input			60.41	61	+10
7.1.01	Hiring & firing practices	4.3	54.61	34	+8
7.1.02	Ease of hiring foreign labour	4.1	52.15	72	N/A
7.1.03	Effect of taxation on incentive to work	4.0	45.99	58	+21
7.1.04	Time dealing with gvt regulation	1.7	95.18	12	+1
7.1.05	Intensity of local competition	4.7	57.16	106	-45
7.1.06	Trade openness	3.9	48.82	116	-17
7.1.07	Applied tariffs	4.4	65.59	82	-17
7.1.08	Paying taxes	62.9	32.82	95	+34
7.1.09	Enforcing contracts	62.1	63.96	53	-10
7.1.10	Property rights	4.0	49.93	88	+3
7.1.11	Insolvency framework	38.0	41.05	103	-5
7.1.12	Time to start a business	16.0	71.56	89	+1
7.1.13	Cost to start a business	6.5	90.58	63	N/A
7.1.14	Ease of getting credit	80.0	80.00	22	+10
7.1.15	Logistics Performance Index	3.3	56.75	37	+9

* Rank change from 2016 (5-year change)
Country notes:

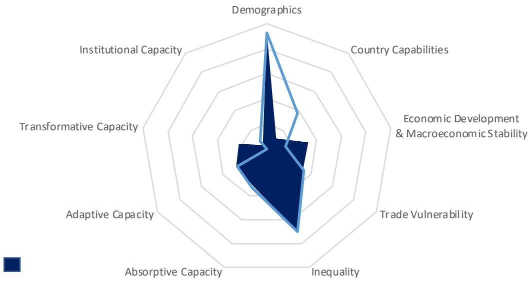
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			31.39	82	+17
7.2.01	ALMP effectiveness	3.0	33.72	74	-15
7.2.02	Formal & informal education & training	0.2	0.00	88	-7
7.2.03	Extent of staff training	4.0	49.43	67	N/A
7.2.04	High-skilled labour	12.7	18.52	99	+6
7.2.05	Skilled labour supply	4.0	49.31	90	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.3	38.60	124	N/A
7.2.08	New corporate registrations	1.1	7.13	79	-9
7.2.09	GEI attitudes & perceptions subindex	17.9	8.64	84	-1
7.2.10	Venture capital investments	8.1	8.10	48	+24
7.2.11	Access to loans	3.9	48.09	68	+15
7.2.13	Microfinance loan portfolio	67.8	67.80	8	+6
7.2.14	Depth of financial system	48.2	47.33	49	N/A
8. Transformative Capacity			41.88	77	-1
8.1 Transformative Capacity Input			47.83	81	-9
8.1.01	Internet & telephony competition laws	2.0	100.00	1	+71
8.1.02	Frutrure orientation of gvt	60.8	65.98	39	N/A
8.1.03	Global Cybersecurity Index	0.7	73.90	52	N/A
8.1.04	Gvt procurement of technology	3.6	43.94	39	-6
8.1.05	GERD (% of GDP)	0.4	10.07	66	0
8.1.06	Int'l Property Rights (IPR) score	5.1	39.30	74	+10
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.2	49.44	68	-39
8.1.09	Tertiary education exp. per student	3,287	0.01	54	-4
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			35.93	58	+9
8.2.01	ICT access (ICT Development Index)	4.4	40.99	90	-4
8.2.02	ICT usage by firms	4.9	65.57	53	-7
8.2.03	ICTs & business model creation	4.4	56.67	78	-32
8.2.04	ICTs & org. model creation	4.3	55.00	57	+10
8.2.05	Scientific & technical journal articles	0.0	1.75	89	+4
8.2.06	Researchers in R&D	708	8.42	57	0
8.2.07	Technicians in R&D	71	2.10	66	-1
8.2.08	Quality of research institutions	3.5	41.61	89	+4
8.2.09	Industry-university collaboration	3.5	41.67	60	+28
8.2.10	Share of creative goods export	1.7	14.86	29	0
8.2.11	ICT Services Exports	n/a	N/A	N/A	N/A
8.2.12	High-technology net exports	32.9	100.00	1	0
8.2.13	ICT goods exports	31.2	100.00	1	0
8.2.14	Medium & high-tech mfg in MVA	38.7	49.32	34	0
8.2.15	High-tech exports (% of mfg exports)	54.6	76.60	33	+7
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.1	0.44	79	-1
8.2.19	Renewable energy consumption	32.0	38.08	53	+2
8.2.20	CO2 intensity of GDP	0.3	39.48	109	+1
8.2.21	Energy intensity	5.6	52.27	94	+4
8.2.22	Domestic material consumption	36.7	2.54	128	0
8.2.23	Trademark applications (res + nonres)	0.6	13.02	84	+5
8.2.24	International co-inventions	3.4	3.43	76	N/A
8.2.25	Patent applications (res + nonres)	0.1	1.51	50	+6
8.2.26	Quality of vocational training	3.6	44.04	97	N/A
8.2.27	PISA scores	502.0	69.78	15	+4
8.2.28	Quality of educational system	3.6	43.89	69	+20
8.2.29	Critical thinking	3.0	32.85	102	N/A
8.2.30	Digital skills	3.6	42.77	110	N/A
8.2.31	STEM graduates	22.7	45.99	48	-6
9. Institutional capacity - cross-cutting driver			52.92	76	-9
9.1.01	GLRI statistical fullness	0.8	54.55	90	-21
9.1.02	World Governance Index	-0.4	43.12	89	+1
9.1.03	Statistical Capacity Index	78.9	69.23	31	-7
9.1.04	Social capital	58.3	56.23	29	+12

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Yemen

World Bank Inome Group: Low
Global Labour Resilience Index 2021

135 RANK **(30.56)** (SCORE)
GLRI 2016 Rank 133



GLRI 2021 GLRI 2016

Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**45.46**	**125**	0
1. Demographics			93.50	21	-2
1.1.01	Share of older population	2.9	93.50	21	-2
2. Country Capabilities			10.92	114	-17
2.1.01	Economic complexity (ECI)	-1.3	10.92	114	-17
3. Economic Development and Macroeconomic Stability			33.48	126	+9
3.1.01	GDP per capita	2,285	22.11	124	-11
3.1.02	Services share of economy	13.5	2.10	135	+1
3.1.03	Dependence on natural resources	0.6	44.03	92	+43
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			33.57	120	-5
4.1.01	Concentration of exports (HHI)	0.4	57.76	108	+1
4.1.02	Economics diversity (RCAs)	57	9.74	116	-1
4.1.03	Current account balance	-7.8	33.21	112	-8
5. Inequality			69.95	67	0
5.1.01	Income inequality (Gini coefficient)	36.7	69.95	67	0
Cyclical Subindex			**23.11**	**136**	
6. Absorptive Capacity			31.87	131	-26
6.1 Absorptive Capacity Input			12.25	117	N/A
6.1.01	Workers' rights	3.0	0.00	113	N/A
6.1.02	Pension coverage	8.5	7.67	108	-43
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	42.0	22.95	124	N/A
6.2 Absorptive Capacity Output			38.41	123	-6
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	68.4	32.43	31	-3
6.2.04	Youth unemployment	24.0	32.10	109	-2
6.2.05	Youth not in EET	44.8	12.45	108	+5
6.2.06	Low-skilled labour	64.7	31.07	102	-6
6.2.07	Growth of medium jobs	0.4	71.99	19	-9
6.2.08	Labour income share	42.6	54.13	97	+8
6.2.09	Labour income inequality	8.1	43.69	107	-1
6.2.10	Women in labour force (ratio of LFPR)	8.3	0.00	135	0
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	18.3	44.44	114	-5
6.2.13	Physical health	10.1	48.72	116	0
6.2.14	Mental health	5.8	51.54	117	-2
7. Adaptive Capacity			28.11	131	-9
7.1 Adaptive Capacity Input			37.84	131	-12
7.1.01	Hiring & firing practices	3.0	33.67	121	-60
7.1.02	Ease of hiring foreign labour	4.0	49.57	84	N/A
7.1.03	Effect of taxation on incentive to work	3.5	31.72	96	+27
7.1.04	Time dealing with gvt regulation	1.9	94.58	15	+2
7.1.05	Intensity of local competition	4.1	41.64	129	-14
7.1.06	Trade openness	3.4	40.46	129	-8
7.1.07	Applied tariffs	5.0	60.29	94	-2
7.1.08	Paying taxes	74.1	53.51	70	+18
7.1.09	Enforcing contracts	48.5	42.21	105	-40
7.1.10	Property rights	3.0	32.53	130	-7
7.1.11	Insolvency framework	26.9	29.04	126	-6
7.1.12	Time to start a business	40.5	26.61	125	-5
7.1.13	Cost to start a business	73.5	0.00	128	N/A
7.1.14	Ease of getting credit	0.0	0.00	136	-1
7.1.15	Logistics Performance Index	2.3	31.75	126	+7

* Rank change from 2016 (5-year change)
Country notes:

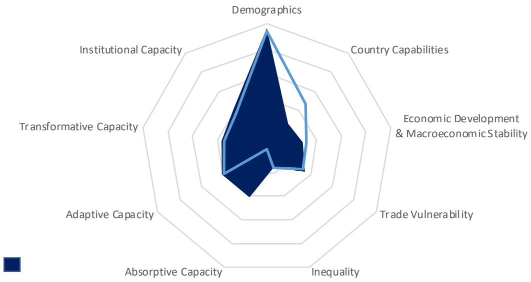
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			18.39	126	N/A
7.2.01	ALMP effectiveness	1.8	13.91	128	-12
7.2.02	Formal & informal education & training	1.5	1.80	77	-6
7.2.03	Extent of staff training	2.9	31.80	132	N/A
7.2.04	High-skilled labour	14.2	20.95	93	+3
7.2.05	Skilled labour supply	3.7	45.20	104	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	2.7	27.75	134	N/A
7.2.08	New corporate registrations	n/a	N/A	N/A	N/A
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	n/a	N/A	N/A	N/A
7.2.11	Access to loans	2.4	23.02	128	-2
7.2.13	Microfinance loan portfolio	1.1	1.10	52	+19
7.2.14	Depth of financial system	11.5	0.00	134	N/A
8. Transformative Capacity			22.49	133	N/A
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	0.4	18.18	130	0
8.1.02	Future orientation of gvt	25.1	7.14	132	N/A
8.1.03	Global Cybersecurity Index	0.0	0.00	136	N/A
8.1.04	Gvt procurement of technology	2.6	26.67	124	+10
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	2.8	0.99	121	N/A
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	6.2	78.45	20	+27
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			23.07	128	-4
8.2.01	ICT access (ICT Development Index)	n/a	N/A	N/A	N/A
8.2.02	ICT usage by firms	4.2	53.50	101	0
8.2.03	ICTs & business model creation	2.5	25.00	135	-3
8.2.04	ICTs & org. model creation	2.3	21.67	134	-6
8.2.05	Scientific & technical journal articles	0.0	0.15	124	0
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	2.1	17.73	135	+1
8.2.09	Industry-university collaboration	2.3	22.16	132	+4
8.2.10	Share of creative goods export	0.0	0.00	117	0
8.2.11	ICT Services Exports	25.4	55.56	8	+3
8.2.12	High-technology net exports	0.1	0.59	100	+13
8.2.13	ICT goods exports	0.1	0.43	110	+3
8.2.14	Medium & high-tech mfg in MVA	2.1	2.32	123	0
8.2.15	High-tech exports (% of mfg exports)	35.5	49.80	63	+5
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-4
8.2.19	Renewable energy consumption	4.9	5.78	118	+5
8.2.20	CO2 intensity of GDP	n/a	N/A	N/A	N/A
8.2.21	Energy intensity	2.0	95.12	5	-3
8.2.22	Domestic material consumption	26.2	31.22	115	-7
8.2.23	Trademark applications (res + nonres)	0.2	4.53	105	+7
8.2.24	International co-inventions	0.0	0.00	119	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.02	115	-6
8.2.26	Quality of vocational training	2.7	28.11	133	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	2.3	21.42	131	+5
8.2.29	Critical thinking	2.3	22.42	130	N/A
8.2.30	Digital skills	3.8	46.09	93	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			4.59	136	-1
9.1.01	GLRI statistical fullness	0.7	15.15	131	-5
9.1.02	World Governance Index	-2.0	0.00	136	0
9.1.03	Statistical Capacity Index	38.9	0.00	100	-14
9.1.04	Social capital	38.4	11.01	133	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Zambia

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

127 RANK **(39.18)** (SCORE)
GLRI 2016 Rank 120



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**37.18**	**134**	-1
1. Demographics			96.43	4	+7
1.1.01	Share of older population	2.1	96.43	4	+7
2. Country Capabilities			26.82	96	-19
2.1.01	Economic complexity (ECI)	-0.7	26.82	96	-19
3. Economic Development and Macroeconomic Stability			29.38	132	-6
3.1.01	GDP per capita	3,479	30.48	114	-7
3.1.02	Services share of economy	50.0	56.56	101	-36
3.1.03	Dependence on natural resources	0.9	8.13	127	-2
3.1.04	Debt dynamics	35.9	35.93	131	N/A
4. Trade Vulnerability			35.01	117	-1
4.1.01	Concentration of exports (HHI)	0.6	35.72	127	-1
4.1.02	Economics diversity (RCAs)	58	9.98	115	-6
4.1.03	Current account balance	-1.3	59.34	52	+32
5. Inequality			15.69	122	+1
5.1.01	Income inequality (Gini coefficient)	57.1	15.69	122	+1
Cyclical Subindex			**40.18**	**109**	
6. Absorptive Capacity			40.89	117	N/A
6.1 Absorptive Capacity Input			33.23	98	N/A
6.1.01	Workers' rights	70.0	68.23	75	N/A
6.1.02	Pension coverage	8.8	7.97	107	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	53.0	40.98	108	N/A
6.2 Absorptive Capacity Output			43.44	111	-12
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	65.4	36.19	25	N/A
6.2.04	Youth unemployment	21.4	39.65	103	-12
6.2.05	Youth not in EET	43.0	10.44	111	-69
6.2.06	Low-skilled labour	82.6	3.73	124	-2
6.2.07	Growth of medium jobs	0.6	86.23	12	0
6.2.08	Labour income share	51.4	73.97	50	-1
6.2.09	Labour income inequality	22.1	0.00	129	0
6.2.10	Women in labour force (ratio of LFPR)	89.0	84.19	19	+4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	17.7	41.26	117	0
6.2.13	Physical health	9.6	45.03	119	0
6.2.14	Mental health	6.1	57.17	102	+8
7. Adaptive Capacity			41.29	90	-13
7.1 Adaptive Capacity Input			60.99	59	-14
7.1.01	Hiring & firing practices	3.9	48.02	65	-49
7.1.02	Ease of hiring foreign labour	4.7	61.37	24	N/A
7.1.03	Effect of taxation on incentive to work	3.7	38.02	81	-34
7.1.04	Time dealing with gvt regulation	8.8	73.80	59	+2
7.1.05	Intensity of local competition	4.9	64.15	83	-61
7.1.06	Trade openness	4.2	52.75	93	-48
7.1.07	Applied tariffs	3.4	73.88	68	+9
7.1.08	Paying taxes	88.9	80.71	15	+48
7.1.09	Enforcing contracts	50.8	45.90	99	-22
7.1.10	Property rights	4.4	55.97	62	-18
7.1.11	Insolvency framework	49.3	53.21	69	+19
7.1.12	Time to start a business	8.5	85.32	53	-8
7.1.13	Cost to start a business	34.2	48.51	113	N/A
7.1.14	Ease of getting credit	95.0	95.00	3	+19
7.1.15	Logistics Performance Index	2.5	38.25	105	+13

* Rank change from 2016 (5-year change)
Country notes:

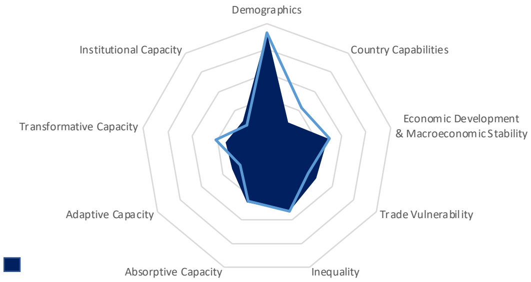
Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			21.59	122	-31
7.2.01	ALMP effectiveness	2.2	20.82	112	N/A
7.2.02	Formal & informal education & training	3.3	4.29	61	N/A
7.2.03	Extent of staff training	3.6	43.30	103	N/A
7.2.04	High-skilled labour	7.9	10.39	116	-2
7.2.05	Skilled labour supply	4.8	62.69	28	N/A
7.2.06	Tertiary education attainment	n/a	N/A	N/A	N/A
7.2.07	Skillset of graduates	3.9	47.75	78	N/A
7.2.08	New corporate registrations	1.1	7.11	80	-9
7.2.09	GEI attitudes & perceptions subindex	21.5	13.96	81	-4
7.2.10	Venture capital investments	3.3	3.30	70	-57
7.2.11	Access to loans	3.1	34.96	112	-19
7.2.13	Microfinance loan portfolio	0.2	0.20	64	+7
7.2.14	Depth of financial system	19.5	10.32	122	N/A
8. Transformative Capacity			36.20	101	+9
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.6	81.82	95	0
8.1.02	Frutre orientation of gvt	43.0	36.63	109	N/A
8.1.03	Global Cybersecurity Index	0.4	45.72	89	N/A
8.1.04	Gvt procurement of technology	3.5	41.34	53	-29
8.1.05	GERD (% of GDP)	0.3	6.22	80	+1
8.1.06	Int'l Property Rights (IPR) score	4.7	33.55	88	-13
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.7	56.66	56	+71
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	n/a	N/A	N/A	N/A
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			29.26	107	-11
8.2.01	ICT access (ICT Development Index)	2.5	16.47	114	+8
8.2.02	ICT usage by firms	4.7	61.19	69	-3
8.2.03	ICTs & business model creation	3.7	45.00	117	-49
8.2.04	ICTs & org. model creation	3.2	36.67	123	-50
8.2.05	Scientific & technical journal articles	0.0	0.43	113	-1
8.2.06	Researchers in R&D	41	0.33	97	-1
8.2.07	Technicians in R&D	63	1.84	68	0
8.2.08	Quality of research institutions	3.3	37.83	101	-15
8.2.09	Industry-university collaboration	3.3	37.78	84	-12
8.2.10	Share of creative goods export	0.0	0.00	115	0
8.2.11	ICT Services Exports	4.3	8.84	82	+10
8.2.12	High-technology net exports	0.4	2.35	80	-9
8.2.13	ICT goods exports	0.4	2.25	76	+2
8.2.14	Medium & high-tech mfg in MVA	9.7	12.15	97	+1
8.2.15	High-tech exports (% of mfg exports)	27.4	38.48	76	-1
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.00	94	-9
8.2.19	Renewable energy consumption	84.5	100.00	1	0
8.2.20	CO2 intensity of GDP	0.1	88.65	17	-5
8.2.21	Energy intensity	8.1	21.76	121	-2
8.2.22	Domestic material consumption	24.5	35.88	113	+1
8.2.23	Trademark applications (res + nonres)	0.2	3.99	107	-1
8.2.24	International co-inventions	0.5	0.52	101	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.03	113	-7
8.2.26	Quality of vocational training	3.5	41.02	113	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	3.8	45.85	60	-26
8.2.29	Critical thinking	2.8	29.77	113	N/A
8.2.30	Digital skills	3.5	41.68	114	N/A
8.2.31	STEM graduates	n/a	N/A	N/A	N/A
9. Institutional capacity - cross-cutting driver			41.90	104	+2
9.1.01	GLRI statistical fullness	0.8	54.55	90	+13
9.1.02	World Governance Index	-0.4	42.85	90	-12
9.1.03	Statistical Capacity Index	55.6	28.85	83	-1
9.1.04	Social capital	50.7	38.93	70	0

Breakdown of Global Labour Resilience Index Results by Pillar Score (0-100)

Zimbabwe

World Bank Inome Group: Lower-Middle
Global Labour Resilience Index 2021

115 RANK **(41.20)** (SCORE)
GLRI 2016 Rank 121



Breakdown of Global Labour Resilience Index Results

Ind. #	Indicator	Value	Score	Rank	Change*
Structural Subindex			**51.07**	**102**	-2
1. Demographics			93.21	23	-6
1.1.01	Share of older population	3.0	93.21	23	-6
2. Country Capabilities			27.07	94	-5
2.1.01	Economic complexity (ECI)	-0.7	27.07	94	-5
3. Economic Development and Macroeconomic Stability			49.21	96	-4
3.1.01	GDP per capita	2,836	26.41	119	0
3.1.02	Services share of economy	45.7	50.07	116	-65
3.1.03	Dependence on natural resources	0.3	70.80	49	+21
3.1.04	Debt dynamics	50.0	50.00	62	N/A
4. Trade Vulnerability			45.57	91	+14
4.1.01	Concentration of exports (HHI)	0.4	61.03	103	-8
4.1.02	Economics diversity (RCAs)	86	16.63	100	0
4.1.03	Current account balance	-1.3	59.06	54	+54
5. Inequality			52.66	97	0
5.1.01	Income inequality (Gini coefficient)	43.2	52.66	97	0
Cyclical Subindex			**36.27**	**122**	
6. Absorptive Capacity			44.91	108	-17
6.1 Absorptive Capacity Input			N/R	N/A	N/A
6.1.01	Workers' rights	57.0	53.45	110	N/A
6.1.02	Pension coverage	n/a	N/A	N/A	N/A
6.1.03	Unemployment coverage	n/a	N/A	N/A	N/A
6.1.04	Coverage of basic health services	54.0	42.62	107	N/A
6.2 Absorptive Capacity Output			44.47	108	+5
6.2.01	Quality of earnings	n/a	N/A	N/A	N/A
6.2.02	Quality of working environment	n/a	N/A	N/A	N/A
6.2.03	Share of informal employment	66.0	35.39	27	-2
6.2.04	Youth unemployment	8.1	77.89	38	+1
6.2.05	Youth not in EET	16.6	55.03	60	-5
6.2.06	Low-skilled labour	84.4	0.95	126	+1
6.2.07	Growth of medium jobs	-0.1	26.81	97	-2
6.2.08	Labour income share	33.6	33.83	125	-1
6.2.09	Labour income inequality	8.3	42.47	110	-1
6.2.10	Women in labour force (ratio of LFPR)	87.8	82.91	26	-4
6.2.11	Gender pay gap	n/a	N/A	N/A	N/A
6.2.12	Longevity	16.0	32.63	122	+3
6.2.13	Physical health	9.4	43.78	122	+8
6.2.14	Mental health	6.1	57.53	101	-2
7. Adaptive Capacity			31.81	126	+3
7.1 Adaptive Capacity Input			41.31	127	-3
7.1.01	Hiring & firing practices	2.8	29.61	127	+8
7.1.02	Ease of hiring foreign labour	2.7	28.25	133	N/A
7.1.03	Effect of taxation on incentive to work	3.9	41.93	71	-2
7.1.04	Time dealing with gvt regulation	3.2	90.66	25	-1
7.1.05	Intensity of local competition	4.7	57.82	104	-31
7.1.06	Trade openness	4.1	51.96	97	-83
7.1.07	Applied tariffs	5.0	60.62	93	+2
7.1.08	Paying taxes	58.7	25.19	106	-4
7.1.09	Enforcing contracts	39.7	28.00	127	-7
7.1.10	Property rights	2.5	25.68	134	+1
7.1.11	Insolvency framework	32.9	35.47	114	+11
7.1.12	Time to start a business	27.0	51.38	114	+16
7.1.13	Cost to start a business	110.0	0.00	128	N/A
7.1.14	Ease of getting credit	65.0	65.00	57	+15
7.1.15	Logistics Performance Index	2.1	28.00	131	-7

* Rank change from 2016 (5-year change)
Country notes:

Ind. #	Indicator	Value	Score	Rank	Change*
7.2 Adaptive Capacity Output			22.31	120	-7
7.2.01	ALMP effectiveness	1.6	10.78	133	-18
7.2.02	Formal & informal education & training	n/a	N/A	N/A	N/A
7.2.03	Extent of staff training	3.8	47.44	77	N/A
7.2.04	High-skilled labour	6.4	7.83	119	0
7.2.05	Skilled labour supply	4.4	56.25	52	N/A
7.2.06	Tertiary education attainment	3.4	7.19	80	-3
7.2.07	Skillset of graduates	3.9	48.54	76	N/A
7.2.08	New corporate registrations	2.1	13.72	54	+13
7.2.09	GEI attitudes & perceptions subindex	n/a	N/A	N/A	N/A
7.2.10	Venture capital investments	11.0	11.00	34	+16
7.2.11	Access to loans	2.8	30.38	123	+5
7.2.13	Microfinance loan portfolio	0.1	0.10	74	-16
7.2.14	Depth of financial system	21.0	12.22	117	N/A
8. Transformative Capacity			33.25	113	-32
8.1 Transformative Capacity Input			N/R	N/A	N/A
8.1.01	Internet & telephony competition laws	1.8	89.29	84	-3
8.1.02	Frutire orientation of gvt	36.8	26.46	124	N/A
8.1.03	Global Cybersecurity Index	0.2	18.31	118	N/A
8.1.04	Gvt procurement of technology	2.0	16.39	135	-2
8.1.05	GERD (% of GDP)	n/a	N/A	N/A	N/A
8.1.06	Int'l Property Rights (IPR) score	3.8	18.64	115	+3
8.1.07	Other R&D incentives	n/a	N/A	N/A	N/A
8.1.08	Gvt exp. on education	4.6	55.74	59	-57
8.1.09	Tertiary education exp. per student	n/a	N/A	N/A	N/A
8.1.10	Pupil-teacher ratio (secondary)	22.5	47.16	97	-5
8.1.11	ICT infrastructure per school	n/a	N/A	N/A	N/A
8.2 Transformative Capacity Output			27.64	116	-1
8.2.01	ICT access (ICT Development Index)	2.9	21.40	107	-4
8.2.02	ICT usage by firms	4.1	51.10	108	-4
8.2.03	ICTs & business model creation	3.6	43.33	118	-17
8.2.04	ICTs & org. model creation	2.8	30.00	131	-23
8.2.05	Scientific & technical journal articles	0.0	0.94	96	+1
8.2.06	Researchers in R&D	n/a	N/A	N/A	N/A
8.2.07	Technicians in R&D	n/a	N/A	N/A	N/A
8.2.08	Quality of research institutions	3.1	34.91	107	+1
8.2.09	Industry-university collaboration	2.5	25.63	128	-11
8.2.10	Share of creative goods export	0.0	0.06	98	0
8.2.11	ICT Services Exports	3.3	6.68	95	+33
8.2.12	High-technology net exports	0.2	1.18	90	-13
8.2.13	ICT goods exports	0.1	0.46	108	+8
8.2.14	Medium & high-tech mfg in MVA	21.8	27.68	68	+5
8.2.15	High-tech exports (% of mfg exports)	19.4	27.23	92	+3
8.2.16	Robot adoption rate	n/a	N/A	N/A	N/A
8.2.17	Environmental goods exports & imports	n/a	N/A	N/A	N/A
8.2.18	Green patent applications	0.0	0.14	86	+11
8.2.19	Renewable energy consumption	83.3	99.18	9	+2
8.2.20	CO2 intensity of GDP	0.3	48.07	103	+5
8.2.21	Energy intensity	13.0	0.00	130	0
8.2.22	Domestic material consumption	20.8	46.01	104	0
8.2.23	Trademark applications (res + nonres)	0.1	3.10	111	-4
8.2.24	International co-inventions	1.2	1.22	88	N/A
8.2.25	Patent applications (res + nonres)	0.0	0.02	116	-12
8.2.26	Quality of vocational training	3.6	43.81	100	N/A
8.2.27	PISA scores	n/a	N/A	N/A	N/A
8.2.28	Quality of educational system	4.0	50.76	48	-7
8.2.29	Critical thinking	3.2	36.66	87	N/A
8.2.30	Digital skills	3.9	48.26	84	N/A
8.2.31	STEM graduates	30.2	72.45	12	-1
9. Institutional capacity - cross-cutting driver			29.77	128	-2
9.1.01	GLRI statistical fullness	0.8	45.45	106	-3
9.1.02	World Governance Index	-1.2	21.15	131	+1
9.1.03	Statistical Capacity Index	56.7	30.77	81	0
9.1.04	Social capital	47.1	30.87	94	+5

APPENDIX III: SELECTED DATA TABLES

Table 7: GLRI 2021 ranking for top 10 countries with evolution of GLRI 2020-2021

Country	GLRI 2021 Rank	GLRI 2021 Score (0-100)	1. Structural Pillar Rank	Structural pillar score (0-100)	2. Cyclical Pillar Rank	Cyclical pillar score (0-100)	Trend 2020-2021
Switzerland	1	78.83	4	79	1	79	-
Germany	2	78.25	1	80	4	77	-
Netherlands	3	78.19	2	79	2	78	-
Singapore	4	77.67	8	78	3	78	-
Denmark	5	76.57	10	76	5	77	-
Sweden	6	76.12	9	77	7	75	-
Austria	7	75.12	5	79	10	73	-
Finland	8	74.59	20	74	8	75	-
Luxembourg	9	74.07	13	75	9	73	-
Norway	10	73.67	31	68	6	76	-

Note: Germany's rank change adjusted to take into account impact of adjustments in methodology between GLRI 2019 and GRLI2020
Source: Whiteshield Partners

Table 8: GLRI 2021 ranking with evolution of GLRI 2016-2021

Country	GLRI 2021 Rank	GLRI 2021 Score (0-100)	1. Structural Pillar Rank	Structural pillar score (0-100)	2. Cyclical Pillar Rank	Cyclical pillar score (0-100)	Trend 2016-2021
Switzerland	1	78.8	4	79	1	79	0
Germany	2	78.3	1	80	4	77	3
Netherlands	3	78.2	2	79	2	78	1
Singapore	4	77.7	8	78	3	78	-1
Denmark	5	76.6	10	76	5	77	-3
Sweden	6	76.1	9	77	7	75	0
Austria	7	75.1	5	79	10	73	1
Finland	8	74.6	20	74	8	75	-1
Luxembourg	9	74.1	13	75	9	73	1
Norway	10	73.7	31	68	6	76	-1
Belgium	11	73.0	16	75	12	72	0
UK	12	72.9	18	74	11	72	0
France	13	72.8	12	75	14	72	0
USA	14	72.0	19	74	15	71	0
Ireland	15	70.9	11	76	19	68	0
Canada	16	70.3	30	68	16	71	0
Japan	17	69.8	17	75	20	67	0
Slovenia	18	69.5	6	78	23	65	2
Korea	19	69.3	7	78	24	65	-1
Iceland	20	69.0	41	65	17	71	4
Israel	21	68.6	23	72	21	67	-2
Czechia	22	68.5	3	79	27	63	0
New Zealand	23	67.3	63	59	13	72	-2
Malta	24	66.8	33	68	22	66	2
Australia	25	65.9	70	57	18	70	0
Estonia	26	65.8	25	71	28	63	-3
Spain	27	65.3	29	69	26	63	3
Poland	28	64.8	15	75	35	60	1
Malaysia	29	64.8	27	70	30	62	6
Portugal	30	64.4	44	64	25	64	1

Slovakia	31	64.2	14	75	38	59	-4
Italy	32	63.4	26	71	34	60	1
China	33	63.0	21	73	42	58	15
Thailand	34	62.9	24	72	41	58	5
UAE	35	62.8	45	64	29	62	2
Hungary	36	62.8	22	72	43	58	-8
Cyprus	37	61.8	47	64	32	61	-5
Latvia	38	61.6	36	67	37	59	-4
Croatia	39	61.1	32	68	45	57	6
Lithuania	40	60.8	35	67	44	57	-4
Bulgaria	41	60.2	46	64	39	58	3
Romania	42	59.8	39	66	49	57	0
Mauritius	43	59.5	62	60	36	59	-5
Serbia	44	59.0	40	65	51	56	3
Mexico	45	58.7	34	68	56	54	-2
Qatar	46	58.3	61	60	46	57	-6
Costa Rica	47	58.2	87	54	33	60	-6
Chile	48	57.8	103	51	31	61	3
Kazakhstan	49	57.6	56	61	52	56	10
Russia	50	57.5	59	60	50	56	16
Turkey	51	56.9	37	66	68	52	-5
Seychelles	52	56.4	95	53	40	58	
Uruguay	53	56.3	79	55	48	57	-1
Vietnam	54	56.2	52	62	62	53	10
Georgia	55	56.2	84	54	47	57	20
Moldova	56	55.9	60	60	60	54	2
Philippines	57	55.9	43	65	73	52	-7
Azerbaijan	58	55.3	74	56	55	55	38
Jordan	59	55.3	48	63	75	51	-4
Panama	60	55.2	83	54	54	56	-11
Indonesia	61	55.1	55	61	70	52	-8
Saudi Arabia	62	54.9	49	63	76	51	27
Montenegro	63	54.9	92	53	53	56	4
Kyrgyzstan	64	54.8	57	61	71	52	19
North Macedonia	65	54.8	64	59	65	53	-11
Ukraine	66	54.6	50	63	78	50	-6
India	67	54.2	28	70	94	46	-6
Argentina	68	54.0	76	55	61	53	0
Greece	69	53.9	75	56	63	53	-12
Egypt	70	53.8	42	65	85	48	0
Armenia	71	53.7	93	53	59	54	2
Peru	72	53.7	94	53	58	54	-16
Albania	73	53.4	73	56	69	52	9
Colombia	74	52.8	89	54	67	52	-2
Oman	75	52.8	107	50	57	54	19
Brazil	76	52.8	98	52	64	53	11
Lebanon	77	52.3	51	63	90	47	-14
Botswana	78	52.1	58	61	87	48	6
Bahrain	79	52.1	91	54	74	51	-10
Cape Verde	80	52.0	78	55	77	50	-4

Trinidad & Tobago	81	51.8	72	56	80	50	-16
El Salvador	82	51.8	65	59	84	48	-8
Kuwait	83	51.8	69	57	83	49	-2
Tunisia	84	51.7	53	62	93	47	-7
Jamaica	85	51.5	110	49	66	53	-23
Rwanda	86	51.4	80	55	81	50	-15
Dominican Republic	87	50.9	67	58	89	47	-1
Morocco	88	50.6	71	57	88	48	-3
Mongolia	89	50.3	118	47	72	52	9
Sri Lanka	90	50.1	86	54	86	48	-10
Nepal	91	50.0	38	66	106	42	-12
South Africa	92	50.0	106	50	79	50	8
B&H	93	49.8	54	62	98	44	-3
Kenya	94	49.4	85	54	91	47	3
Paraguay	95	48.6	114	48	82	49	-17
Tajikistan	96	48.4	66	58	101	43	14
Namibia	97	47.9	100	52	96	46	4
Tanzania	98	47.1	77	55	103	43	-3
Guatemala	99	46.9	90	54	100	43	-11
Ecuador	100	46.5	124	46	92	47	6
Senegal	101	46.4	101	52	99	44	1
Bangladesh	102	46.1	88	54	105	42	-9
Ghana	103	45.8	126	45	95	46	-4
Bolivia	104	45.7	123	46	97	46	1
Pakistan	105	45.4	68	57	111	39	2
Honduras	106	44.7	115	48	102	43	-3
Lesotho	107	44.5	81	55	112	39	-15
Nicaragua	108	43.9	113	48	107	42	0
Gambia	109	43.8	82	55	115	38	10
Algeria	110	43.7	111	49	108	41	3
Iran	111	43.4	96	52	114	39	1
Laos	112	43.2	104	51	110	40	-1
Cambodia	113	43.1	130	44	104	43	-22
Uganda	114	42.2	105	50	117	38	-10
Zimbabwe	115	41.2	102	51	122	36	6
Benin	116	41.1	117	48	118	38	14
Madagascar	117	40.9	120	47	119	38	7
Mali	118	40.8	99	52	126	35	-9
Myanmar	119	40.6	108	50	123	36	-2
Malawi	120	40.4	127	45	116	38	-4
Guinea	121	40.1	121	47	120	37	4
Ethiopia	122	39.4	116	48	127	35	1
Mauritania	123	39.3	112	48	130	35	6
Burkina Faso	124	39.3	122	47	125	36	-6
Liberia	125	39.3	119	47	128	35	
Côte d'Ivoire	126	39.2	109	50	131	34	
Zambia	127	39.2	134	37	109	40	-7
Nigeria	128	39.2	132	39	113	39	-13
Burundi	129	38.7	97	52	133	32	-7
Cameroon	130	38.7	129	44	124	36	-2

Venezuela	131	36.8	131	40	129	35	-17
Mozambique	132	35.0	136	32	121	37	-5
Angola	133	34.2	133	38	132	33	-1
Haiti	134	33.8	128	44	135	29	-3
Yemen	135	30.6	125	45	136	23	-2
Chad	136	30.2	135	33	134	29	-2

Source: Whiteshield Partners

Table 9: GLRI 2021 structural pillar scores and ranks

Countries	1. Structural pillar	1. Rank	1.1 Demographics	1.1 Rank	1.2 Country Capabilities	1.2 Rank	1.3 Economic development	1.3 Rank	1.4 Trade vulnerability	1.4 Rank	1.5 Inequality	1.5 Rank
Germany	80	1	24	131	93	3	89	7	97	2	83	25
Netherlands	79	2	31	117	74	19	85	19	99	1	93	14
Czechia	79	3	31	120	85	7	85	18	81	20	99	3
Switzerland	79	4	34	114	96	2	93	1	75	26	82	31
Austria	79	5	33	116	84	10	86	13	90	4	86	21
Slovenia	78	6	29	124	83	11	83	21	83	15	100	1
Korea	78	7	48	97	92	4	86	14	74	28	84	24
Singapore	78	8	58	89	88	5	93	2	72	30	N/R	
Sweden	77	9	29	125	87	6	85	17	82	18	90	18
Denmark	76	10	30	121	71	22	86	12	89	6	93	14
Ireland	76	11	51	94	79	16	92	3	67	40	83	26
France	75	12	28	127	81	14	88	9	86	10	81	34
Luxembourg	75	13	51	95	N/R		90	4	77	24	78	45
Slovakia	75	14	44	104	79	15	83	20	62	50	97	5
Poland	75	15	37	110	73	21	82	23	86	9	86	22
Belgium	75	16	34	115	N/R		87	10	84	12	94	11
Japan	75	17	0	136	100	1	87	11	82	17	82	30
UK	74	18	35	111	83	12	88	8	75	27	79	41
USA	74	19	44	105	85	8	90	6	83	14	57	89
Finland	74	20	22	133	84	9	82	22	68	34	95	7
China	73	21	62	83	67	29	79	30	87	7	65	73
Hungary	72	22	31	119	81	13	78	32	72	29	87	20
Israel	72	23	59	88	77	18	90	5	67	39	64	76
Thailand	72	24	58	90	68	27	76	38	84	13	71	64
Estonia	71	25	30	122	70	23	81	25	81	22	81	34
Italy	71	26	19	135	78	17	77	34	92	3	73	53
Malaysia	70	27	79	60	69	25	79	29	66	41	59	86
India	70	28	81	56	59	42	61	61	78	23	73	56
Spain	69	29	31	118	66	31	78	33	89	5	71	63
Canada	68	30	39	109	70	24	80	27	68	35	77	46
Norway	68	31	40	108	66	32	69	47	63	48	94	8
Croatia	68	32	27	129	64	34	72	40	81	19	85	23
Malta	68	33	27	128	N/R		86	15	64	43	89	19
Mexico	68	34	77	66	73	20	82	24	63	47	47	103
Lithuania	67	35	29	123	67	30	80	28	82	16	68	68
Latvia	67	36	29	126	66	33	76	35	76	25	77	49
Turkey	66	37	72	75	59	40	65	52	81	21	56	91
Nepal	66	38	83	52	N/R		52	89	53	70	80	37
Romania	66	39	34	113	68	28	76	37	68	37	72	60
Serbia	65	40	34	112	62	35	60	64	69	33	92	16
Iceland	65	41	48	100	N/R		70	45	48	86	94	13
Egypt	65	42	85	48	43	68	50	95	70	32	83	26
Philippines	65	43	85	49	57	43	72	42	54	66	61	83

Countries	1. Structural pillar	1. Rank	1.1 Demographics	1.1 Rank	1.2 Country Capabilities	1.2 Rank	1.3 Economic development	1.3 Rank	1.4 Trade vulnerability	1.4 Rank	1.5 Inequality	1.5 Rank
Portugal	64	44	21	134	57	45	74	39	84	11	73	54
UAE	64	45	100	1	51	52	80	26	49	82	N/R	
Bulgaria	64	46	25	130	57	44	69	46	87	8	68	68
Cyprus	64	47	52	91	59	41	76	36	50	78	77	46
Jordan	63	48	90	35	44	63	59	68	54	67	78	43
Saudi Arabia	63	49	92	32	68	26	66	49	49	83	N/R	
Ukraine	63	50	42	106	60	37	45	107	64	45	98	4
Lebanon	63	51	77	61	53	48	63	58	43	98	83	26
Vietnam	62	52	76	67	38	77	58	71	71	31	73	56
Tunisia	62	53	72	74	45	61	59	67	55	61	80	37
B&H	62	54	40	107	59	39	57	75	65	42	80	39
Indonesia	61	55	82	54	41	72	59	69	67	38	64	77
Kazakhstan	61	56	76	69	44	66	55	82	42	100	94	8
Kyrgyzstan	61	57	87	40	45	62	50	94	36	113	94	11
Botswana	61	58	88	39			85	16	25	128	26	118
Russia	60	59	48	99	60	38	58	74	64	44	68	70
Moldova	60	60	60	87	39	74	55	81	48	88	99	2
Qatar	60	61	99	2	46	59	65	53	51	74	N/R	
Mauritius	60	62	60	86	36	79	78	31	52	73	72	58
New Zealand	59	63	45	103	56	46	72	41	58	55	N/R	
North Macedonia	59	64	52	92	43	67	63	55	60	54	73	55
El Salvador	59	65	73	73	43	69	60	65	57	57	65	73
Tajikistan	58	66	93	26	N/R		32	130	42	101	77	46
Dominican Republic	58	67	77	62	40	73	66	48	62	52	51	100
Pakistan	57	68	88	38	26	97	47	100	56	58	78	42
Kuwait	57	69	94	18	52	51	64	54	44	94	N/R	
Australia	57	70	45	102	42	70	70	44	50	77	72	58
Morocco	57	71	77	63	28	93	66	51	56	59	63	79
Trinidad & Tobago	56	72	63	81	48	57	63	56	54	69	N/R	
Albania	56	73	51	93	31	86	54	83	51	75	90	17
Azerbaijan	56	74	80	57	31	87	36	122	40	107	97	6
Greece	56	75	23	132	53	49	58	72	63	49	72	62
Argentina	55	76	62	82	50	54	54	84	55	65	57	88
Tanzania	55	77	95	14	33	81	43	111	49	79	67	71
Cape Verde	55	78	87	41			53	87	35	116	42	111
Uruguay	55	79	49	96	49	55	58	73	55	60	62	80
Rwanda	55	80	93	24			45	106	32	122	51	100
Lesotho	55	81	86	44			56	77	49	80	23	121
Gambia	55	82	95	13			29	133	34	119	72	60
Panama	54	83	73	71	47	58	72	43	48	84	37	115
Georgia	54	84	48	98	46	60	56	76	48	87	71	64
Kenya	54	85	95	8	34	80	40	117	55	63	59	85
Sri Lanka	54	86	64	80	28	92	59	70	61	53	62	81
Costa Rica	54	87	68	79	52	50	62	59	53	71	40	113

Countries	1. Structural pillar	1. Rank	1.1 Demographics	1.1 Rank	1.2 Country Capabilities	1.2 Rank	1.3 Economic development	1.3 Rank	1.4 Trade vulnerability	1.4 Rank	1.5 Inequality	1.5 Rank
Bangladesh	54	88	85	47	9	116	61	62	43	97	81	32
Colombia	54	89	72	76	51	53	56	78	48	89	N/R	
Guatemala	54	90	86	45	32	85	54	86	68	36	39	114
Bahrain	54	91	95	12	55	47	48	99	42	102	N/R	
Montenegro	53	92	47	101	N/R		52	90	33	121	83	29
Armenia	53	93	62	84	39	75	53	88	39	111	76	50
Peru	53	94	73	72	29	89	61	63	54	68	54	94
Seychelles	53	95	75	70			62	60	21	134	43	109
Iran	52	96	81	55	44	64	45	103	40	110	61	82
Burundi	52	97	96	6			33	128	23	132	65	73
Brazil	52	98	70	78	60	36	50	93	62	51	24	119
Mali	52	99	95	11	29	90	43	110	26	127	80	39
Namibia	52	100	91	34			51	91	51	76	10	123
Senegal	52	101	93	28	32	84	40	118	45	92	60	84
Zimbabwe	51	102	93	23	27	94	49	96	46	91	53	97
Chile	51	103	60	85	42	71	63	57	49	81	44	107
Laos	51	104	89	36	15	106	45	102	44	95	71	64
Uganda	50	105	97	3	33	82	37	121	46	90	54	94
South Africa	50	106	84	50	49	56	66	50	63	46	0	124
Oman	50	107	95	9	44	65	44	108	41	105	N/R	
Myanmar	50	108	82	53	13	112	41	116	55	64	66	72
Côte d'Ivoire	50	109	94	19	14	111	56	79	40	108	57	89
Jamaica	49	110	71	77	38	76	59	66	41	104	N/R	
Algeria	49	111	80	58	23	100	36	124	22	133	94	10
Mauritania	48	112	93	29	22	102	37	120	24	130	81	33
Nicaragua	48	113	84	51	15	107	51	92	57	56	45	105
Paraguay	48	114	80	59	33	83	44	109	48	85	45	105
Honduras	48	115	86	43	28	91	54	85	52	72	29	117
Ethiopia	48	116	91	33	21	103	32	131	43	96	64	78
Benin	48	117	92	30	37	78	41	115	41	106	40	112
Mongolia	47	118	89	37	23	99	34	125	23	131	81	34
Liberia	47	119	92	31	18	104	48	98	18	135	74	51
Madagascar	47	120	93	25	11	113	36	123	55	62	54	93
Guinea	47	121	93	22	0	121	42	114	35	118	78	43
Burkina Faso	47	122	95	7	8	117	45	105	26	126	74	51
Bolivia	46	123	77	64	22	101	42	113	42	103	55	92
Ecuador	46	124	77	65	27	95	42	112	45	93	47	103
Yemen	45	125	93	21	11	114	33	126	34	120	70	67
Ghana	45	126	93	27	11	115	45	104	40	109	52	99
Malawi	45	127	94	15	25	98	48	97	24	129	49	102
Haiti	44	128	85	46	6	118	46	101	36	114	58	87
Cameroon	44	129	94	16	15	108	39	119	43	99	44	107
Cambodia	44	130	87	42	14	109	55	80	38	112	N/R	
Venezuela	40	131	76	68	31	88	27	134	36	115	43	110

Countries	1. Structural pillar	1. Rank	1.1 Demographics	1.1 Rank	1.2 Country Capabilities	1.2 Rank	1.3 Economic development	1.3 Rank	1.4 Trade vulnerability	1.4 Rank	1.5 Inequality	1.5 Rank
Nigeria	39	132	94	17	0	120	33	127	30	124	53	96
Angola	38	133	96	5	14	110	32	129	31	123	31	116
Zambia	37	134	96	4	27	96	29	132	35	117	16	122
Chad	33	135	95	10	1	119	26	135	7	136	52	98
Mozambique	32	136	94	20	17	105	14	136	29	125	24	120

Source: Whiteshield Partners

Table 10: GLRI 2021 cyclical pillar scores and ranks

Country	2. Cyclical pillar	2. Rank	2.1 Absorptive capabilities	2.1 Rank	2.2 Adaptive capabilities	2.2 Rank	2.3 Transformative capabilities	2.3 Rank	2.4 Institutional capabilities	2.4 Rank
Switzerland	79	1	80	2	75	4	69	4	90	6
Netherlands	78	2	78	5	72	8	68	7	92	3
Singapore	78	3	81	1	78	2	72	2	76	20
Germany	77	4	79	4	69	14	73	1	87	7
Denmark	77	5	76	8	72	9	67	8	92	2
Norway	76	6	76	7	69	16	69	6	92	1
Sweden	75	7	72	19	70	12	72	3	91	5
Finland	75	8	72	15	70	13	69	5	91	4
Luxembourg	73	9	75	9	71	10	65	13	81	14
Austria	73	10	78	6	62	24	66	11	85	9
UK	72	11	72	17	76	3	59	19	82	12
Belgium	72	12	80	3	64	21	61	17	78	17
New Zealand	72	13	72	16	73	5	55	22	86	8
France	72	14	75	10	65	20	67	10	77	18
USA	71	15	65	43	82	1	64	14	77	19
Canada	71	16	73	12	72	7	54	27	84	10
Iceland	71	17	72	18	70	11	62	16	79	16
Australia	70	18	71	20	72	6	54	28	84	11
Ireland	68	19	69	27	65	19	57	20	81	13
Japan	67	20	71	21	60	26	63	15	74	24
Israel	67	21	66	41	69	15	66	12	67	33
Malta	66	22	75	11	61	25	52	32	72	26
Slovenia	65	23	72	13	55	41	55	23	74	22
Korea	65	24	66	42	62	23	67	9	64	42
Portugal	64	25	67	34	60	28	54	25	75	21
Spain	63	26	66	37	59	30	53	30	74	23
Czechia	63	27	70	24	56	37	52	31	71	29
Estonia	63	28	65	44	67	18	54	24	66	35
UAE	62	29	66	40	68	17	55	21	58	65
Malaysia	62	30	61	59	59	32	60	18	69	32
Chile	61	31	61	62	60	29	45	62	80	15
Cyprus	61	32	69	26	60	27	46	54	63	43
Costa Rica	60	33	68	30	48	61	47	50	73	25
Italy	60	34	68	29	50	52	51	36	64	40
Poland	60	35	67	36	48	58	48	44	72	27
Mauritius	59	36	57	76	58	34	52	33	72	28
Latvia	59	37	64	48	58	33	50	39	61	51
Slovakia	59	38	67	35	52	43	51	37	59	58
Bulgaria	58	39	72	14	48	60	40	88	65	39
Seychelles	58	40	N/R		51	45	48	45	48	89
Thailand	58	41	68	31	51	47	48	46	61	48
China	58	42	63	54	55	38	54	26	58	62

Country	2. Cyclical pillar	2. Rank	2.1 Absorptive capabilities	2.1 Rank	2.2 Adaptive capabilities	2.2 Rank	2.3 Transformative capabilities	2.3 Rank	2.4 Institutional capabilities	2.4 Rank
Hungary	58	43	66	38	50	51	52	34	59	61
Lithuania	57	44	64	49	56	36	50	40	57	67
Croatia	57	45	69	28	44	82	44	66	65	37
Qatar	57	46	60	66	63	22	52	35	55	73
Georgia	57	47	59	71	55	39	47	49	66	34
Uruguay	57	48	64	47	42	88	47	48	70	30
Romania	57	49	70	23	47	71	42	76	61	47
Russia	56	50	70	22	47	65	44	69	54	75
Serbia	56	51	62	57	46	78	48	43	64	41
Kazakhstan	56	52	68	32	52	44	37	100	60	54
Montenegro	56	53	61	61	55	40	46	52	58	63
Panama	56	54	67	33	43	86	45	58	60	55
Azerbaijan	55	55	65	46	56	35	49	41	45	93
Mexico	54	56	57	82	47	66	45	56	66	36
Oman	54	57	61	63	54	42	49	42	49	88
Peru	54	58	63	51	48	62	42	72	57	70
Armenia	54	59	57	75	51	46	45	57	61	50
Moldova	54	60	63	53	46	76	45	60	56	71
Argentina	53	61	66	39	35	118	42	78	62	45
Vietnam	53	62	65	45	46	77	42	77	53	76
Greece	53	63	61	60	46	74	40	86	60	52
Brazil	53	64	61	64	38	102	46	51	62	44
North Macedonia	53	65	59	68	49	54	47	47	52	78
Jamaica	53	66	64	50	47	68	45	59	49	87
Colombia	52	67	60	65	44	84	42	75	58	64
Turkey	52	68	57	79	47	67	44	64	58	66
Albania	52	69	56	83	47	69	41	82	62	46
Indonesia	52	70	50	100	48	59	42	79	70	31
Kyrgyzstan	52	71	62	58	45	80	37	93	57	68
Mongolia	52	72	62	56	47	72	31	123	61	49
Philippines	52	73	54	90	47	64	44	63	59	59
Bahrain	51	74	57	80	59	31	42	80	44	99
Jordan	51	75	53	92	49	55	45	61	57	69
Saudi Arabia	51	76	54	91	51	48	53	29	45	94
Cape Verde	50	77	57	78	43	87	43	71	54	74
Ukraine	50	78	60	67	47	73	44	68	46	92
South Africa	50	79	51	96	47	70	36	104	65	38
Trinidad & Tobago	50	80	70	25	46	75	32	118	38	115
Rwanda	50	81	47	104	51	49	50	38	53	77
Paraguay	49	82	59	70	44	85	37	95	50	81
Kuwait	49	83	N/R		50	50	37	96	41	109
El Salvador	48	84	57	81	39	99	33	114	59	57
Egypt	48	85	55	84	40	95	44	67	50	83
Sri Lanka	48	86	52	94	39	98	40	84	59	60

Country	2. Cyclical pillar	2. Rank	2.1 Absorptive capabilities	2.1 Rank	2.2 Adaptive capabilities	2.2 Rank	2.3 Transformative capabilities	2.3 Rank	2.4 Institutional capabilities	2.4 Rank
Botswana	48	87	47	105	50	53	46	55	50	80
Morocco	48	88	54	87	46	79	42	73	44	96
Dominican Republic	47	89	54	86	41	92	40	87	49	84
Lebanon	47	90	63	52	49	56	38	91	29	131
Kenya	47	91	51	97	49	57	44	65	43	101
Ecuador	47	92	57	74	34	123	41	83	49	85
Tunisia	47	93	49	101	40	96	46	53	50	79
India	46	94	40	121	48	63	42	74	60	53
Ghana	46	95	45	107	41	91	38	92	60	56
Namibia	46	96	51	95	45	81	35	105	49	86
Bolivia	46	97	62	55	37	111	29	126	44	97
B&H	44	98	55	85	37	110	31	122	46	91
Senegal	44	99	40	120	38	107	43	70	56	72
Guatemala	43	100	46	106	40	93	37	98	50	82
Tajikistan	43	101	54	89	44	83	34	110	35	119
Honduras	43	102	53	93	39	101	32	116	43	100
Tanzania	43	103	49	103	36	114	41	81	42	103
Cambodia	43	104	58	72	37	109	29	128	39	113
Bangladesh	42	105	50	98	36	115	37	97	41	107
Nepal	42	106	50	99	38	103	29	127	47	90
Nicaragua	42	107	57	77	36	113	32	117	32	121
Algeria	41	108	57	73	36	116	29	125	32	124
Zambia	40	109	41	117	41	90	36	101	42	104
Laos	40	110	49	102	38	105	33	112	32	125
Pakistan	39	111	41	118	38	106	36	103	43	102
Lesotho	39	112	43	113	42	89	31	121	39	110
Nigeria	39	113	43	114	40	94	38	90	34	120
Iran	39	114	43	112	36	117	36	102	39	112
Gambia	38	115	35	130	40	97	35	106	45	95
Malawi	38	116	40	119	34	124	35	108	42	105
Uganda	38	117	36	129	39	100	35	107	44	98
Benin	38	118	39	123	38	104	37	94	36	117
Madagascar	38	119	44	109	35	119	30	124	39	114
Guinea	37	120	N/R		37	108	34	111	29	129
Mozambique	37	121	42	115	34	120	26	130	41	106
Zimbabwe	36	122	45	108	32	126	33	113	30	128
Myanmar	36	123	54	88	N/R		22	134	32	122
Cameroon	36	124	37	125	34	121	40	89	32	123
Burkina Faso	36	125	38	124	30	128	31	120	41	108
Mali	35	126	37	126	31	127	34	109	37	116
Ethiopia	35	127	43	111	29	130	25	131	39	111
Liberia	35	128	37	128	36	112	N/R		31	126
Venezuela	35	129	59	69	25	133	22	135	19	133
Mauritania	35	130	39	122	30	129	37	99	30	127

Country	2. Cyclical pillar	2. Rank	2.1 Absorptive capabilities	2.1 Rank	2.2 Adaptive capabilities	2.2 Rank	2.3 Transformative capabilities	2.3 Rank	2.4 Institutional capabilities	2.4 Rank
Côte d'Ivoire	34	131	29	132	34	122	40	85	35	118
Angola	33	132	44	110	24	134	33	115	23	132
Burundi	32	133	37	127	33	125	25	132	29	130
Chad	29	134	N/R		25	132	32	119	13	135
Haiti	29	135	41	116	22	135	27	129	17	134
Yemen	23	136	32	131	28	131	22	133	5	136

Source: Whiteshield Partners

Table 11: Average GLRI 2021 performance by income group

Region	Number of Countries	Average GLRI Score	Average Structural Score	Average Cyclical Score	Average Labour Resilience Gap
High income	53	66	68	65	3
Upper middle income	38	54	58	52	6
Lower middle income	39	47	53	44	9
Low income	17	40	47	36	12
All countries	131	55	59	53	6

Source: Whiteshield Partners

APPENDIX IV: SOURCE AND DEFINITIONS OF GLRI NATIONAL AND REGIONAL INDICATORS

SOURCES AND DEFINITIONS OF GLRI

1. Structural Pillar

1.1 Demographics

Share of older population

Share of older population | 2019

Description: Ratio of people aged 65 years old and above as % of total population.

Rationale: A high share of older population as a percentage of total population has a negative impact on labour market resilience. It can create bottlenecks for the available workforce and potential skill gaps since older generations are generally less adaptable to change and less familiar with new technologies. Both lead to a less resilient labour market.

Source: World Bank, World Bank staff estimates based on age/sex distributions of United Nations Population Division's World Population Prospects.

1.2 Country capabilities sub-pillar

Economic complexity

Economic Complexity Index | 2018

Description: The Economic Complexity Index (ECI) is a holistic measure of the productive capabilities of countries. In particular, the ECI looks to explain the knowledge accumulated in a population and that is expressed in the economic activities present in a country. ECI is a measure of economic complexity containing information about both the diversity of a country's export and their sophistication. Calculated based on the SITC export data.

Rationale: An increasing level of economic complexity has a positive impact on labour resilience. Economic complexity reflects the level of economic sophistication of a country and its ability to use technology and engage in creative destruction processes. This allows it to offset the impact of automation on job destruction through the creation of new jobs. There is also a statistically significant negative impact of economic complexity on inequality indicating that complex economies are better suited to address the issue of polarised-labour markets and the destruction of low and medium skilled jobs induced by technological disruptions.

Source: Atlas of Economic Complexity, Harvard.

1.3 Economic development & Macroeconomic stability

Income per capita

GDP per capita, PPP (constant 2017 international $) | Last available to 2019

Description: GDP per capita based on purchasing power parity (PPP). GDP at purchasers' prices is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products. It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. Data are in constant 2017 international dollars.

Rationale: The level of GDP/capita has a positive impact on labour market resilience. A lower GDP/capita reflects a lower production function thus lower labour demand and a higher unemployment rate. A high long-term unemployment rate is associated with low labour market resilience. A higher GDP/capita reflects higher economic development and sufficient resources to invest in innovation and technology and develop resilience to technological change.

Source: World Bank, World Bank national accounts data, and OECD National Accounts data files.

Tertiarisation of the economy

Services, value added (% of GDP) | Last available 2019

Description: Share of services as a component of the GDP (%) per country. Services correspond to ISIC divisions 50-99 and they include value added in wholesale and retail trade (including hotels and restaurants), transport, and government, financial, professional, and personal services such as education, health care, and real estate services. Also included are imputed bank service charges, import duties, and any statistical discrepancies noted by national compilers as well as discrepancies arising from rescaling. Value added is calculated without making deductions for depreciation of fabricated assets or depletion and degradation of natural resources. The industrial origin of value added is determined by the International Standard Industrial Classification (ISIC), revision 3 or 4.

Rationale: The level of tertiarisation of an economy has a positive impact on labour market resilience. Economies with a higher share of services as a proportion of their economy are able to capture the positive impact of technological disruption on job creation. As such job creation occurs mainly in services, this helps to avoid some of the negative impact of de-industrialization trends associated with technological development.

Source: World Bank, World Bank national accounts data, and OECD National Accounts data files.

Dependence on natural resources

Total natural resources rents (% of GDP) | Last available to 2017

Description: Total natural resources rents are the sum of oil rents, natural gas rents, coal rents (hard and soft), mineral rents, and forest rents. Initial values in this indicator were changed using the logarithm formula described in the Appendix I.

Rationale: A significant dependence of country's economy on natural resources negatively affects labour resilience, since the economy is highly affected by external shocks such as changes in exchange rates and world commodity prices. The labour market in these economies depends on the resource market and, therefore, is less resilient.

Source: Estimates based on sources and methods described in "The Changing Wealth of Nations: Measuring Sustainable Development in the New Millennium" (World Bank, 2011).

Debt Dynamism

Change in public debt, weighted by a country's credit rating and debt level in relation to its GDP | Last available 2019

Description: Index measuring the change in public debt, weighted by a country's credit rating and debt level in relation to its GDP.

Rationale: Increasing public debt has a negative impact on labour resilience. The long-term consequences of increasing debt include money devaluation. Constant and significant increases in the money supply can lead to hyperinflation and often privileges a small proportion of firms creating asymmetries which disadvantage smaller firms, hence reducing economic output and productivity. However, high and increasing levels of debt on its own is not an issue for concern if this debt is sustainable. Many developing nations have high and increasing debt combined with a bad bond rating suggesting debt is not sustainable

Source: WEF Global Competitiveness Index

1.4 Trade vulnerability

Concentration of exports

HH export concentration index | 2019

Description: Product concentration index for merchandise exports. The Herfindahl-Hirschmann market concentration index is a measure of export concentration. A country with exports concentrated in very few markets will have an index value close to 1. Similarly, a country with a perfectly diversified export portfolio will have an index close to zero.

Rationale: The level of concentration of exports has a negative impact on labour market resilience. Less concentration allows the economy to be more resilient since it is not dependent on one or a few sectors and is less affected by the cyclical changes of sectors. It leads to a broader and more diversified structure of employment and thus a more reliable and resilient labour market. The level of export concentration impacts other GLRI indicators such as the level of economic development and economic capabilities. It should be noted that many developing countries are particularly vulnerable to the high level of their export concentration.

Source: UNCTAD secretariat calculations, based on UNCTAD, UNCTADStat Merchandise Trade Matrix.

Diversity

Diversity | 2017

Description: An indicator is taken from Economic Complexity theory. A measure of how many different types of products a country is able to make. The production of a good requires a specific set of know-how; therefore, a country's total diversity is another way of expressing the amount of collective know-how held within that country. Calculated as a number of products for which the country has Revealed Comparative Advantage.

Rationale: It positively affects labour resilience. Higher diversity means that the country is less dependent on international markets for imports, and less affected by cyclical changes in individual sectors. It leads to a broader and more diversified structure of employment and thus more reliable and resilient labour market. Diversified economies are more likely to benefit from job creation induced by technological disruptions and less impacted by job destruction induced by automation.

Source: Atlas of Economic Complexity by Harvard.

Current account balance

The difference between the monetary value of a nation's exports and imports expressed as a percentage of GDP | 2018

Description: Current account balance is the sum of net exports of goods and services, net primary income, and net secondary income as a percentage of GDP.

Rationale: A current account surplus has a positive impact on labour resilience. A lower level of current account reflects a lower production function thus lower labour demand and a higher unemployment rate. A high long-term unemployment rate is associated with low labour market resilience. A higher level of current account reflects higher economic development and sufficient resources to invest in innovation and technology and develop resilience to technological change.

Source: International Monetary Fund, Balance of Payments Statistics Yearbook and data files, and World Bank and OECD GDP estimates.

1.5 Inequality

Income inequality

GINI index (World Bank estimate) | Last available to 2018

Description: Gini index measures the extent to which the distribution of income (or, in some cases, consumption expenditure) among individuals or households within an economy deviates from a perfectly equal distribution. A Lorenz curve plots the cumulative percentages of total income received against the cumulative number of recipients, starting with the poorest individual or household. The Gini index measures the area between the Lorenz curve and a hypothetical line of absolute equality, expressed as a percentage of the maximum area under the line. Thus, a Gini index of 0 represents perfect equality, while an index of 100 implies perfect inequality.

Rationale: The level of income inequality has a negative impact on labour resilience. High income inequality reflects a bi-polarized labour market between low-skilled and high-skilled workers as well as a high wage gap between both. Low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal countries more.

Source: World Bank, Development Research Group. Data is based on primary household survey data obtained from government statistical agencies and World Bank country departments.

2. Cyclical Pillar

2.1 Absorptive Capabilities

2.1.1 Absorptive Capabilities Input

2.1.1.1 Support and Protect Workers

Workers' rights

Worker's rights | 2019

Description: Score adapted from the ITUC Global Rights Index, which measures the level of protection of internationally recognized core labour standards. The scale of this indicator ranges from 1 (no protection) to 7 (high protection). Dimensions of labour protection include civil rights, the right to bargain collectively, the right to strike, the right to associate freely, and the right of access to due process. The indicator does not consider firing regulations. If a country's value in this indicator is zero, then it is set as missing in the GLRI ranking, because zero values are outstanding comparing to the values of other countries. Moreover, all zero values in the source ITUC data contain the comment "Country classified ex officio by ITUC as category 5 (No guarantee of rights) on the basis of the assessment of concrete conditions in the country".

Rationale: The level of workers' rights has a positive impact on the employment rate and thus labour market resilience. In countries where there is significant protection of the rights of workers, the dismissal of an employee may cost the employer more than retraining and upskilling. Thus, workers are more resilient to job disruptions.

Source: International Trade Union Confederation (ITUC); World Economic Forum.

Pension coverage

Percentage of persons above retirement age receiving a pension | 2016

Description: Percentage of persons above retirement age receiving a pension.

Rationale: Higher pension coverage has a positive impact on labour market resilience. Higher pension coverage helps to maintain a middle-class standard of living, and retirement savings provide important supplementary income.

Source: ILOSTAT database

Unemployment coverage

Percentage of unemployed people receiving unemployment benefits | 2016

Description: Percentage of unemployed people receiving unemployment benefits

Rationale: Higher unemployment coverage has a positive impact on labour market resilience. Unemployment coverage support is an important aspect of social safety nets, it helps to sustain living standards during unemployment and smooth over shocks during a crisis.

Source: ILOSTAT database

Coverage of basic health services

Universal healthcare coverage score | 2018

Description: Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population). The indicator is an index reported on a unitless scale of 0 to 100, which is computed as the geometric mean of 14 tracer indicators of health service coverage. The tracer indicators are as follows, organized by four components of service coverage: 1. Reproductive, maternal, newborn and child health 2. Infectious diseases 3. Noncommunicable diseases 4. Service capacity and access.

Rationale: Higher coverage of basic health services has a positive impact on labour market resilience. Health of labour force is an important factor of labour productivity.

Source: World Bank

2.1.2 Absorptive Capabilities Output

2.1.2.1 Quality of employment

Earnings quality

Earnings quality (in constant prices, at constant PPPs) | Last available to 2016

Description: Job quality refers to multiple aspects of employment that contribute to well-being of workers and represents an inherently multi-dimensional construct. The OECD job quality database focuses on three key dimensions. These are earnings quality, labour market security and the quality of the working environment. Earnings quality captures the extent to which earnings contribute to workers' well-being in terms of average earnings and their distribution across the workforce.

Rationale: There is a significant positive impact of earnings quality on employment and labour market resilience. A high level of earnings strengthens the desire of people to find work and provides an additional opportunity to strengthen their skills through training in paid courses and continuous higher education which increases resilience to job disruption.

Source: OECD statistics.

Quality of the working environment

Quality of the working environment (%) | Last available to 2015

Description: Job quality refers to multiple aspects of employment that contribute to well-being of workers and represents an inherently multi-dimensional construct. The OECD job quality database focuses on three key dimensions. These are earnings quality, labour market security and quality of the working environment. Quality of the working environment captures non-economic aspects of jobs including the nature and content of the work performed, working-time arrangements and workplace relationships. These are measured as incidence of job strain characterized as high job demands with low job resources.

Rationale: Low job quality has a negative effect on labour resilience. A low-quality working environment increases employee fatigue, increases the probability of illness and reduces the employee's desire to work. This culminates in several negative effects which reduce resilience to job disruption.

Source: OECD statistics.

Informal employment

Share of informal employment |2019

Description: People employed in the informal sectors expressed as a percentage of total non-agricultural employment.

Rationale: Higher share of informal economy has a negative impact on the labour resilience. The informal workers and low-income segments of the population are at the highest risk of being marginalised in a fragmented labour market. Addressing the root causes of informal employment can be an important action in improving labour market resilience.

Source: UN statistics

2.1.2.2 Youth inclusiveness

Youth Unemployment

Youth Unemployment Rate (% unemployment 15-24 over labour force 15-24) | 2019

Description: The youth unemployment rate is the number of unemployed 15-24-year-olds expressed as a percentage of the youth labour force. Unemployed people are those who report that they are without work, that they are available for work and that they have taken active steps to find work in the last four weeks.

Rationale: There is a negative effect of youth unemployment rate on labour market resilience. A high youth unemployment rate is associated with low labour market resilience. Youth unemployment rate causes significant mental and material stress for those affected and their families. It is also of particular concern for policy makers, as high rates of youth unemployment rate indicate that labour markets are operating inefficiently.

Source: OECD regional statistics

NEET

Share of 18-24-year-olds population not in education and unemployed or inactive (NEET)| 2019

Description: This indicator presents the share of young people who are not in employment, education or training (NEET), as a percentage of the total number of young people in the corresponding age group, by gender. Young people in education include those attending part-time or full-time education but exclude those in non-formal education and in educational activities of very short duration. Employment is defined according to the OECD/ILO Guidelines and covers all those who have been in paid work for at least one hour in the reference week of the survey or were temporarily absent from such work. Therefore, NEET youth can be either unemployed or inactive and not involved in education or training. Young people who are neither in employment nor in education or training are at risk of becoming socially excluded – individuals with income below the poverty-line and lacking the skills to improve their economic situation.

Rationale: There is a negative effect of the share of young people who are not in employment, education or training (NEET) on labour market resilience. Young people who are neither in employment nor in education or training are at risk of becoming socially excluded – individuals with income below the poverty-line and lacking the skills to improve their economic situation.

Source: OECD regional statistics

2.1.2.3 Labour market polarisation and inequality

Low-skilled workers
Share of low skilled occupations| 2019

Description: Low-skill occupations include jobs classified under the ISCO-88 major groups 5 and 9. That is, service workers and shop and market sales workers (group 5), and elementary occupations (group 9).

Rationale: Higher share of low-skilled occupations has a negative impact on the labour resilience. The informal workers and low-income segments of the population are at the highest risk of being marginalised in a fragilized labour market. Highly unequal labour markets tend to have higher shares of precarious, low-paid, low-skilled jobs that are susceptible to technological obsolescence and other external shocks. Low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal countries more.

Source: ILOSTAT database

Trend in growth of medium-skilled jobs
Growth of middle-skilled occupations since 2000 | 2019/2000

Description: Growth of middle-skilled occupations shows a percentage change in the share of middle-skilled occupations since 2000. Middle-skill occupations include jobs classified under the ISCO-88 major groups 4, 7, and 8. That is, clerks (group 4), craft and related trades workers (group 7), and plant and machine operators and assemblers (group 8).

Rationale: Decreasing share of middle-skilled occupations has a negative impact on the labour market resilience. It reflects a polarized labour market between low-skilled and high-skilled workers as well as a high wage gap between both. Low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal regions more.

Source: ILOSTAT database

Labour income share
Share of labour income in GDP| 2018

Description: The labour income share is calculated as the compensation of employees over total GDP.

Rationale: Higher labour income share has a positive impact on the labour resilience and reflects higher quality of jobs. There is a significant positive impact of quality of jobs on employment and labour market resilience. A high level of compensation of employees the desire of people to find work and provides an additional opportunity to strengthen their skills through training in paid courses and continuous higher education, which increases resilience to job disruption.

Source: ILOSTAT database

Labour income inequality
Labour income inequality | 2018

Description: It is a ratio between the bottom 50% and top 50% of the labour income distribution.

Rationale: The level of labour income inequality has a negative impact on labour market resilience. High income inequality reflects a bi-polarized labour market between low-skilled and high-skilled workers as well as a high wage gap between both. Low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal regions more.

Source: ILOSTAT database

2.1.2.4 Gender inclusiveness

Women in labour force
Ratio of female to male labour force participation rate (%) |2018

Description: The labour force participation rate is the proportion of the population aged 15 and older that is economically active; that is all people who supply labour for the production of goods and services during a specified period. The ratio of female to male labour force participation is calculated by dividing the female labour force participation rate by the male labour force participation rate and multiplying by 100.

Rationale: Significant positive impact on labour market resilience. High ratio of female to male labour force means that the country uses all its labour resources and potential. This is especially relevant in countries showing high rates of female education and yet low rates of female participation in the labour force.

Source: ILOSTAT database.

Gender pay gap
Gender pay gap | Last available to 2018

Description: The gender pay gap is unadjusted and defined as the difference between median earnings women relative to median earnings of men. Data refers to full-time employees and to self-employed.

Rationale: There is a negative impact of gender pay gap on labour market resilience. A high gender pay gap indicates that the remunerating system is based on gender rather than talent. A labour market where positions and remunerations are not driven by talent and abilities is less resilient since it is fundamentally negatively biased.

Source: OECD Employment Outlook.

2.1.2.5 Health and Wellbeing of Population

Longevity
Mortality rate | 2019

Description: Longevity is one of the elements of the health pillar of the Legatum Prosperity Index 2019. Longevity is the mortality rate of a country's population through different stages of life, as well as maternal mortality, and common life expectancies in later life. It is comprised of five indicators: maternal mortality, under 5 mortality rate, 5-14 mortality rate, 15-60 mortality rate and life expectancy at 60.

The Legatum Prosperity Index™ is a framework that assesses countries on the promotion of their residents' wellbeing, reflecting both economic and social aspects of it. The index goes beyond traditional macroeconomic measurements of a nation's prosperity, which rely solely on indicators of wealth such as average income per person (GDP per capita).

Rationale: A higher level of longevity has a positive impact on labour resilience. It can be attributed to a number of factors, including gains in the quality of the population's health and the quality of the healthcare provision, rising living standards, improved lifestyle and better education, as well as higher labour productivity.

Source: Legatum Institute

Physical health
Quality of physical health | 2019

Description: Physical health is one of the elements of the health pillar of the Legatum Prosperity Index 2019. Physical Health is defined as the level and burden of physical illness on the living population. It is comprised of five indicators: physical pain, health problems, communicable diseases, non-communicable diseases and raised blood pressure. The Legatum Prosperity Index™ is a framework that assesses countries on the promotion of their residents' wellbeing, reflecting both economic and social aspects of it. The index goes beyond traditional macroeconomic measurements of a nation's prosperity, which rely solely on indicators of wealth such as average income per person (GDP per capita).

Rationale: A higher quality of physical health has a positive impact on labour resilience. Physical health can have a significant impact on an individual's wellbeing and ability to participate effectively in the labour market.

Source: Legatum Institute

Mental health
Quality of mental health | 2016

Description: Mental health is one of the elements of the health pillar of the Legatum Prosperity Index 2019. Mental Health is defined as the level and burden of mental illness on the living population. It is comprised of three indicators: emotional wellbeing, depressive disorders, suicide.

The Legatum Prosperity Index™ is a framework that assesses countries on the promotion of their residents' wellbeing, reflecting both economic and social aspects of it. The index goes beyond traditional macroeconomic measurements of a nation's prosperity, which rely solely on indicators of wealth such as average income per person (GDP per capita).

Rationale: A higher quality of mental health has a positive impact on labour resilience. Mental health can have a significant impact on an individual's wellbeing and ability to participate effectively in the labour market.

Source: Legatum Institute

2.2 Adaptive Capabilities

2.2.1 Adaptive Capabilities Input

2.2.1.1 Flexibility of labour policy

Hiring and firing practices
Hiring and firing practices | Last available to 2019

Description: Answer to the question: In your country, how would you characterize the hiring and firing of workers? [1 = heavily impeded by regulations; 7 = extremely flexible], 1-7 (best). Data available for 128 countries out of 145.

Rationale: There is a significant positive impact of hiring and firing practices on employment rate and thus labour market resilience. Greater flexibility in hiring and firing practices encourages firms to create more jobs. Moreover, it also incentivises them to innovate more and engage in the creative destructive process, ultimately creating new jobs to compensate for job destruction brought about by innovation.

Source: World Economic Forum; Executive Opinion

Hiring foreign labour
Ease of hiring foreign labour| 2019

Description: Response to the survey question "In your country, how restrictive are regulations related to the hiring of foreign labour?" [1 = highly restrictive; 7 = not restrictive at all]. Data available for 137 countries out of 145.

Rationale: Ease of hiring foreign labour has a positive impact on labour market resilience. More lenient restrictions on the hiring of foreign labour allow companies to source and hire the best talent and spur more dynamic and innovative economies.

Source: World Economic Forum, Executive Opinion Survey.

Impact of taxes on workers
Effect of taxation on incentives to work | Last available to 2019

Description: Effect of taxation on incentives to work, measured on a scale of 1-7. In your country, to what extent do taxes reduce the incentive to work? [1 = significantly reduce the incentive to work; 7 = do not reduce incentive to work at all].

Rationale: A tax system that does not reduce the incentive to work has a positive impact on labour market resilience. A taxation system that increases the incentive to work increases labour force participation and encourages unemployed workers to reduce the length of their job search. This increases flows from unemployment to employment and raises resilience.

Source: World Economic Forum; Executive Opinion Survey.

2.2.1.2 Business Regulation

Time dealing with government regulations
Time spent dealing with the requirements of government regulations (% of senior management time) | Last available to 2018

Description: Time spent dealing with the requirements of government regulations is the proportion of senior management's time, in a typical week, that is spent dealing with the requirements imposed by government regulations (e.g., taxes, customs, labour regulations, licensing and registration, including dealings with officials, and completing forms).

Rationale: Negative impact on labour resilience. Time spent on regulation requirements distracts from business management, reduces the profits of firms and counteracts both the normal activities of existing organizations and the opening of new firms. A business-friendly environment allows a country to sustain a higher number of new businesses and is attractive to investment, which will ultimately create new jobs and increase employment thus contributing to the resilience of the labour market.

Source: World Bank, Enterprise Surveys.

Local competition
Intensity of local competition | 2018

Description: Indicates the competitiveness of the domestic players in the local market product space. Response to the survey question: In your country, how intense is competition in the local markets? [1 = not intense at all; 7 = extremely intense]

Rationale: Higher intensity of local competition has a positive impact on the labour market resilience. Higher competitiveness shows a country's ability to build a very highly skilled labour force, not only adaptable to technological disruptions but also able to innovate and lead innovation, raising competitiveness and productivity.

Source: World Bank, https://govdata360.worldbank.org/indicators/hdd36584c

Trade openness
Prevalence of non-tariff barriers | 2019

Description: Response to the survey question "In your country, to what extent do non-tariff barriers (e.g. health and product standards, technical and labelling requirements, etc.) limit the ability of imported goods to compete in the domestic market?" [1 = strongly limit; 7 = do not limit at all]

Rationale: Prevalence of non-tariff barriers has a positive impact on the labour market resilience. Trade openness allows the economy of the country to gain competitiveness and firms from that country to increase market share compared to external competitors, thus increasing growth, job creation and labour market resilience to technological disruptions.

Source: World Economic Forum, World Economic Forum, GCI

Applied tariffs
Weighted average applied tariff rate, expressed in percentage points | 2018

Description: The weighted mean applied tariff is the average of effectively applied rates weighted by the product import shares corresponding to each partner country. Applied tariffs are considered to be the tariff rates applied by a customs administration on imported goods. They are the rates published by national customs authorities for duty administration purposes.

Rationale: Higher Weighted average applied tariff rate limits the ability of imported goods to compete in the domestic market, thus hindering competition and reducing incentives to innovate of local firms.

Source: World Economic Forum, GCI

Paying taxes
Paying taxes score | 2019

Description: Records the taxes and mandatory contributions that a medium- size company must pay in a given year as well as measures of the administrative burden of paying taxes and contributions and complying with post filing procedures.

Rationale: Ease of paying taxes creates incentives for entrepreneurship - both starting a new business and hire workers, which contributes to higher business dynamism of economy and labour market. New businesses create new jobs and increase employment thus contributing to the resilience of the labour market.

Source: World Bank, Doing Business

Enforcing contracts

Enforcing contracts score | 2019

Description: The enforcing contracts indicator measures the time and cost for resolving a commercial dispute through a local first-instance court, and the quality of judicial processes index, evaluating whether each economy has adopted a series of good practices that promote quality and efficiency in the court system.

Rationale: A higher quality of practices that promote quality and efficiency in the court system positively impacts the labour market resilience. It encourages entrepreneurship and increases private sector activity. A business-friendly environment allows a country to sustain a higher number of new businesses and is attractive to investment, which will ultimately create new jobs and increase employment thus contributing to the resilience of the labour market.

Source: World Bank, Doing Business,

Property rights

Property rights score | Last available to 2017

Description: "Response to the survey question “In your country, to what extent are property rights, including financial assets, protected?” [1 = not at all; 7 = to a great extent] | 2018–2019 weighted average or most recent period available"

Rationale: A high level of intellectual property protection positively impacts the labour market resilience. Gross R&D expenditure, government R&D expenditure and intellectual property legislation are all policy inputs encouraging and leading to more innovation. At the firm level innovation – both labour-friendly product innovation and labour-saving process innovation – is believed to have positive impact on employment. Innovation ultimately allows the firm to become more competitive, gain market share and thus create more jobs. Policy inputs that increase innovation allow the economy of the country to gain more competitiveness and firms to increase market share compared to foreign competitors, thus increasing growth, job creation and labour market resilience to technological disruptions.

Source: World Economic Forum, GCI

Insolvency framework

Insolvency framework | 2019

Description: Studies the time, cost and outcome of insolvency proceedings involving domestic legal entities. These variables are used to calculate the recovery rate, which is recorded as cents on the dollar recovered by secured creditors through reorganization, liquidation or debt enforcement (foreclosure or receivership) proceedings.

Rationale: A higher score on insolvency framework has a positive impact on entrepreneurial ecosystem and thus on the labour resilience. This helps to enhance business dynamics, while new businesses create new jobs and increase employment thus contributing to the resilience of the labour market.

Source: World Bank, Doing Business

2.2.1.3 Staring a Business Regulation

Time to start a business

Time required to start a business (days) |2019

Description: Time required to start a business is the number of calendar days needed to complete the procedures to legally operate a business. If a procedure can be hastened at additional cost, the fastest procedure, independent of cost, is chosen.

Rationale: A longer time to start a business has a negative impact on labour resilience. Time spent on business formation requirements constitutes a burden on business management and in particular to entrepreneurship and the starting of new firms. This harms the functioning of the labour market, as it is a barrier to the creation of new businesses, rendering it less resilient.

Source: World Bank, Doing Business project.

Cost to start a business
Cost to start a business (% GNI per capita) |2018

Description: Cost to register a business is normalized by presenting it as a percentage of gross national income (GNI) per capita.

Rationale: A higher cost to start a business has a negative impact on labour resilience. A high cost of opening a business discourages new business formation. This reduces employment, which makes the labour market less resilient with lower levels of job creation.

Source: World Bank, Doing Business project.

2.2.1.4 Access to Finance Regulation

Ease of getting credit
Ease of getting credit | 2019

Description: The ranking of economies on the ease of getting credit is determined by sorting their scores for getting credit. Rank: Getting Credit (1=Most Business-Friendly Regulations).

Rationale: Ease of getting credit has a positive impact on labour resilience. It helps to open new businesses, particularly creating new jobs and increasing the resilience of the labour market.

Source: World Bank, Doing Business

2.2.1.5 Quality of Infrastructure

Global logistics
Logistics Performance Index score, Overall (1=low to 5=high) | 2018

Description: The World Bank's Logistics Performance Index (LPI) analyses countries through six indicators:

1 The efficiency of customs and border management clearance.
2 The quality of trade- and transport-related infrastructure.
3 The ease of arranging competitively priced international shipments.
4 The competence and quality of logistics services.
5 The ability to track and trace consignments.
6 The frequency with which shipments reach consignees within the scheduled or expected delivery time.

Rationale: Logistics performance has a positive effect on labour resilience. Logistics performance is defined as how efficiently countries' supply chains connect businesses to the domestic and international channels of trade. Good logistics reduces the costs of trade and therefore impacting labour productivity.

Source: The International Bank for Reconstruction and Development/The World Bank

2.2.2 Adaptive Capabilities Output

2.2.2.1 Reallocation and Flexibility Mechanisms

ALP effectiveness
Active labour market policies effectiveness | Last available to 2018

Description: Average answer to the question: In your country, to what extent do labour market policies help unemployed people to reskill and find new employment (including skills matching, retraining, etc.)? [1 = not at all; 7 = to a great extent].

Rationale: There is a significant positive impact of ALP effectiveness on labour market resilience. Active labour policies help to reduce obstacles to employment by helping the unemployed to re-enter the job market more easily through placement services, job subsidies, counselling and job search programs. Active labour policies also allow professional reconversion and the upskilling of unemployed people through vocational training, thus helping them to become more resilient to technological disruptions.

Source: World Economic Forum, Executive Opinion Survey.

2.2.2.2 Skills and Adaptability

Formal & Informal Education & Training

Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, both sexes (%) | 2017

Description: Participation in education and training is a measure of lifelong learning. The participation rate in education and training covers participation in formal and non-formal education and training. The reference period for the participation in education and training is previous 12 months.

Rationale: The level of participation in education and training has a positive impact on the resilience of the labour force as higher participation rate linked to a higher employability. In general, participation in formal and non-formal education and training increases chances to get employed in the short period of time, thus lowering both general unemployment and long-term unemployment incidence.

Source: UNESCO UIS

Staff training

Extent of staff training | 2019

Description: Response to the survey question “In your country, to what extent do companies invest in training and employee development?” [1 = not at all; 7 = to a great extent].

Rationale: The extent of staff training has a positive impact on the resilience of the labour market. Investing in personnel training increases the skills of workers in areas that are currently in demand in the market. Thus, workers are not only unlikely to be rendered obsolete due to the automation of their activities but will also be able to find another job more quickly if necessary. Thus, staff training makes employees more resilient to job disruption.

Source: WEF GCI 4.0 World Economic Forum, Executive Opinion Survey.

High-skilled labour

Share of high-skilled occupations| 2019

Description: High-skill occupations include jobs classified under the ISCO-88 major groups 1, 2, and 3. That is, legislators, senior officials, and managers (group 1), professionals (group 2), and technicians and associate professionals (group 3).

Rationale: Higher share of high-skill occupations has a positive impact on labour resilience. High-skilled employees are less vulnerable to labour market shocks. While low-skilled, low-paid workers are less resilient to technological disruptions since their occupations are more likely to be replaced rather than complemented by technological innovation. With low levels of education, low-skilled workers are less likely to achieve job-reconversion. The effect of automation on job destruction will thus affect unequal regions more.

Source: ILOSTAT database

Skilled labour supply

Ease of finding skilled employees| 2019

Description: Response to the survey question “In your country, to what extent can companies find people with the skills required to fill their vacancies?” [1 = not at all; 7 = to a great extent].

Rationale: A skilled labour supply that matches the needs of the job market has a positive effect on labour market resilience. The ease of finding skilled employees, which is facilitated by effective recruitment agencies, databases and platforms on which workers can offer their services and employers can post vacancies, makes workers more mobile, and job finding easier and faster. This makes workers less threatened by job disruption.

Source: WEF GCI 4.0, World Economic Forum, Executive Opinion Survey.

Tertiary attainment rate

Educational attainment (Doctoral, Bachelor, Masters), population 25+ (%) | Last available to 2018

Description: The percentage of population aged 25 and over that attained or completed Doctoral, Masters or Bachelor or equivalent.

Rationale: Significant positive impact of educational attainment on labour market resilience. A higher rate of tertiary education attainment means a higher level of potential future knowledge intensive workers. A better educated workforce with a higher level of qualifications is a factor of labour resilience. More specifically, higher education increases job resilience to technological disruptions since educated, knowledge-intensive workers are less threatened by technological innovation. They are more likely to see their job complemented rather than replaced by technology.

Workforce participants with higher degrees tend to have a greater mobility, more adaptability and more ease in job-reconversion thanks to their educational background and skills in "learning to learn".

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

Skillset of graduates

Skillset of graduates | Last available to 2018

Description: Average answer to the question: In your country, to what extent do graduating students possess the skills needed by businesses at the following levels: a, Secondary education; b, Tertiary education [1 = not at all; 7 = to a great extent].

Rationale: The skillset of graduates has a positive effect on labour market resilience. The number of skilled workers in the job market is not sufficient for labour resilience. The skills of labour supply have to match the skills required in the workplace. Skills mismatches and skills gaps lead to higher unemployment, lower productivity and longer job searches, thus reducing the resilience of the labour market.

Source: WEF Executive Opinion Survey.

2.2.2.3 Entrepreneurship Activity

New corporate registrations

New businesses registered per 1000 pop. | Last available to 2018

Description: New businesses registered divided by population *1000. New businesses registered are the number of new limited liability corporations registered in the calendar year.

Rationale: A higher level of business creation has a positive impact on labour resilience. New businesses create new jobs and increase employment thus contributing to the resilience of the labour market.

Source: World Bank Entrepreneurship Survey.

GEI attitudes & perceptions subindex

GEI attitudes & perceptions subindex| 2016

Description: The Global Entrepreneurship Index is an annual index that measures the health of the entrepreneurial ecosystems in each of 137 countries. It then ranks the performance of these against each other. This provides a picture of how each country performs in both the domestic and international context. The GEDI methodology collects data on the entrepreneurial attitudes, abilities and aspirations of the local population and then weights these against the prevailing social and economic 'infrastructure' – this includes aspects such as broadband connectivity and the transport links to external markets. Entrepreneurial attitudes reflect the people's attitudes toward entrepreneurship. It involves opportunity recognition, start-up skills, risk perception, networking, and cultural supports of entrepreneurs. Institutional embeddings expressed as the property rights and economic freedom, the quality of the education, the riskiness of the country, the connectivity potential, and the prevalence of corruption.

Rationale: A better level of entrepreneurship activity has a positive impact on labour resilience. A business environment friendly to entrepreneurship fosters a greater number of new businesses, which ultimately creates new jobs and increases employment thus contributing to the resilience.

Source: Global Entrepreneurship and Development Institute.

2.2.2.4 Access to Finance

VC deals

Venture capital deals/bn PPP$ GDP |2017

Description: Thomson Reuters data on private equity deals, per deal, with information on the location of investment, investment company, investor firms, and funds, among other details. The series corresponds to a query on venture capital deals from January 1, 2018 to December 31, 2018, with the data collected by investment location, for a total of 14,856 deals in 78 countries in 2018. The data are reported per billion PPP$ GDP.

Rationale: Venture capital availability has a positive impact on labour resilience. Venture capital investments help to open new businesses, particularly in innovative sectors of the economy, creating new jobs and increasing the resilience of the labour market.

Source: OECD, Entrepreneurship at a Glance.

Access to loans
Ease of access to loans | Last available to 2017

Description: Answer to the question "In your country, how easy is it for businesses to obtain a bank loan?" [1 = extremely difficult; 7 = extremely easy].

Rationale: Ease of access to loan financing has a positive impact on labour resilience. Access to capital allows companies to invest in R&D and expansion, which provides both technological progress and job creation. This helps counteract digital job disruption.

Source: WEF, Executive Opinion Survey.

Microfinance loan portfolio
Combined gross loan balances per microfinance institution (current US$), divided by GDP (current US$) and multiplied by 100| 2019

Description: Combined gross loan balances per microfinance institution (current US$), divided by GDP (current US$) and multiplied by 100.

Rationale: A high proportion of microfinance loan portfolio has a positive impact on labour resilience. Access to capital thought microfinance institutions allows firms to invest in business development and expansion, providing both technological progress and job creation, which counteracts job disruption.

Source: World Bank

Depth of financial system
Depth of financial system | 2019

Description: Financial depth captures the financial sector relative to the economy. It is the size of banks, other financial institutions, and financial markets in a country, taken together and compared to a measure of economic output.

Rationale: Higher scores on depth of financial system provide better opportunities and access to finance and hence increase entrepreneurial dynamism which positively impacts jobs creation and labour resilience.

Source: World Bank

2.3 Transformative Capabilities

2.3.1 Transformative Capabilities Input

2.3.1.1 Regulation of ICT

Internet & telephony competition laws
Internet & Telephony competition laws | 2016

Description: Level of competition index for Internet services, international long-distance services, and mobile telephone services on a 0-to-2 (best) scale.

Rationale: There is a significant positive impact of Internet & telephony competition laws on ICT penetration and its usage by firms and thus labour market resilience. Greater flexibility in internet and telephony regulation encourages firms to adopt more advanced business models. Moreover, it also incentivises them to innovate more and engage in the creative destructive process, ultimately creating new jobs to compensate for job destruction brought about by innovation.

Source: World Economic Forum,

Future orientation of government
Average score on four EOS questions on future orientation of government | 2019

Description: Average score of the following four EOS questions: In your country, how fast is the legal framework of your country in adapting to digital business models (e.g., e-commerce, sharing economy, fintech, etc.)? [1 = not fast at all; 7 = very fast]; In your country, to what extent does the government ensure a stable policy environment for doing business?; In your country, to what extent does the government respond effectively to change (e.g., technological changes, societal and demographic trends, security and economic challenges)?; In your country, to what extent does the government have a long-term vision in place? For the last three questions, the answer ranges from 1 [not at all] to 7 [to a great extent].

Rationale: Future oriented governments are more prepared to meet future opportunities offered by Fourth Industrial Revolution and thus will be more resilient to support and protect employment and provide best opportunities for the labour force to grow in the future.

Source: World Bank

Cybersecurity Resilience
Global Cybersecurity Index | 2018

Description: The Global Cybersecurity Index (GCI) is a trusted reference that measures the commitment of countries to cybersecurity at a global level – to raise awareness of the importance and different dimensions of the issue. As cybersecurity has a broad field of application, cutting across many industries and various sectors, each country's level of development or engagement is assessed along five pillars – (i) Legal Measures, (ii) Technical Measures, (iii) Organizational Measures, (iv) Capacity Building, and (v) Cooperation – and then aggregated into an overall score.

Rationale: With an increasing ICT penetration, governments and businesses need to adopt more increased cyber protection. Cyber security, in particular highlighted by COVID-19 crisis has become an essential part of resilient technology infrastructure.

Source: International Telecommunication Union

2.3.1.2 Support & Investment in Technology

Government procurement of advanced technology
To what extent do government purchasing decisions foster innovation? [1 = not at all; 7 = to a great extent] | 2017

Description: Measures the level of government purchasing in the country in the area of advanced technology goods and services. In your country, to what extent do government purchasing decisions foster innovation? [1 = not at all; 7 = to a great extent]

Rationale: Government procurement of advanced technology helps to capture the opportunities offered by Fourth Industrial Revolution to improve public-sector productivity and stimulate the economy. New technologies can improve government operations and thus improve citizens well-beings, which has a positive impact on the labour resilience.

Source: World Economic Forum, The Global Information Technology Report 2016

2.3.1.3 Expenditure on R&D

R&D spending
Gross R&D expenditure (% GDP) | Last available to 2017

Description: Gross domestic expenditure on research and development (R&D), expressed as a percentage of GDP. This includes both capital and current expenditures in the four main sectors: business enterprise, government, higher education and private non-profit. R&D covers basic research, applied research, and experimental development.

Rationale: There is a significant positive impact of R&D expenditure on labour market resilience. Gross R&D expenditure is a policy input, encouraging and leading to further innovation.

At the firm level, innovation – both labour-friendly product innovations and labour-saving process innovation – is believed to have positive impact on employment. Innovation ultimately allows the firm to become more competitive, gain market share and thus create more jobs. At the sector level, this positive impact might be mitigated by the reaction of competitors and the ability of others to assimilate the technology. However, on balance, innovation allows the economy of a country to gain more competitiveness and firms to increase market share compared to foreign competitors, increasing growth, job creation and labour market resilience to technological disruptions.

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

2.3.1.4 IP Legislation

IPR score

Intellectual property rights score | Last available to 2018

Description: The IPRI scores the underlining institutions of a strong property rights regime: the legal and political environment, physical property rights, and intellectual property rights. It is the world's only index entirely dedicated to the measurement of intellectual and physical property rights.

Rationale: A high level of intellectual property protection positively impacts the labour market resilience. Gross R&D expenditure, government R&D expenditure and intellectual property legislation are all policy inputs encouraging and leading to more innovation. At the firm level innovation – both labour-friendly product innovation and labour-saving process innovation – is believed to have positive impact on employment. Innovation ultimately allows the firm to become more competitive, gain market share and thus create more jobs. Policy inputs that increase innovation allow the economy of the country to gain more competitiveness and firms to increase market share compared to foreign competitors, thus increasing growth, job creation and labour market resilience to technological disruptions.

Source: Property Rights Alliance.

2.3.1.5 Innovation incentives

R&D support

Direct government funding of BERD as a % of GDP - OECD| 2017

Description: Government-funded business R&D is the component of BERD that companies attribute to direct government (central, regional or local) funding when describing the sources of funds for intramural R&D expenditures. It includes grants, some types of loans and procurement, but not R&D tax incentives or equity investments as in the case of public corporations. Business-funded R&D in the higher education and government sectors (in the form of grants, donations and contracts) is the domestic business enterprise sector's contribution to intramural R&D expenditures in those sectors.

Rationale: Direct government funding of BERD has a positive impact on the labour resilience. It helps to unleash innovation in firms. At the firm level, innovation – both labour-friendly product innovations and labour-saving process innovation – is believed to have positive impact on employment. Innovation ultimately allows the firm to become more competitive, gain market share and thus create more jobs.

Source: OECD

2.3.1.6 Investment in the future of workforce

Government education spending

Government expenditure on education (% GDP) | Last available to 2018

Description: General government expenditure on education (current, capital, and transfers) is expressed as a percentage of GDP. It includes expenditure funded by transfers from international sources to government.

Rationale: There is a significant positive impact of government education expenditure on the employment rate and thus labour market resilience. It is important to consider this variable because tertiary education attainment and quality alone are not sufficient measures. Public investments in the whole educational system matter to achieve a more educated and more resilient labour market.

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

Government and household spending per tertiary student

Initial government and household funding per tertiary student, PPP$ | Last available to 2017

Description: This is the sum of two indicators: Initial government funding per tertiary student (PPP$) and Initial household funding per tertiary student (PPP$).

Initial government funding per tertiary student (PPP$) is the total general (local, regional and central) government expenditure (current and capital) on a tertiary education minus international transfers to government for education, divided by the number of student enrolled at tertiary level of education expressed at purchasing power parity (PPP$). Initial household funding per tertiary student (PPP$) is the total payments of households (pupils, students and their families) for educational institutions (such as for tuition fees, exam and registration fees, contribution to Parent-Teacher associations or other school funds, and fees for canteen, boarding and transport), plus purchases outside of educational institutions (such as for uniforms, textbooks, teaching materials, or private classes), minus government education transfers to households (such as scholarships or other education-specific financial aid) expressed at purchasing power parity (PPP$).

Rationale: The level of government and household tertiary education expenditure has a positive impact on the resilience of the labour force as higher government and household contribution to tertiary education is linked to higher enrolment, attainment and quality of higher tertiary education, which is linked with a higher employability, because jobs requiring tertiary education are less threatened by the risk of automation and are more adaptable to a technology-rich workplace.

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

Availability of teaching staff
Pupil-teacher ratio (secondary) | 2018

Description: Ratio of students in secondary schooling to the number of teachers on a headcount basis.

Rationale: Availability of teaching staff is an important aspect of education. The higher the pupil-teacher ratio is associated with the higher level of quality and access to education for children.

Source: United Nations Educational, Scientific and Cultural Organization (UNESCO);

ICT infrastructure per school (access to comp primary)
Percentage of public schools with Internet access for student use | 2018

Description: Percentage of public schools with Internet access for student use.

Rationale: There is a significant positive impact of internet access at schools on labour market resilience. ICT infrastructure allows the pupil easier access to technology and enhance digital skills.

Source: UN SDG

2.3.2 Transformative Capabilities Input

2.3.2.1 ICT business penetration

ICT usage by firms
ICT use for business-to-business transactions, 1-7 (best) | 2016

Description: In your country, to what extent do businesses use ICTs for transactions with other businesses? [1 = not at all; 7 = to a great extent]

Rationale: ICT usage by firms has a positive impact on the labour resilience. Businesses that were able to adopt ICT into daily operations are more immune to technological shocks, in particular during COVID-19 crisis when companies were forced to work remotely.

Source: World Economic Forum

ICTs & business model creation
ICTs & business model creation | 2019

Description: Average answer to the question: In your country, to what extent do ICTs enable new business models? [1 = not at all; 7 = to a great extent]

Rationale: Enabling new business models means that ICT has a positive effect on innovation and labour productivity, which in turn has positive impact on the labour resilience.

Source: Global Innovation Index

ICTs & org. model creation
ICTs & org. model creation | 2019

Description: Average answer to the question: In your country, to what extent do ICTs enable new organizational models (e.g., virtual teams, remote working, telecommuting) within companies? [1 = not at all; 7 = to a great extent]

Rationale: This had been especially important during COVID-19 crisis, when the demand for the remote work was at its peak. Businesses which were able to develop new organisational models are more flexible and resilient to labour market disruptions.

Source: Global Innovation Index,

2.3.2.2 ICT infrastructure penetration

ICT access
ICT access index | 2017

Description: the first of 3 sub-indexes included to the ICT Development Index (IDI), which is a valuable tool for benchmarking the most important indicators for measuring the information society. The access sub-index captures ICT readiness and includes five infrastructure and access indicators: fixed-telephone subscriptions/100 inhabitants, mobile-cellular telephone subscriptions/100 inhabitants, international Internet bandwidth (bits/s) per user, percentage of households with a computer and percentage of households with Internet access.

Rationale: ICT access has a positive impact on labour market resilience, because it allows the population greater access to technology, making citizens more familiar with technological innovations, enabling their adoption and use, including professionally.

Source: United Nations International Telecommunication Union (UN ITU).

2.3.2.3 Innovation Environment

R&D journals
Scientific and technical journal articles per 1000 pop. | Last available to 2018

Description: Number of scientific and technical journal articles divided by population size*1000. Scientific and technical journal articles refer to the number of scientific and engineering articles published in the following fields: physics, biology, chemistry, mathematics, clinical medicine, biomedical research, engineering and technology, and earth and space sciences.

Rationale: There is a significant positive impact of scientific R&D publications on labour market resilience. A high number of scientific and technical journal articles reflect the knowledge intensity within a country and its potential to be an innovation leader. This increases both the dynamism of the economy and labour resilience.

Source: World Bank, National Science Foundation, Science and Engineering Indicators.

Researchers in R&D
Researchers in R&D per 1 million pop.| Last available to 2018

Description: The number of researchers engaged in research & development (R&D), expressed per million of population. Researchers are professionals who conduct research and improve or develop concepts, theories, models, techniques, instrumentation and software of operational methods. R&D covers basic research, applied research, and experimental development.

Rationale: The number of R&D research personnel in a country has a positive effect on labour resilience. Firstly, a high number of researchers in R&D reflects a source of employment for a significant number of people in the economy, which illustrates one of the ways R&D can allow an economy to create new jobs. Secondly, a high number of researchers in R&D allow the country to reach a higher level of innovation, which creates further employment opportunities in new areas, increasing labour force resilience.

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

Technicians in R&D

Technicians in R&D per 1 million. pop.| Last available to 2018

Description: The number of technicians participating in research & development (R&D), expressed per million of population. Technicians and equivalent staff are people who perform scientific and technical tasks involving the application of concepts and operational methods, normally under the supervision of researchers. R&D covers basic research, applied research, and experimental development.

Rationale: The number of technical R&D staff in a country has a positive effect on labour resilience. Firstly, a high number of technicians in R&D reflects a source of employment for a significant number of people in the economy, which illustrates one of the ways R&D can allow an economy to create new jobs.

Moreover, a high number of technicians in R&D allow the country to reach a higher level of innovation, which further creates employment opportunities

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

Quality of research institutions

Quality of research institutions | 2017

Description: In your country, how do you assess the quality of scientific research institutions? [1 = extremely poor—among the worst in the world; 7 = extremely good—among the best in the world]

Rationale: High quality research institutions drive innovation in an economy as well as outputs reflecting the level of innovation. Innovation increases levels of competitiveness and productivity, driving the resilience of an economy and its labour market. Although innovation can also lead to job destruction, this is usually compensated for by labour-friendly product innovations and the economic growth induced by the productivity and competitiveness gains in innovative economies.

Source: World Bank

Industry-university collaboration

Industry-university collaboration | 2018

Description: In your country, to what extent do business and universities collaborate on research and development (R&D)? [1 = do not collaborate at all; 7 = collaborate extensively]

Rationale: Industry-university collaboration could enhance innovation through knowledge and technology exchange. Businesses can participate in university research and get an access to innovative developments, while universities benefit from funding of innovative projects.

Source: World Bank

2.3.2.4 Innovation Trade

Creative goods exports

Shares of creative goods exports (% of total good exports) | Last available to 2015

Description: Creative goods exports as percentage of total goods exports.

Rationale: There is a significant positive impact of creative goods exports on labour market resilience. Creative goods reflect higher levels of product innovation (as explained previously labour-friendly both at the firm, sector and overall economy level), leading to the creation of new jobs. They are also dependent on creativity, a human attribute difficult to automate, making jobs involved in creative products more resilient.

Source: UNCTAD database.

2.3.2.5 Technology and Digital Economy

High-technology trade

High-technology net exports| 2019

Description: High-technology exports are products with high R&D intensity, such as in aerospace, computers, pharmaceuticals, scientific instruments, and electrical machinery.

Rationale: There is a significant positive impact of high-technology trade on labour market resilience. The indicator reflects the degree of technology development in the economy. A technologically rich business environment reflects a potential position as a leader in new technologies increasing, the global competitiveness of the country and thus employment growth. Moreover, it is also correlated with a high share of ICT-intensive sectors which are more likely to create new jobs in the future economy.

Source: World Bank.

ICT goods export

ICT goods export (% of corresponding total goods) | Last available to 2017

Description: Information and communication technology goods include computers and peripheral equipment, communication equipment, consumer electronic equipment, electronic components, and other information and technology goods (miscellaneous).

Rationale: Information and Communication Technology goods have a positive impact on labour resilience. The indicator reflects the degree of usage of technology in the economy. A technologically rich business environment reflects a potential position as a leader in new technologies increasing, the global competitiveness of the country and thus employment growth. Moreover, it is also correlated with a high share of ICT-intensive sectors which are more likely to create new jobs in the future economy.

Source: United Nations Conference on Trade and Developments UNCTADstat database, International Monetary Fund, Balance of Payments Statistics Yearbook and data files.

ICT services export

ICT services export (% of corresponding total services export) | Last available to 2017

Description: Communications, computer, information, and other services cover international telecommunications; computer data; news-related service transactions between residents and non-residents; construction services; royalties and license fees; miscellaneous business, professional, and technical services; personal, cultural, and recreational services; manufacturing services on physical inputs owned by others; and maintenance and repair services and government services not included elsewhere.

Rationale: Information and Communication Technology services have a positive impact on labour resilience. The indicator reflects the degree of usage of technology in the economy. A technologically rich business environment reflects a potential position as a leader in new technologies increasing, the global competitiveness of the country and thus employment growth. Moreover, it is also correlated with a high share of ICT-intensive sectors which are more likely to create new jobs in the future economy.

Source: United Nations Conference on Trade and Developments UNCTADstat database, International Monetary Fund, Balance of Payments Statistics Yearbook and data files.

Medium & high-tech mfg in MVA

Medium & high-tech mfg in MVA | 2017

Description: The proportion of medium and high-tech industry value added in total value added of manufacturing

Rationale: There is positive impact of medium and high-tech industry on labour resilience. Non-routine cognitive jobs in medium and high-tech manufacturing are more resilient to technological disruptions since technological innovations in these jobs tend to be complementary and not substitutional and these workers will be able to adapt to incorporate these innovations and use them to increase their productivity.

Source: World Bank,

High-tech exports

High-tech exports (% of mfg exports) | 2018

Description: High-technology exports are products with high R&D intensity, such as in aerospace, computers, pharmaceuticals, scientific instruments, and electrical machinery.

Rationale: There is positive impact of high-tech industry on labour resilience. Non-routine cognitive jobs in medium and high-tech manufacturing are more resilient to technological disruptions since technological innovations in these jobs tend to be complementary and not substitutional and these workers will be able to adapt to incorporate these innovations and use them to increase their productivity.

Source: United Nations, Comtrade database through the WITS platform.

Robot adoption rate

Number of installed industrial robots per 10,000 employees in the manufacturing industry. | 2016

Description: Number of installed industrial robots per 10,000 employees in the manufacturing industry.

Rationale: Greater labour market resilience and lower unemployment levels are associated with higher robot adoption rates. Robots can be effectively used to augment human productivity by focusing on more repetitive tasks and addressing labour shortages rather than simply replacing humans in the workforce.

Source: International Federation of Robotics

2.3.2.6 Green transition

Environmental trade

Environmental goods exports & imports | sum of averages for exports and imports of environmental goods 2013-2013

Description: It is calculated by summing average of yearly export value 2008-2013 (US$ billion) and average of yearly import value 2008-2013 (US$ billion).

Rationale: Due to environmental challenges, labour markets need to focus more on the creation of green jobs. Increasing the demand for digital and green skills in parallel to supply side policies will improve labour market resilience as these roles are less likely to be negatively impacted by future labour market disruptions.

Source: ICT Trade Map

Green innovation

Green patents applications per capita | 2016

Description: Development of environment-related technologies, inventions per capita The number of environment-related inventions is expressed per million residents (higher-value inventions/million persons). Indicators of technology development are constructed by measuring inventive activity using patent data across a wide range of environment-related technological domains (ENVTECH), including environmental management, water-related adaptation, and climate change mitigation technologies. The counts used here include only higher-value inventions (with patent family105 size ≥ 2). Data are obtained from the Patents: Technology development dataset of the OECD Environment Database.106 Detailed information on the methodology used to compute the patent counts is in the associated metadata.

Rationale: The impact of environmental issues on jobs and labour markets is not a distant future. Climate change is already impacting labour productivity. Therefore, green patents is an essential factor of green transition and thus positively impacts labour resilience and its transition toward more sustainable path.

Source: The OECD Green Growth Indicators

Renewable energy

Renewable energy share in the total final energy consumption (%), UN SDG| 2017

Description: It represents a share of renewable energy in the total final energy consumption.

Rationale: The impact of environmental issues on jobs and labour markets is not a distant future. Climate change is already impacting labour productivity. Therefore, renewable energy adoption is an essential factor of green transition and thus positively impacts labour resilience and its transition toward more sustainable path.

Source: UN SDG

CO_2 intensity of GDP

CO_2 emissions (kg per 2017 PPP $ of GDP) | 2017

Description: Carbon dioxide emissions are those stemming from the burning of fossil fuels and the manufacture of cement. They include carbon dioxide produced during consumption of solid, liquid, and gas fuels and gas flaring.

Rationale: The lower reliance of the economy on traditional energy forms represents higher energy efficiency and greater shift toward sustainable energy. It is also highly correlated with innovation, where new technologies are implemented to reduce energy intensity of the economy.

Source: World Bank

Energy intensity

Energy intensity measured in terms of primary energy and GDP: Megajoules per USD constant 2011 PPP GDP| 2017

Description: Energy intensity level of primary energy is the ratio between energy supply and gross domestic product measured at purchasing power parity. Energy intensity is an indication of how much energy is used to produce one unit of economic output. Lower ratio indicates that less energy is used to produce one unit of output.

Rationale: The lower energy intensity represents higher energy efficiency and greater shift toward sustainable energy. It is also highly correlated with innovation, where new technologies are implemented to reduce energy intensity of the economy.

Source: World Bank, Sustainable Energy for All (SE4ALL) database from the SE4ALL Global Tracking Framework led jointly by the World Bank, International Energy Agency, and the Energy Sector Management Assistance Program.

Material consumption

Domestic material consumption per unit of GDP, by type of raw material (kilograms per constant 2010 United States dollars) | 2016

Description: Domestic material consumption (DMC) per unit of gross domestic product (GDP), measured in kilograms per constant 2010 US$, is a production-side measure of the use of materials within an economy. A country's DMC may therefore be lower if it outsources a lot of production.

Rationale: The lower domestic material consumption represents higher efficiency of material use and greater shift toward sustainable energy. It is also highly correlated with innovation, where new technologies are implemented to reduce material consumption.

Source: UN SDG

2.3.2.7 Innovation Products

Trademark applications

Trademark applications per 1000 pop., sum of resident and non-residents | Last available to 2018

Description: Number of trademark applications divided by population size*1000. Trademark applications filed are applications to register a trademark with a national or regional Intellectual Property (IP) office. A trademark is a distinctive sign which identifies certain goods or services as those produced or provided by a specific person or enterprise. A trademark provides protection to the owner of the mark by ensuring the exclusive right to use it to identify goods or services, or to authorize another to use it in return for payment. The period of protection varies, but a trademark can be renewed indefinitely beyond the time limit on payment of additional fees.

Rationale: There is a significant positive impact of trademarks applications on labour market resilience. Trademark applications reflect higher product innovation which (as explained previously) is labour-friendly both at the firm, sector and overall economy level, leading to the creation of new jobs.

Source: World Intellectual Property Organization (WIPO).

International co-inventions

Number of patent families per million population with co-inventors located abroad | 2019

Description: Number of patent families per million population with co-inventors located abroad filed in at least two of the major 5 (IP5) offices in the World: the European Patent Office (EPO), the Japan Patent Office (JPO), the Korean Intellectual Property Office (KIPO), the State Intellectual Property Office of the People's Republic of China (SIPO), and the United States Patent and Trademark Office (USPTO). Data are extracted from the PATSTAT database by earliest filing date and inventor country, using fractional counts. Population figures are from the World Bank.

Rationale: A higher number of international co-inventions has a positive impact on labour resilience. International co-inventions help to widen technological collaboration network and lead to higher effectiveness of innovation development.

Source: Data Set: World Economic Forum Global Competitiveness Index

Patent applications

Patent applications per 1000 pop., sum of resident and non-residents | Last available to 2018

Description: Number of patent applications of residents and non-residents divided by population size*1000. Patent applications are worldwide patent applications filed through the Patent Cooperation Treaty procedure or with a national patent office for exclusive rights to an invention: a product or process that provides a new way of doing something or offers a new technical solution to a problem. A patent provides protection for the invention to the owner of the patent for a limited period, generally 20 years.

Rationale: There is a significant positive impact of patent applications on labour market resilience. This reflects higher levels of product innovation which (as explained previously) is labour-friendly both at the firm, sector and overall economy level, leading to the creation of new jobs.

Source: World Intellectual Property Organization (WIPO).

2.3.2.8 Education and Skills of the Future

Quality of vocational education

Quality of vocational training| 2019

Description: Response to the survey question "In your country, how do you assess the quality of vocational training?" [1 = extremely poor; among the worst in the world; 7 = excellent; among the best in the world].

Rationale: Significant positive impact of quality of vocational training on labour market resilience. High quality of vocational training allows for the training of specialized workers according to the evolving needs of the labour market. When well implemented, these programs help to avoid skill gaps between employees' competencies and employers' needs, thus increasing the resilience of the labour market through increased productivity, sustainability and suitability in the labour force. It is also an efficient pathway to help the unemployed to re-orient themselves and find new jobs thus increasing labour mobility and professional reconversion opportunities.

Source: World Economic Forum GCI 4.0

PISA score

PISA average scales in reading, mathematics, and science | Last available to 2018

Description: Average scores of 15-year-old students on the PISA (Program for International Students Assessment) science, mathematics and reading literacy scale.

Rationale: PISA score has a positive effect on labour market resilience. PISA scores reflect the quality of the pre-tertiary educational system. Studies confirm that focusing on tertiary education is not sufficient to measure educational outcomes. The quality of education and thus of workers' skills is linked to high quality secondary education as a first step to high employability and resilience in the workforce.

Source: NCES, National Centre for Education Statistics.

Quality of educational system

Quality of educational system| 2017

Description: It is a survey that answers to the question: In your country, how well does the education system meet the needs of a competitive economy? [1 = not well at all; 7 = extremely well]

Rationale: Quality of educational system has a positive effect on labour market resilience. The quality of educational system directly impacts the level of labour skills and the skills of labour supply have to match the skills required in the workplace. Skills mismatches and skills gaps lead to higher unemployment, lower productivity and longer job searches, thus reducing the resilience of the labour market.

Source: Source: World Economic Forum, Executive Opinion Survey, 2014 and 2015 editions

Critical thinking
Critical thinking in teaching| 2019

Description: Response to the survey question "In your country, how do you assess the style of teaching?" [1 = frontal, teacher based, and focused on memorizing; 7 = encourages creative and critical individual thinking].

Rationale: The level of critical thinking has a positive impact on the resilience of the labour force. Teaching which includes the development of critical thinking in students contributes to a person's ability to correctly assess various situations and efficiently adapt to a changing environment, including the situation in the labour market. People with developed critical thinking better understand what skills are currently needed in the labour market and can accordingly work on developing the necessary skills, making them more resilient to job disruptions. Critical thinking is also one of the human attributes, which is most difficult to automate, increasing the potential resilience of those who have this skill.

Source: WEF GCI 4.0, World Economic Forum, Executive Opinion Survey.

Digital skills
Digital skills among active population| 2019

Description: Response to the survey question "In your country, to what extent does the active population possess sufficient digital skills (e.g. computer skills, basic coding, digital reading)?" [1 =not all; 7 = to a great extent].

Rationale: There is a significant positive impact of digital skills on labour market resilience. People with a high level of digital skills are less threatened by technological innovation. They are more likely to be complemented rather than replaced by technology. They have a greater adaptability to a technology-rich environment.

Source: World Economic Forum, Executive Opinion Survey.

STEM graduates
Percentage of graduates from Science, Technology, Engineering and Mathematics programs in tertiary education (%) | Last available to 2018

Description: Percentage of persons who, during the reference academic year, have successfully completed a Science, Technology, Engineering or Mathematics tertiary education program, both sexes (%).

Rationale: The percentage of STEM graduates has a positive effect on labour market resilience. People who have graduated from these programs are in the most demand in the labour market. These people are at less risk from the effects of digital disruption.

Source: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.

2.4 Institutional Capabilities - cross-cutting driver

Governance
World Governance Index| 2018

Description: Governance consists of the traditions and institutions by which authority in a country is exercised. This includes the process by which governments are selected, monitored and replaced; the capacity of the government to effectively formulate and implement sound policies; and the respect of citizens and the state for the institutions that govern economic and social interactions among them. The Worldwide Governance Indicators (WGI) report on six broad dimensions of governance for over 215 countries and territories over the period 1996-2018: (I) Voice and Accountability; (II) Political Stability and Absence of Violence; (III) Government Effectiveness; (IV) Regulatory Quality; (V) Rule of Law; and (VI) Control of Corruption. The WGI are composite governance indicators based on over 30 underlying data sources. These data sources are rescaled and combined to create the six aggregate indicators using a statistical methodology known as an unobserved components model. A key feature of the methodology is that it generates margins of error for each governance estimate. These margins of error need to be taken into account when making comparisons across countries and over time.

Rationale: Higher score on World Governance Index has a positive impact on the labour resilience. Labour resilience policies both at the regional and city level, including reconfiguring the social contract in a more sustainable manner could be built only by effective governments with a capacity to effectively formulate and implement sound policies and respect of citizens and the state for the institutions that govern economic and social interactions among them.

Source: Worldwide Governance Indicators (www.govindicators.org), The World Bank

Statistical Capacity Index
Statistical capacity score | 2019

Description: Statistical Capacity is a nation's ability to collect, analyse, and disseminate high-quality data about its population and economy. Quality statistics are essential for all stages of evidence-based decision-making. The 2019 scores provide individual country and aggregate country group scores for the overall Statistical Capacity Indicator (SCI) average, three categories (Methodology, Source Data, and Periodicity), and 25 individual indicators.

Rationale: Quality of the statistics has a positive effect on labour resilience. It is essential for all stages of evidence-based decision-making Countries which have improved the quality and availability of statistics relevant to labour market resilience are aware of the need to refine how they measure the drivers of labour market resilience and labour market outcomes.

Source: Data on Statistical Capacity, The World Bank

Social capital
Social capita pillar score | 2019

Description: Social capital is one of the pillars of the Legatum Prosperity Index 2019. The Legatum Prosperity Index™ is a framework that assesses countries on the promotion of their residents' wellbeing, reflecting both economic and social aspects of it. The index goes beyond traditional macroeconomic measurements of a nation's prosperity, which rely solely on indicators of wealth such as average income per person (GDP per capita). The Social Capital pillar measures the strength of personal and social relationships, social norms, and civic participation in a country.

Rationale: Social capital has a positive effect on the labour market resilience. Higher social capital reflects high institutional trust which directly impact the prosperity of the nation. In particular, it is evident from the Covid-19 crisis that institutional trust and strong social networks play an important role to sustain and recover from the crisis and ensure future growth.

Source: Legatum Institute

GLRI statistical fullness

Statistical fullness | 2020

Description: Share of the number of country indicators for the GLRI available out of the total number of indicators.

Rationale: The completeness of available data on the country directly affects the quality of the country's GLRI ranking. It is also indicative of the extent of evidence-based policy making. The statistics indicator is added to the index as a weighting factor: the more information, which is available about the country, the more reliable the value of the country's GLRI rank and the higher the country in the ranking.

Source: Whiteshield Partners calculation.

DOWNLOAD THE FULL REPORT AT:
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