GUATEMALA GENDER SCORECARD

2023

OVERVIEW OF KEY GENDER GAPS

Only **1 in 3** STEM graduates in Guatemala is a woman.

Women are **15 percentage points more likely** than men to have vulnerable jobs.

Women are **4 percentage points less likely** than men to have access to a financial account.

Young women are **36 percentage points more likely** than young men to be out of employment, not in education, or in training.

Only **32%** of firms have female participation in ownership.

Women carry out **almost 8 times** more unpaid domestic and care work than men.

WORLD BANK GROUP

GENDER EQUALITY IN GUATEMALA COMPARED TO ITS REGIONAL, STRUCTURAL AND ASPIRATIONAL PEERS
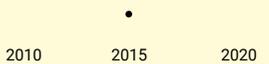
The indicators below align with the priority areas identified by the LAC Region Gender Action Plan (RGAP) FY21-FY25. The table shows comparable data for the most recent year (2015 to 2021)[1] and trends for the available years starting from 2010.
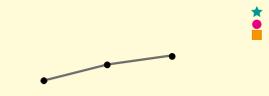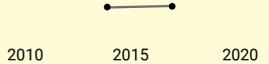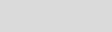
— Guatemala
■ Regional: LAC average using the latest country data point between 2015-2021.
● Structural: country's income-level group average using the latest data point between 2015-2021.
★ Aspirational: average of the top-5 countries on the Global Gender Gap Index 2022 (Iceland, Finland, Norway, New Zealand, and Sweden) using the latest country data point between 2015-2021.

Topic	Indicator	Country	Regional	Structural (UMC)	Country trend vs. regional, structural, and aspirational peers	Country performance[2]
Women in STEM	Female share of graduates from Science, Technology, Engineering and Mathematics (STEM) programs, tertiary (%)	**34.7** [2015]	NA	NA		
School-to-work transition	Share of youth not in education, employment or training, female (% of female youth population ages 15-24)	**45.8** [2019]	27.1	NA		
	Share of youth not in education, employment or training, male (% of male youth population ages 15-24)	**9.5** [2019]	15.5	NA		

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1. The Guatemala Gender Landscape Brief shows additional indicators in endowments, economic opportunity, and voice and agency; Women, Business, and the Law indicators; and other key measures.
2. The scorecard shows the latest country data and compares country performance with its regional and structural peers in the same or similar year. The country's performance is scored relative to the comparison groups using a Traffic Light System: green if the country performs better than the two comparison groups; yellow if the country fares better than one comparison groups; red if both peers perform better than the country. No traffic light means that no comparisons can be made due to incomplete data.

Topic	Indicator	Country	Regional	Structural (UMC)	Country trend vs. regional, structural, and aspirational peers	Country performance[2]
School dropout	Lower secondary completion rate, female (% of relevant age group)	**54.2** [2021]	82.9	91.8	2010 2015 2020	🔴 ⚫ ⚫
	Lower secondary completion rate, male (% of relevant age group)	**54.9** [2021]	77.9	90.4	2010 2015 2020	🔴 ⚫ ⚫
Teenage pregnancy	Adolescent fertility rate (births per 1,000 women ages 15-19)	**67.4** [2020]	60.3	29.3	2010 2015 2020	🔴 ⚫ ⚫
Violence against women and girls	Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of ever-partnered women ages 15-49)	**8.9** [2015]	NA	NA	2010 2015 2020	
More and better jobs	Vulnerable (contributing family and own-account) employment, female (% of female employment) (modeled ILO estimate)	**46.6** [2019]	33.7	38.5	2010 2015 2020	🔴 ⚫ ⚫
	Vulnerable (contributing family and own-account) employment, male (% of male employment) (modeled ILO estimate)	**31.4** [2019]	33.4	35.6	2010 2015 2020	⚫ ⚫ 🟢

	Guatemala	■ Regional	● Structural	★ Aspirational

Topic	Indicator	Country	Regional	Structural (UMC)	Country trend vs. regional, structural, and aspirational peers	Country performance[2]
Women entrepreneurs	Firms with female participation in ownership (% of firms)	**31.5** [2017]	49.9	35.6	2010 2015 2020	🔴⚫⚫
Ownership and control of productive assets	Account ownership at a financial institution or with a mobile-money-service provider, female (% of population ages 15+)	**42.1** [2017]	70.1	82.3	2010 2015 2020	🔴⚫⚫
	Account ownership at a financial institution or with a mobile-money-service provider, male (% of population ages 15+)	**46.4** [2017]	77.0	86.3	2010 2015 2020	🔴⚫⚫
Time spent on unpaid household work	Proportion of time spent on unpaid domestic and care work, female (% of 24 hour day)	**19.5** [2017]	NA	NA	2010 2015 2020	
	Proportion of time spent on unpaid domestic and care work, male (% of 24 hour day)	**2.6** [2017]	NA	NA	2010 2015 2020	
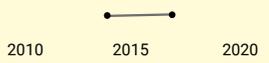
Data points refer to latest data point available.

Sources: World Bank World Development Indicators (WDI) and World Bank Gender Statistics.

LAC average: includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group.

For FY23, income groups are defined according to 2022 gross national income (GNI) per capita (in USD), calculated using the World Bank Atlas method:

   HIC: high-income group aggregate; economies with a GNI per capita higher than $13,205.

   UMC: upper middle-income group aggregate; economies with a GNI per capita between $4,256 and $13,205.

   LMC: lower middle-income group aggregate; economies with a GNI per capita between $1,086 and $4,255;

   LIC: low-income group aggregate; economies with a GNI per capita of $1,085 or less.

   NA refers to cases when the number is not available for the country or peer groups, which impacts the assessment of country performance.

TURNING RESEARCH AND EVIDENCE INTO ACTION

Below are **10 persistent gender gaps³** in LAC and corresponding **evidence-based interventions that can help** close them.

Women in STEM Fields

Women are **underrepresented** in STEM graduate programs and careers

▽ Evidence-based solutions ▽

- Address gender biases in teaching and build a 'science identity' for girls.
- Expose young girls to female mentors and role models in STEM.
- Fund female students and researchers through scholarships, postdocs, and internships to retain women in STEM careers.

Find more solutions and examples of WB-supported operations here.

School-to-Work Transition

Young women are **more likely** than young men to be out of employment, not in education or training

▽ Evidence-based solutions ▽

- Promote women's participation in non-traditional skills training programs by subsidizing attendance costs.
- Supplement in-classroom training with on-the-job internships.
- Strengthen labor intermediation with local and private entities for better training and targeting of vulnerable women.

Find more solutions and examples of WB-supported operations here.

Boys' School Dropout

Fewer boys complete lower secondary school than girls

▽ Evidence-based solutions ▽

- Inform boys on wage returns to secondary education to raise interest to stay in school.
- Offer financial incentives like CCT or vouchers conditional to school attendance and academic progress.
- Train teachers on how to identify at-risk students and offer remedial learning to those falling behind.

Find more solutions and examples of WB-supported operations here.

Teenage Pregnancy

Girls from lower socio-economic status face **higher risk** of teenage pregnancy

▽ Evidence-based solutions ▽

- Offer peer-to-peer sexual and reproductive health education.
- Include goal-setting and critical thinking activities in life skills trainings.
- Avoid teen mothers' school dropout through CCT programs.

Find more solutions and examples of WB-supported operations here.

3   There are more gender gaps in LAC beyond the ones presented here. However, this scorecard focuses on the priority areas identified by the Regional Gender Action Plan FY21-FY25.

Violence Against Women and Girls

On average, **1 in 3** women are subjected to violence

Evidence-based solutions

- Supplement economic empowerment programs with activities like community activism and school-based interventions to prevent dating violence.
- Create and ensure safe spaces in schools and public transport.
- Develop intersectoral response as well as phone and internet helplines to improve the prevention and detection of gender-based violence.

Find more solutions and examples of WB-supported operations here.

More and Better Jobs

In most LAC countries, the average woman has a **vulnerable job**

Evidence-based solutions

- Offer certification in non-traditional sectors, combined with on-the-job training.
- Guarantee parental leave and equal pay for equal work between men and women.
- Adopt workplace strategies that promote the recruitment of women such as quotas in short lists and gender-inclusive language in job postings.

Find more solutions and examples of WB-supported operations here.

Women Entrepreneurs

Women tend to segregate in **less profitable sectors**

Evidence-based solutions

- Combine business training with increased women's access to grants and lending assistance.
- Match female entrepreneurs to male role models and mentors.
- Expand women's credit access using alternative forms of collateral.

Find more solutions and examples of WB-supported operations here.

Ownership and Control of Productive Assets

Women are **less likely** to own and control assets than men

Evidence-based solutions

- Formalize joint titling and registration of property rights for female heads of households.
- Simplify procedures for women's access to housing.[4]
- Train land administration staff on gender-equitable governance.

Find more solutions and examples of WB-supported operations here.

Time spent on unpaid household work

Women spend **significantly more time** on unpaid domestic and care work than men

Evidence-based solutions

- Expand the supply of good-quality childcare services that meet families' needs (location, times, ages served).
- Subsidize childcare services to increase mothers' labor participation and earnings.
- Complement paternity or parental leave policies with parenting guidance for fathers offered via virtual workshops and SMS messages.

Find more solutions and examples of WB-supported operations here.

Gender data gaps

Gender data are limited: often incomplete, methodologically inaccurate, or completely lacking.

Evidence-based solutions

- Mainstream the adoption of international best practices in the production of gender data.
- Leverage existing engagements with National Statistical Offices regionally.

COUNTRY RESOURCES

Legislative and regulatory framework

- Guatemala 2-pager of laws and regulations affecting women's economic opportunities (2022)

Gender strategic framework

- Guatemala Country Partnership Framework FY17-20 (2016)
- Regional Gender Assessment –Towards Equal? Women in Central America (2018)

Country-specific data and analysis

- Guatemala Systematic Country Job Diagnostic Update (2022)
- Statistical Compendium with a Gender Approach – National Institute of Statistics (2021)
- Guatemala Country Profile – Gender Equality Observatory, ECLAC
- Guatemala Fact Sheet – UN WOMEN