

EL SALVADOR COUNTRY GENDER SCORECARD

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WORLD BANK GROUP
Poverty & Equity

The Regional Gender Coordination and the LAC Gender Innovation Lab (both in LAC Poverty and Equity) prepared this scorecard. For more information, please contact Eliana Rubiano-Matulevich (erubiano@worldbank.org) and Diana Galeano (dgaleano@worldbank.org).

EL SALVADOR



- Despite meaningful progress, significant gender gaps persist.** According to the 2021 Gender Gap Index, El Salvador has closed 73.8% of its gender gap and it is ranked 43rd worldwide.¹ Within LAC, it ranks 10th. These results are mainly driven by improvements in terms of women's health and survival, as the country has closed 98% of the remaining gender gaps in both dimensions. The country also performs well on women's political empowerment, taking the 35th rank worldwide. Still, only 34.7% of the gender gap in politics could be closed by 2021. The country performs worse when looking at the education sector as it ranks 77th worldwide and scores are even lower in terms of women's economic participation and empowerment, ranking 106th at the global level.
 - When looking at human endowments, El Salvador performs relatively well in terms of women's health outcomes, but gender gaps remain in education.** The maternal mortality ratio is lower than in most low and middle-income countries (46.0 maternal deaths per 100,000 births in 2017), and nearly all births are attended by skilled health staff (99.9% in 2019). While gender gaps in secondary and tertiary education are narrow, the country lags in its overall education coverage compared to the LAC region. Net enrollment rates in secondary education are low, with 62.6% of girls enrolled in 2018. While this is slightly higher than the net enrollment rates for boys, and an improvement compared to 20 years ago, it is still significantly lower than the regional average (79.1%). The ratio of female students enrolled in tertiary is even lower, 31.1% in 2018, and nearly 30 percentage points below the LAC regional average. The country also lags behind the region in terms of completion
- rates among young women in lower secondary education. However, this is not the case among male students. A large share of young women is not in employment, education, or training (NEET). The youth NEET rate among women was 39.8% in 2019, significantly higher than the rate among men (14.9%) and above the LAC region average (27.4%).
- In terms of economic opportunities, gender gaps in labor market outcomes are sizable, with barely any improvements over time; women's financial inclusion is also low.** Gender gaps in labor force participation are significant: 45.4% among women, compared to 75.7% among men. While women's activity rates are higher than the average for low and middle-income countries, they lag behind the LAC region. Additionally, vulnerable employment is widespread for women, compared to men (43.5% vs. 28.2%). Such indicator has barely improved since 2000 when nearly half of women were in vulnerable employment. Additionally, financial inclusion is low, with only one-fourth of the female population above 15 years old holding an account in 2017. This is 13.2 percentage points lower than the share of men with an account.
 - When looking at voice and agency, adolescent fertility rates are high, but the country performs well on political empowerment and women's leadership.** Despite improvements over the past decades, the adolescent fertility rate remains relatively high compared with the regional average and the average for low and middle-income countries: 67.8 births per 1,000 girls between 15 and 19 years old in 2019. In 2020, women held one-third of seats in the national parliament, an improvement from 2000 when women held only 1 out of 10 seats. Also, in 2016, 28% of firms had at least one woman as top manager, which is 8 percentage points higher than the regional average and above the average for low- and middle-income countries.
 - The institutional framework of the country promotes gender equality.** The country ranks 45th globally with a score of 88.8 on the WBL Index by the World Bank in 2021, while twenty years ago, the country had a score of 78.1. While El Salvador fares well in the dimensions of mobility, workplace, entrepreneurship, and assets, it lags in in terms of pay, marriage, parenthood, and pensions. The law does not mandate equal pay for men and women, women do not have the same rights to remarry as men, there is no paid parental leave, and men and women cannot retire at the same age.
 - The COVID-19 crisis is expected to amplify pre-existing gender gaps, particularly in terms of economic opportunities, as women are concentrated in sectors that experienced more job loss and face additional care responsibilities due to school closures and the overflow of the health system.** Official survey estimates show that the unemployment rate in 2020 increased more among women than among men (1.2 vs. 0.1 percentage points). Estimates from the High-frequency COVID-19 surveys also show that women are transitioning back to employment at a lower rate than men.

1. World Economic Forum, "Global Gender Gap Report 2021" (2021). Available at: <https://www.weforum.org/reports/ab6795a1-960c-42b2-b3d5-587eccda6023/in-full>

Country Performance²



Human Endowments	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	LMC	YEAR
School enrollment, secondary, female (% net)	47.4	2000	62.6 ●	2018	79.1	2018	59.7	2018
School enrollment, secondary, male (% net)	48.5	2000	61.1 ●	2018	76.0	2018	60.1	2018
Lower secondary completion rate, female (% of relevant age group)	63.2	2001	77.0 ●	2018	82.0	2019	75.0	2019
Lower secondary completion rate, male (% of relevant age group)	63.5	2001	77.8 ●	2018	77.3	2019	72.6	2019
School enrollment, tertiary, female (% gross)	22.5	2000	31.1 ●	2018	59.7	2019	25.0	2019
School enrollment, tertiary, male (% gross)	20.2	2000	27.5 ●	2018	45.9	2019	23.4	2019
Female share of graduates from STEM programmes (%)	32.9	2002	23.1	2018	n.a.	n.a.	n.a.	n.a.
Share of youth not in education, employment or training, females (% of female youth population) ³	n.a.	n.a.	39.8 ●	2019	27.4	2019	42.5	2018
Share of youth not in education, employment or training, males (% of male youth population)	n.a.	n.a.	14.9 ●	2019	14.6	2019	13.8	2018
Maternal mortality ratio (modeled est. per 100,000 births)	73.0	2000	46.0 ●	2017	74.0	2017	253.0	2017
Births attended by skilled health staff (% of total)	92.4	2003	99.9 ●	2018	93.8	2018	75.2	2018
Prevalence of HIV, female (% ages 15-24)	0.1	2000	0.1	2019	n.a.	n.a.	n.a.	n.a.
Prevalence of HIV, male (% ages 15-24)	0.1	2000	0.1	2019	n.a.	n.a.	n.a.	n.a.
Contraceptive prevalence, any methods (% of women ages 15-49)	67.3	2003	n.a.	n.a.	n.a.	n.a.	50.2	2017
Economic Opportunity	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	LMC	YEAR
Labor force participation, female (% of female population 15+) ◇	45.4	2000	45.4 ●	2019	52.5	2019	35.0	2019
Labor force participation, male (% of male population 15+) ◇	79.8	2000	75.7 ●	2019	76.7	2019	76.0	2019
Account at a financial institution, female (% age 15+)	n.a.	n.a.	24.4 ●	2017	52.0	2017	53.0	2017
Account at a financial institution, male (% age 15+)	n.a.	n.a.	37.6 ●	2017	58.6	2017	62.7	2017
Vulnerable employment, female (% of female employment) ◇	45.6	2000	43.5 ●	2019	33.8	2019	65.3	2019
Vulnerable employment, male (% of male employment) ◇	31.7	2000	28.2 ●	2019	33.4	2019	58.9	2019
Voice and Agency	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	LMC	YEAR
Women who were first married by age 18 (% of women ages 20-24)	27.4	2003	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Adolescent fertility rate (births per 1,000 women, ages 15-19)	91.3	2000	67.8 ●	2019	61.2	2019	42.1	2019
Proportion of seats held by women in national parliaments (%)	9.5	2000	33.3 ●	2020	32.8	2020	21.8	2020
Firms with female top manager (% of firms)	n.a.	n.a.	28.0 ●	2016	20.1	2020	20.0	2020
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of women 15-49)	n.a.	n.a.	6.7	2014	n.a.	n.a.	n.a.	n.a.

Sources: World Bank World Development Indicators, World Bank Gender Statistics, and World Health Organization. Country Baseline provides a reference point for the indicator. Circa 2000

LAC = Includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group

LMC = In FY21, lower-middle-income countries are those with a GNI per capita between \$1,306 and \$4,045 (calculated using the World Bank Atlas method)

◇ Modeled ILO estimate

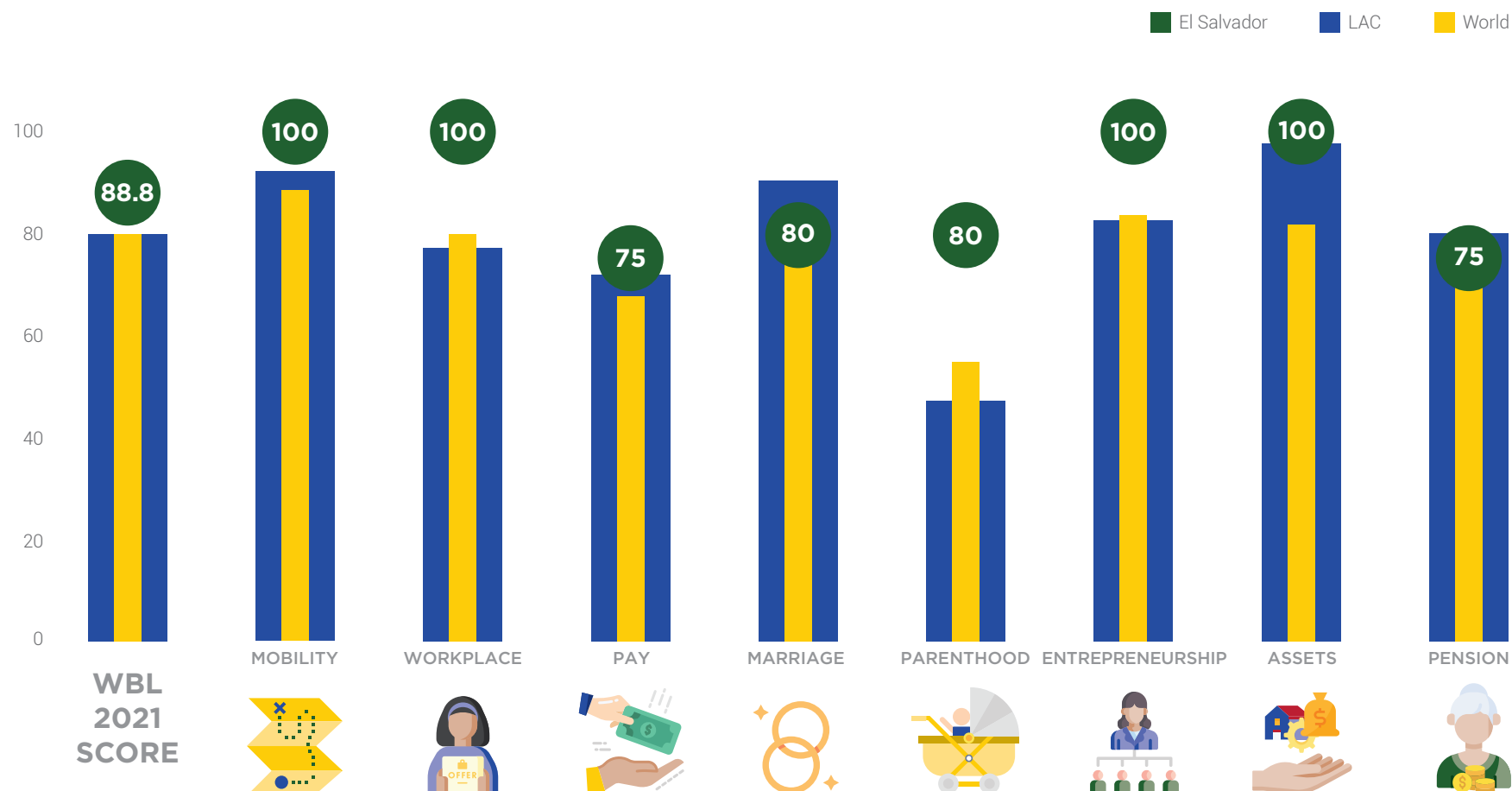
2. The scorecard shows the latest country data available and comparisons of country performance with the LAC region and the country's income-level group in the same or similar year. The country performance is scored relative to the comparison groups using a Traffic Light System: **green** ● if the country performs better than the two comparison groups (LAC and the similar-income group); **yellow** ● if the country performs better than one comparison group; **red** ● if both comparison groups perform better than the country. N/A means lack of data. No color indicates that comparisons cannot be made. This scorecard features available sex-disaggregated data (men/women).

3. Share of youth not in education, employment or training (NEET) is the proportion of young people who are not in education, employment, or training to the population of the corresponding age group: youth (ages 15 to 24); persons ages 15 to 29; or both age groups. When data are available for more than two age groups in a given year, one value for persons ages 15 to 29 is taken, considering that not all people complete their education by the age of 24. World Development Indicators.

Gender Equality in the Law

The Women Business and the Law index⁴ score presents the share of good laws in the economy and it is structured around a woman's working life









El Salvador - Latin America & Caribbean - World Comparison (2021)



4. Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman's life. Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score, meaning that the country gives women and men equal legal rights in the measured areas. Source: [WBL 2021](#).

Gender Equality in the Law

In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score.

Topic	Question	Answer	Indicator Score
MOBILITY 	Can a woman choose where to live in the same way as a man?	Yes	100
	Can a woman travel outside her home in the same way as a man?	Yes	
	Can a woman apply for a passport in the same way as a man?	Yes	
	Can a woman travel outside the country in the same way as a man?	Yes	
WORKPLACE 	Can a woman get a job in the same way as a man?	Yes	100
	Does the law prohibit discrimination in employment based on gender?	Yes	
	Is there legislation on sexual harassment in employment?	Yes	
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	
PAY 	Does the law mandate equal remuneration for work of equal value?	No	75
	Can a woman work at night in the same way as a man?	Yes	
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	
	Can a woman work in an industrial job in the same way as a man?	Yes	
MARRIAGE 	Is there no legal provision that requires a married woman to obey her husband?	Yes	80
	Can a woman be head of household in the same way as a man?	Yes	
	Is there legislation specifically addressing domestic violence?	Yes	
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	
	Does a woman have the same rights to remarry as a man?	No	
PARENTHOOD 	Is paid leave of at least 14 weeks available to mothers?	Yes	80
	Does the government pay 100% of maternity leave benefits?	Yes	
	Is paid leave available to fathers?	Yes	
	Is there paid parental leave?	No	
	Is dismissal of pregnant workers prohibited?	Yes	
ENTREPRENEURSHIP 	Does the law prohibit discrimination in access to credit based on gender?	Yes	100
	Can a woman sign a contract in the same way as a man?	Yes	
	Can a woman register a business in the same way as a man?	Yes	
	Can a woman open a bank account in the same way as a man?	Yes	
ASSETS 	Do men and women have equal ownership rights to immovable property?	Yes	100
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	
	Does the law provide for the valuation of nonmonetary contributions?	Yes	
PENSION 	Is the age at which men and women can retire with full pension benefits the same?	No	75
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	
	Is the mandatory retirement age for men and women the same?	Yes	
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	
WBL 2021 Index Score			88.8

Click on the links below for more information



Interventions to close Gender Gaps

Human endowments

- [Facilitating school-to-work transition](#)
- [Attracting more women into STEM fields](#)
- [Reducing boys' school dropout and helping boys at risk](#)

Economic opportunity

- [Expanding access to affordable and quality care](#)
- [Improving women's access to quality employment](#)
- [Improving the performance of women-owned firms](#)
- [Increasing women's ownership and control of productive assets](#)

Voice and agency

- [Preventing and addressing violence against women and girls](#)
- [Reducing teen pregnancy](#)

Project-Level Indicators to monitor progress in narrowing Gender Gaps

- [Illustrative progress indicators aligned with the LCR Gender Action Plan \(RGAP\) priority areas](#)

Useful resources

Legislative and regulatory framework

- [El Salvador 2-page snapshot of laws and regulations affecting women's economic opportunities \(2021\)](#)

Gender strategic framework

- [El Salvador Country Partnership Framework for the period FY16-19](#)
- [Towards Equal? Women in Central America \(2018\)](#)

Country-specific data and analysis

- [El Salvador Job Diagnostic: Understanding Challenges for More and Better Jobs in El Salvador - An Integrated Approach \(2020\)](#)
- [El Salvador Country Profile – Gender Equality Observatory, ECLAC](#)
- [El Salvador Fact Sheet – UN WOMEN](#)

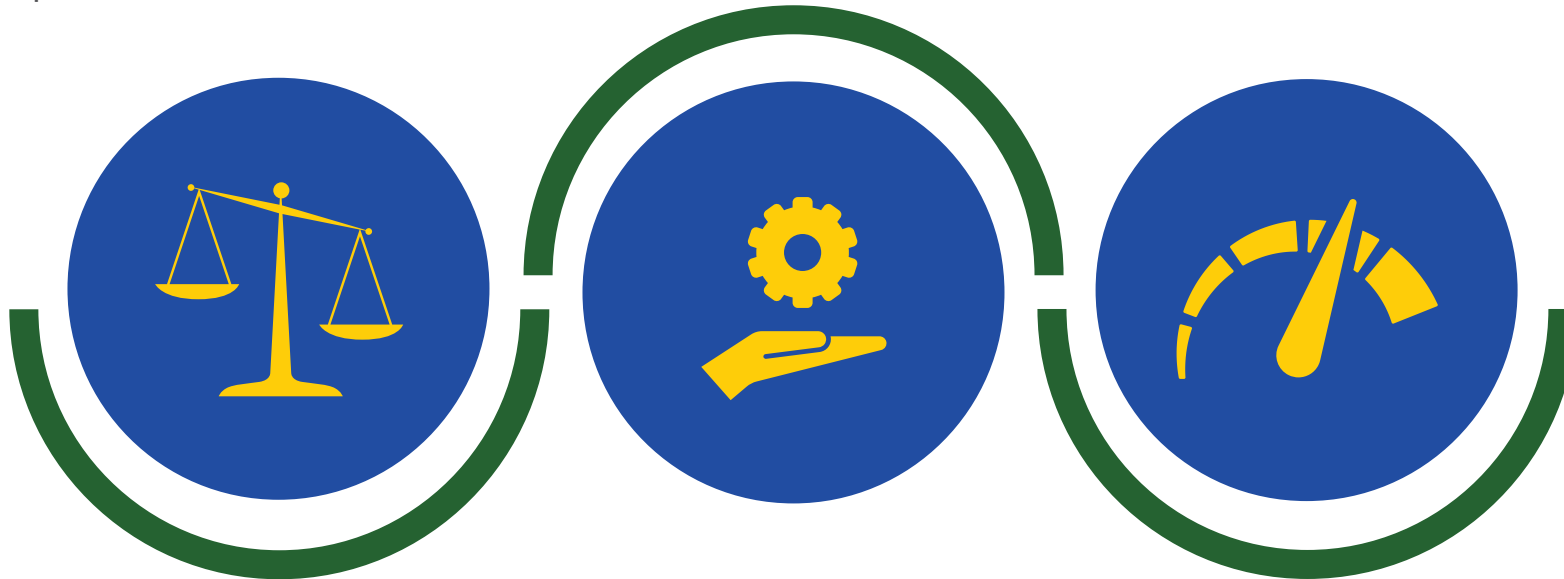
Evidence on what works to close gender gaps

- [LAC Gender Innovation Lab](#)
- [Umbrella Facility for Gender Equality](#)
- [IDB's Gender and Diversity Knowledge Initiative - GDLab](#)

IN ACTION: Integrating Gender into Project Design

AF El Salvador COVID-19
Emergency Response
Project (P176033)

Objective: To respond to and mitigate the threat caused by COVID-19 and strengthen the national system for public health preparedness in El Salvador.



GAPS

- Women comprise 62% of the healthcare workforce, mostly present among nursing and medical assistants that will run the vaccination process.
- Women health workers will be exposed to increased risk and stress working in rural or violent neighborhoods and with vaccine uncertainty.

ACTIONS

- Train healthcare workers to strengthen leadership and self-care skills. Introduce new approaches to improve interactions with patients.
- Communication campaigns at the national level to promote the role of health workers and prevent stigmatization.

INDICATORS

- Increased share of female healthcare workers who report that they are better equipped to handle mental and emotional stress during the pandemic.