

Gender empowerment measure and its components

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HDI rank	Gender empowerment measure (GEM)		Seats in parliament held by women ^a (% of total)	Female legislators, senior officials and managers ^b (% of total)	Female professional and technical workers ^b (% of total)	Ratio of estimated female to male earned income ^c	Year women received right to ^d		Year a woman became Presiding Officer of parliament or of one of its houses for the first time ^e	Women in ministerial positions ^f (% of total)	
	Rank	Value					vote	stand for election			
VERY HIGH HUMAN DEVELOPMENT											
1	Norway	2	0.906	36 ^a	31	51	0.77	1913	1907, 1913	1993	56
2	Australia	7	0.870	30 ^a	37	57	0.70	1902, 1962	1902, 1962	1987	24
3	Iceland	8	0.859	33 ^a	30	56	0.62	1915, 1920	1915, 1920	1974	36
4	Canada	12	0.830	25 ^a	37	56	0.65	1917, 1960	1920, 1960	1972	16
5	Ireland	22	0.722	15 ^a	31	53	0.56	1918, 1928	1918, 1928	1982	21
6	Netherlands	5	0.882	39 ^a	28	50	0.67	1919	1917	1998	33
7	Sweden	1	0.909	47 ^a	32	51	0.67	1919, 1921	1919, 1921	1991	48
8	France	17	0.779	20 ^a	38	48	0.61	1944	1944	..	47
9	Switzerland	13	0.822	27 ^a	30	46	0.62	1971	1971	1977	43
10	Japan	57	0.567	12	9 ^b	46 ^b	0.45	1945, 1947	1945, 1947	1993	12
11	Luxembourg	..	..	23 ^a	..	..	0.57	1919	1919	1989	14
12	Finland	3	0.902	42	29	55	0.73	1906	1906	1991	58
13	United States	18	0.767	17 ^a	43	56	0.62	1920, 1965	1788 ⁱ	2007	24
14	Austria	20	0.744	27 ^a	27	48	0.40	1918	1918	1927	38
15	Spain	11	0.835	34 ^a	32	49	0.52	1931	1931	1999	44
16	Denmark	4	0.896	38 ^a	28	52	0.74	1915	1915	1950	37
17	Belgium	6	0.874	36 ^a	32	49	0.64	1919, 1948	1921	2004	23
18	Italy	21	0.741	20 ^a	34	47	0.49	1945	1945	1979	24
19	Liechtenstein	..	..	24	..	..	..	1984	1984	..	20
20	New Zealand	10	0.841	34	40	54	0.69	1893	1919	2005	32
21	United Kingdom	15	0.790	20 ^a	34	47	0.67	1918, 1928	1918, 1928	1992	23
22	Germany	9	0.852	31 ^a	38	50	0.59	1918	1918	1972	33
23	Singapore	16	0.786	24	31	45	0.53	1947	1947	..	0
24	Hong Kong, China (SAR)	..	..	..	30	42	0.73	..	..	..	..
25	Greece	28	0.677	15 ^a	28	49	0.51	1952	1952	2004	12
26	Korea (Republic of)	61	0.554	14 ^a	9	40	0.52	1948	1948	..	5
27	Israel	23	0.705	18 ^a	30	52	0.64	1948	1948	2006	12
28	Andorra	..	..	25	..	..	..	1970	1973	..	38
29	Slovenia	34	0.641	10 ^a	34	56	0.61	1946	1946	..	18
30	Brunei Darussalam	..	..	..	35 ^b	37 ^b	0.59	—	—	..	7
31	Kuwait	..	..	3	..	..	0.36	2005	2005	..	7
32	Cyprus	48	0.603	14 ^a	15	48	0.58	1960	1960	..	18
33	Qatar	88	0.445	0	7	25	0.28	2003 ^k	2003	..	8
34	Portugal	19	0.753	28 ^a	32	51	0.60	1931, 1976	1931, 1976	..	13
35	United Arab Emirates	25	0.691	23	10	21	0.27	2006 ^l	2006 ^l	..	8
36	Czech Republic	31	0.664	16 ^a	29	53	0.57	1920	1920	1998	13
37	Barbados	37	0.632	14	43	52	0.65	1950	1950	..	28
38	Malta	74	0.531	9 ^a	19	41	0.45	1947	1947	1996	15
HIGH HUMAN DEVELOPMENT											
39	Bahrain	46	0.605	14	13 ^b	19 ^b	0.51	1973, 2002	1973, 2002	..	4
40	Estonia	30	0.665	21	34	69	0.65	1918	1918	2003	23
41	Poland	38	0.631	18 ^a	36	60	0.59	1918	1918	1997	26
42	Slovakia	32	0.663	19 ^a	31	58	0.58	1920	1920	..	13
43	Hungary	52	0.590	11 ^a	35	60	0.75	1918, 1945	1918, 1945	1963	21
44	Chile	75	0.526	13 ^a	23 ^b	50 ^b	0.42	1949	1949	2002	41
45	Croatia	44	0.618	21 ^a	21	51	0.67	1945	1945	1993	24
46	Lithuania	40	0.628	18 ^a	38	70	0.70	1919	1919	..	23
47	Antigua and Barbuda	..	..	17	45	55	..	1951	1951	1994	9
48	Latvia	33	0.648	20	41	66	0.67	1918	1918	1995	22
49	Argentina	24	0.699	40 ^a	23	54	0.51	1947	1947	1973	23
50	Uruguay	63	0.551	12 ^a	40	53	0.55	1932	1932	1963	29
51	Cuba	29	0.676	43	31 ^b	60 ^b	0.49	1934	1934	..	19
52	Bahamas	..	..	25	43	63	..	1961, 1964	1961, 1964	1997	8
53	Mexico	39	0.629	22 ^a	31	42	0.42	1947	1947	1953	16
54	Costa Rica	27	0.685	37 ^a	27	43	0.46	1949	1949	1986	29
55	Libyan Arab Jamahiriya	..	..	8	..	..	0.25	1964	1964	..	0
56	Oman	87	0.453	9	9	33	0.23	1994, 2003	1994, 2003	..	9
57	Seychelles	..	..	24	..	..	..	1948	1948	..	20
58	Venezuela (Bolivarian Republic of)	55	0.581	19 ^a	27 ^b	61 ^b	0.48	1946	1946	1998	21
59	Saudi Arabia	106	0.299	0	10	29	0.16	—	—	..	0

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	Rank	Value					vote	stand for election			
60	Panama	47	0.604	17 ^g	44	52	0.58	1941, 1946	1941, 1946	1994	23
61	Bulgaria	45	0.613	22	31	61	0.68	1937, 1945	1945	..	24
62	Saint Kitts and Nevis	..	..	7	..	..	..	1951	1951	2004	..
63	Romania	77	0.512	10 ^g	28	56	0.68	1929, 1946	1929, 1946	2008	0
64	Trinidad and Tobago	14	0.801	33 ^g	43	53	0.55	1946	1946	1991	36
65	Montenegro	84	0.485	11	20	60	0.58	1946 ^m	1946 ^m	..	6
66	Malaysia	68	0.542	15	23	41	0.42	1957	1957	..	9
67	Serbia	42	0.621	22 ^g	35	55	0.59	1946 ^m	1946 ^m	2008	17
68	Belarus	..	..	33	..	..	0.63	1918	1918	..	6
69	Saint Lucia	51	0.591	17	52	56	0.50	1951	1951	2007	..
70	Albania	..	..	7 ^g	..	..	0.54	1920	1920	2005	7
71	Russian Federation	60	0.556	11	39	64	0.64	1918	1918	..	10
72	Macedonia (the Former Yugoslav Rep. of)	35	0.641	28 ^g	29	53	0.49	1946	1946	..	14
73	Dominica	..	..	19	48	55	..	1951	1951	1980	21
74	Grenada	..	..	21	49	53	..	1951	1951	1990	50
75	Brazil	82	0.504	9 ^g	35	53	0.60	1932	1932	..	11
76	Bosnia and Herzegovina	..	..	12 ^g	..	..	0.61	1946	1946	2009	0
77	Colombia	80	0.508	10 ^g	38 ^h	50 ^h	0.71	1954	1954	..	23
78	Peru	36	0.640	29 ^g	29	47	0.59	1955	1955	1995	29
79	Turkey	101	0.379	9	8	33	0.26	1930	1930	..	4
80	Ecuador	41	0.622	28 ^{g,m}	28	49	0.51	1929	1929	..	35
81	Mauritius	71	0.538	17	20	45	0.42	1956	1956	..	10
82	Kazakhstan	73	0.532	12 ^g	38	67	0.68	1924, 1993	1924, 1993	..	6
83	Lebanon	..	..	5 ^g	..	..	0.25	1952	1952	..	5
MEDIUM HUMAN DEVELOPMENT											
84	Armenia	93	0.412	8 ^g	24	65	0.57	1918	1918	..	6
85	Ukraine	86	0.461	8	39	64	0.59	1919	1919	..	4
86	Azerbaijan	100	0.385	11	5	53	0.44	1918	1918	..	7
87	Thailand	76	0.514	13 ^g	30	53	0.63	1932	1932	..	10
88	Iran (Islamic Republic of)	103	0.331	3	13	34	0.32	1963	1963	..	3
89	Georgia	95	0.408	6	34	62	0.38	1918, 1921	1918, 1921	2001	18
90	Dominican Republic	64	0.550	17 ^g	31	51	0.59	1942	1942	1999	14
91	Saint Vincent and the Grenadines	..	..	18	..	..	0.51	1951	1951	..	21
92	China	72	0.533	21 ^g	17	52	0.68	1949	1949	..	9
93	Belize	81	0.507	11	41	50	0.43	1954	1954	1984	18
94	Samoa	89	0.431	8	29	39	0.40	1948, 1990	1948, 1990	..	23
95	Maldives	90	0.429	12	14	49	0.54	1932	1932	..	14
96	Jordan	..	..	8 ^g	..	..	0.19	1974	1974	..	15
97	Suriname	58	0.560	25	28 ^h	23	0.44	1948	1948	1997	17
98	Tunisia	..	..	20 ^g	..	..	0.28	1959	1959	..	7
99	Tonga	102	0.363	3 ^o	27	43	0.57	1960	1960	..	..
100	Jamaica	..	..	14	..	..	0.58	1944	1944	1984	11
101	Paraguay	79	0.510	14 ^g	35	50	0.64	1961	1961	..	19
102	Sri Lanka	98	0.389	6 ^g	24	46	0.56	1931	1931	..	6
103	Gabon	..	..	17	..	..	0.59	1956	1956	2009	17
104	Algeria	105	0.315	6 ^g	5	35	0.36	1962	1962	..	11
105	Philippines	59	0.560	20 ^g	57	63	0.58	1937	1937	..	9
106	El Salvador	70	0.539	19 ^g	29	48	0.46	1939	1961	1994	39
107	Syrian Arab Republic	..	..	12	..	40 ^h	0.20	1949, 1953	1953	..	6
108	Fiji	..	..	..^p	51 ^h	9	0.38	1963	1963	..	8
109	Turkmenistan	..	..	..	..	..	0.65	1927	1927	2006	7
110	Occupied Palestinian Territories	..	..	..^g	10	34	..	..	..	..	..
111	Indonesia	96	0.408	12 ^g	14 ^h	48 ^h	0.44	1945, 2003	1945	..	11
112	Honduras	54	0.589	23 ^g	41 ^h	52 ^h	0.34	1955	1955	..	..
113	Bolivia	78	0.511	15 ^g	36	40	0.61	1938, 1952	1938, 1952	1979	24
114	Guyana	53	0.590	30 ^g	25	59	0.41	1953	1945	..	26
115	Mongolia	94	0.410	4	48	54	0.87	1924	1924	..	20
116	Viet Nam	62	0.554	26	22	51	0.69	1946	1946	..	4
117	Moldova	66	0.547	22 ^g	40	68	0.73	1924, 1993	1924, 1993	2001	11
118	Equatorial Guinea	6 ^g	0.36	1963	1963	..	14

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	Rank	Value					vote	stand for election			
119	Uzbekistan	..	16 ^g	0.64	1938	1938	2008	5	
120	Kyrgyzstan	56	0.575	26 ^g	35	62	0.55	1918	1918	..	19
121	Cape Verde	..	..	18	..	..	0.49	1975	1975	..	36
122	Guatemala	..	..	12 ^g	..	..	0.42	1946	1946, 1965	1991	7
123	Egypt	107	0.287	4 ^g	11	32	0.27	1956	1956	..	6
124	Nicaragua	67	0.542	18 ^g	41	51	0.34	1950	1955	1990	33
125	Botswana	65	0.550	11 ^g	33	51	0.58	1965	1965	..	28
126	Vanuatu	..	..	4	..	..	0.69	1975, 1980	1975, 1980	..	8
127	Tajikistan	..	..	20	..	..	0.65	1924	1924	..	6
128	Namibia	43	0.620	27 ^g	36	52	0.63	1989	1989	..	25
129	South Africa	26	0.687	34 ^{g,a}	34	55	0.60	1930, 1994	1930, 1994	1994	45
130	Morocco	104	0.318	6 ^g	12	35	0.24	1959	1963	..	19
131	Sao Tome and Principe	..	..	7	..	..	0.47	1975	1975	1980	25
132	Bhutan	..	..	14	..	..	0.39	1953	1953	..	0
133	Lao People's Democratic Republic	..	..	25	..	..	0.76	1958	1958	..	11
134	India	..	..	9 ^g	..	..	0.32	1935, 1950	1935, 1950	2009	10
135	Solomon Islands	..	..	0	..	..	0.51	1974	1974	..	0
136	Congo	..	..	9	..	..	0.51	1947, 1961	1963	..	13
137	Cambodia	91	0.427	16	14	41	0.68	1955	1955	..	7
138	Myanmar	..	..	..^f	..	..	0.61	1935	1946	..	0
139	Comoros	..	..	3	..	..	0.58	1956	1956	..	..
140	Yemen	109	0.135	1	4	15	0.25	1967, 1970	1967, 1970	..	6
141	Pakistan	99	0.386	21 ^g	3	25	0.18	1956	1956	2008	4
142	Swaziland	..	..	22	..	..	0.71	1968	1968	2006	19
143	Angola	..	..	37 ^g	..	..	0.64	1975	1975	..	6
144	Nepal	83	0.486	33 ^g	14	20	0.61	1951	1951	..	20
145	Madagascar	97	0.398	9	22	43	0.71	1959	1959	..	13
146	Bangladesh	108	0.264	6 ^{g,s}	10 ^h	22 ^h	0.51	1935, 1972	1935, 1972	..	8
147	Kenya	..	..	10 ^g	..	..	0.65	1919, 1963	1919, 1963	..	..
148	Papua New Guinea	..	..	1	..	..	0.74	1964	1963	..	4
149	Haiti	..	..	5 ^g	..	..	0.37	1957	1957	..	11
150	Sudan	..	..	17 ^g	..	..	0.33	1964	1964	..	6
151	Tanzania (United Republic of)	69	0.539	30 ^g	16	38	0.74	1959	1959	..	21
152	Ghana	..	..	8 ^g	..	..	0.74	1954	1954	2009	16
153	Cameroon	..	..	14 ^g	..	..	0.53	1946	1946	..	12
154	Mauritania	..	..	20 ^g	..	..	0.58	1961	1961	..	12
155	Djibouti	..	..	14 ^g	..	..	0.57	1946	1986	..	9
156	Lesotho	50	0.591	26 ^g	52	58	0.73	1965	1965	2000	32
157	Uganda	49	0.591	31 ^g	33	35	0.69	1962	1962	..	28
158	Nigeria	..	..	7	..	..	0.42	1958	1958	2007	23
LOW HUMAN DEVELOPMENT											
159	Togo	..	..	11	..	..	0.45	1945	1945	..	10
160	Malawi	..	..	13 ^g	..	..	0.74	1961	1961	..	24
161	Benin	..	..	11	..	..	0.52	1956	1956	..	22
162	Timor-Leste	..	..	29 ^g	..	..	0.53	..	..	..	25
163	Côte d'Ivoire	..	..	9 ^g	..	..	0.34	1952	1952	..	13
164	Zambia	92	0.426	15	19 ^h	31 ^h	0.56	1962	1962	..	17
165	Eritrea	..	..	22 ^g	..	..	0.50	1955 ^t	1955 ^t	..	18
166	Senegal	..	..	29 ^g	..	..	0.55	1945	1945	..	18
167	Rwanda	..	..	51 ^g	..	..	0.79	1961	1961	2008	17
168	Gambia	..	..	9	..	..	0.63	1960	1960	2006	28
169	Liberia	..	..	14 ^g	..	..	0.50	1946	1946	2003	20
170	Guinea	..	..	..^u	..	..	0.68	1958	1958	..	16
171	Ethiopia	85	0.464	21 ^g	16	33	0.67	1955	1955	1995	10
172	Mozambique	..	..	35 ^g	..	..	0.90	1975	1975	..	26
173	Guinea-Bissau	..	..	10	..	..	0.46	1977	1977	..	25
174	Burundi	..	..	32 ^g	..	..	0.77	1961	1961	2005	30
175	Chad	..	..	5	..	..	0.70	1958	1958	..	17
176	Congo (Democratic Republic of the)	8	0.46	1967	1970	..	12
177	Burkina Faso	15 ^g	0.66	1958	1958	..	14

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	Rank	Value					vote	stand for election		
178	Mali	..	10 ^g	0.44	1956	1956	..	23
179	Central African Republic	..	10	0.59	1986	1986	..	13
180	Sierra Leone	..	13 ^g	0.74	1961	1961	..	14
181	Afghanistan	..	26 ^g	0.24	1963	1963	..	4
182	Niger	..	12 ^g	0.34	1948	1948	..	26

OTHER UN MEMBER STATES

..	Iraq	..	25 ^g	..	..	..	1980	1980	..	10
..	Kiribati	..	4	27 ^h	44 ^h	..	1967	1967	..	8
..	Korea (Democratic People's Rep. of)	..	20 ^g	..	..	..	1946	1946	..	0
..	Marshall Islands	..	3	19 ^h	36 ^h	..	1979	1979	..	10
..	Micronesia (Federated States of)	..	0	..	..	..	1979	1979	..	14
..	Monaco	..	25	..	..	..	1962	1962	..	0
..	Nauru	..	0	..	..	..	1968	1968	..	0
..	Palau	..	7	36 ^h	44 ^h	..	1979	1979	..	0
..	San Marino	..	15	19	52	..	1959	1973	1981	20
..	Somalia	..	..^g	..	..	..	1956	1956	..	..
..	Tuvalu	..	0	25	50	..	1967	1967	..	0
..	Zimbabwe	..	18 ^g	..	..	..	1919, 1957	1919, 1978	2005	16

NOTES

a Data are as of 28 February 2009, unless otherwise specified. Where there are lower and upper houses, data refer to the weighted average of women's shares of seats in both houses.

b Data refer to the most recent year available between 1999 and 2007. Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-88) are not strictly comparable with those for countries using the previous classification (ISCO-68).

c Calculated on the basis of data in columns 10 and 11 in Table J. Estimates are based on data for the most recent year available between 1996 and 2007. Following the methodology implemented in the calculation of the GDI, the income component of the GEM has been scaled downward for countries whose income exceeds the maximum goalpost GDP per capita value of 40,000 (PPP US\$). For more details, for more details see <http://hdr.undp.org/en/statistics/tn1>

d Data refer to the year in which the right to vote or stand for national election on a universal and equal basis was recognized. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election. In some countries, women were granted the right to vote or stand at local elections before obtaining these rights for national elections; however, data on local election rights are not included in this table.

e Date at which, for the first time in the country's parliamentary history, a woman became speaker/presiding officer of parliament or of one of its houses. As of May 2009, women occupy only 12.6% of the total number of 269 posts of Presiding Officers of parliament or of one of its houses.

f Data are as of January 2008. The total includes deputy prime ministers and ministers. Prime ministers were also included when they held ministerial portfolios. Vice-presidents and heads of governmental or public agencies are not included.

g Countries with established quota systems for women. Quota systems aim at ensuring that women constitute at least a 'critical minority' of 30 or 40 percent. Today women constitute 16 percent of the members of parliaments around the world.

h Data follow the ISCO-68 classification.

i The total refers to all voting members of the House.

j No information is available on the year all women received the right to stand for election. As the country's constitution does not mention gender with regard to this right.

k According to the new constitution approved in 2003, women are granted suffrage. To date, no legislative elections have been held.

l In December 2006, the Federal National Council was renewed. Men and women were entitled to vote, under similar conditions. One woman was elected to the Council and 7 subsequently appointed.

m Serbia and Montenegro separated into two independent states in June 2006. Women received the right to vote and to stand for elections in 1946, when Serbia and Montenegro were part of the former Yugoslavia.

n The 2008 Constitution provides that the National Congress shall be replaced by a 124-member National Assembly. Elections to that body are due to take place on 26 April 2009. During the transitional period, a Legislative and Oversight Commission, comprising the members of the Constituent Assembly, assumes the legislative and oversight functions. The date refers to the date when the Commission held its first session.

o No woman candidate was elected in the 2008 elections. One woman was appointed to the cabinet. As cabinet ministers also sit in parliament, there was one woman out of a total of 32 members in October 2008.

p The parliament was dissolved following a coup d'état in December 2006.

q The figures on the distribution of seats do not include the 36 special rotating delegates appointed on an ad hoc basis, and all percentages given are therefore calculated on the basis of the 54 permanent seats.

r The parliament elected in 1990 has never been convened nor authorized to sit, and many of its members were detained or forced into exile.

s Forty five seats reserved for women are yet to be filled.

t In November 1955, Eritrea was part of Ethiopia. The Constitution of sovereign Eritrea adopted on 23 May 1997 stipulates that "All Eritrean citizens, of eighteen years of age or more, shall have the right to vote".

u The parliament was dissolved following a coup d'état in December 2008.

SOURCES

Column 1: determined on the basis of GEM values in column 2.

Column 2: calculated on the basis of data in columns 3–6; see Technical note 1 for details (<http://hdr.undp.org/en/statistics/tn1>).

Column 3: calculated on the basis of data on parliamentary seats from IPU (2009).

Column 4: calculated on the basis of occupational data from ILO (2009b).

Column 5: calculated on the basis of occupational data from ILO (2009b).

Column 6: calculated on the basis of data in columns 10 and 11 of table J.

Columns 7 and 8: IPU (2009).

Columns 9 and 10: IPU (2009).

GEM RANKS FOR 109 COUNTRIES OR AREAS

1 Sweden	29 Cuba	57 Japan	85 Ethiopia
2 Norway	30 Estonia	58 Suriname	86 Ukraine
3 Finland	31 Czech Republic	59 Philippines	87 Oman
4 Denmark	32 Slovakia	60 Russian Federation	88 Qatar
5 Netherlands	33 Latvia	61 Korea (Republic of)	89 Samoa
6 Belgium	34 Slovenia	62 Viet Nam	90 Maldives
7 Australia	35 Macedonia (the Former Yugoslav Rep. of)	63 Uruguay	91 Cambodia
8 Iceland	36 Peru	64 Dominican Republic	92 Zambia
9 Germany	37 Barbados	65 Botswana	93 Armenia
10 New Zealand	38 Poland	66 Moldova	94 Mongolia
11 Spain	39 Mexico	67 Nicaragua	95 Georgia
12 Canada	40 Lithuania	68 Malaysia	96 Indonesia
13 Switzerland	41 Ecuador	69 Tanzania (United Republic of)	97 Madagascar
14 Trinidad and Tobago	42 Serbia	70 El Salvador	98 Sri Lanka
15 United Kingdom	43 Namibia	71 Mauritius	99 Pakistan
16 Singapore	44 Croatia	72 China	100 Azerbaijan
17 France	45 Bulgaria	73 Kazakhstan	101 Turkey
18 United States	46 Bahrain	74 Malta	102 Tonga
19 Portugal	47 Panama	75 Chile	103 Iran (Islamic Republic of)
20 Austria	48 Cyprus	76 Thailand	104 Morocco
21 Italy	49 Uganda	77 Romania	105 Algeria
22 Ireland	50 Lesotho	78 Bolivia	106 Saudi Arabia
23 Israel	51 Saint Lucia	79 Paraguay	107 Egypt
24 Argentina	52 Hungary	80 Colombia	108 Bangladesh
25 United Arab Emirates	53 Guyana	81 Belize	109 Yemen
26 South Africa	54 Honduras	82 Brazil	
27 Costa Rica	55 Venezuela (Bolivarian Republic of)	83 Nepal	
28 Greece	56 Kyrgyzstan	84 Montenegro	