

# G7 Dashboard on Gender Gaps 2023

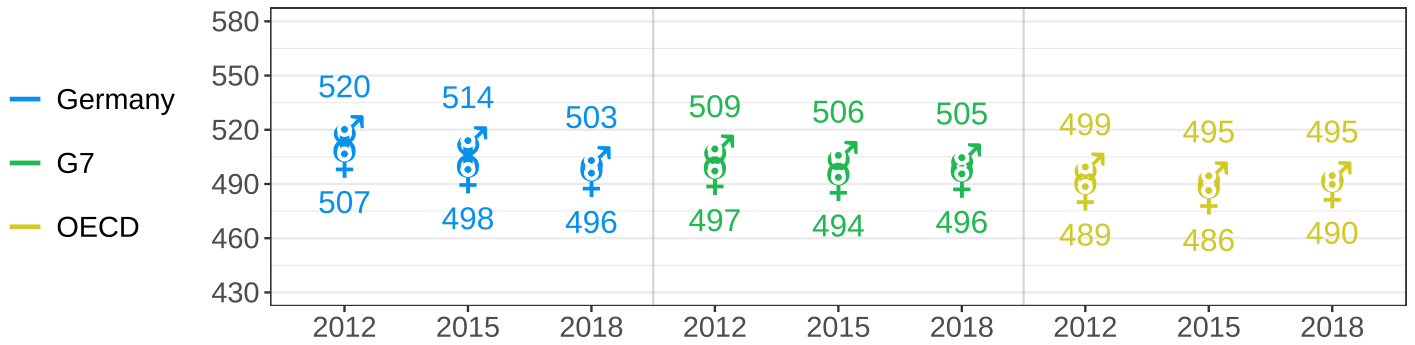


## Germany

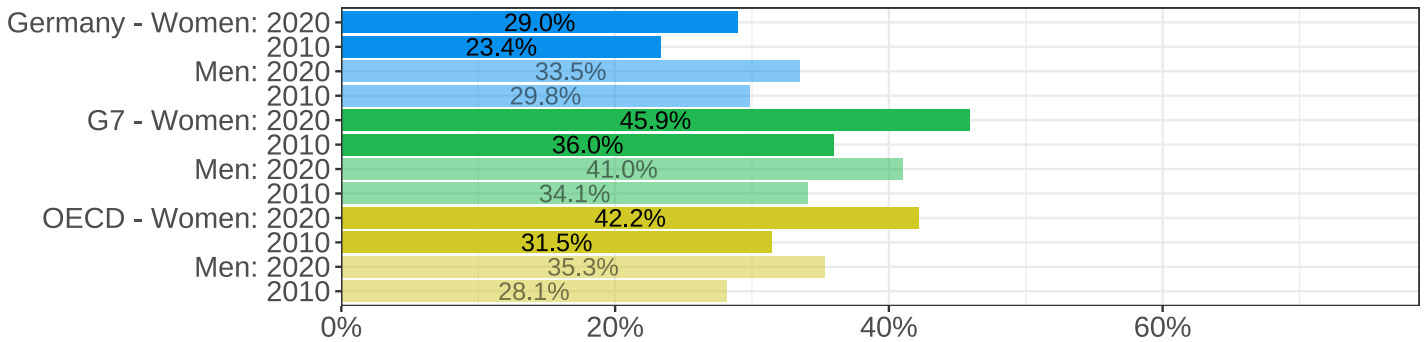
The G7 present the “G7 Dashboard on Gender Gaps”, which provides an easily accessible “birds-eye view” of key indicators on gender gaps covering a range of socio-economic areas of foremost policy relevance across G7 countries

# Education

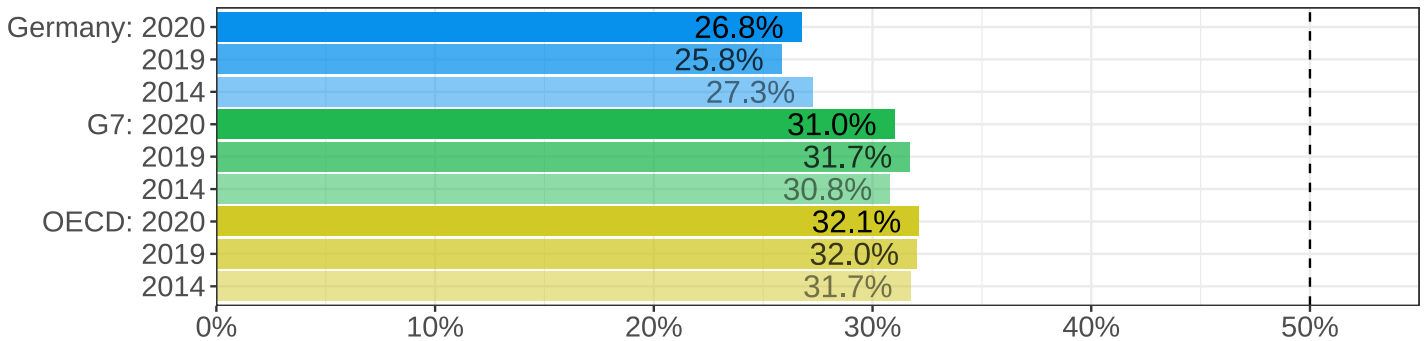
Indicator 1. OECD PISA Mathematics scores (♂ boys ; ♀ girls)



Indicator 2a. Share of the population aged 25-64 who attained tertiary education

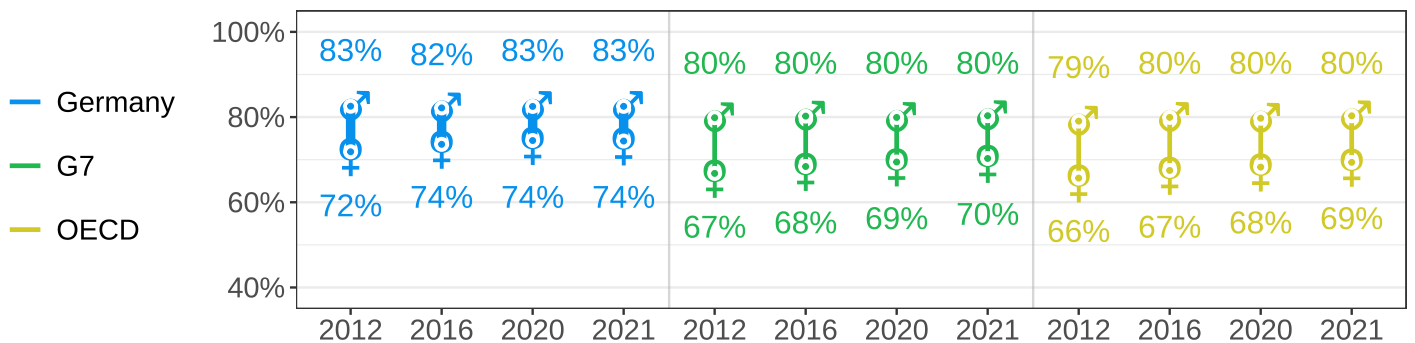


Indicator 2b. Share of women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM)

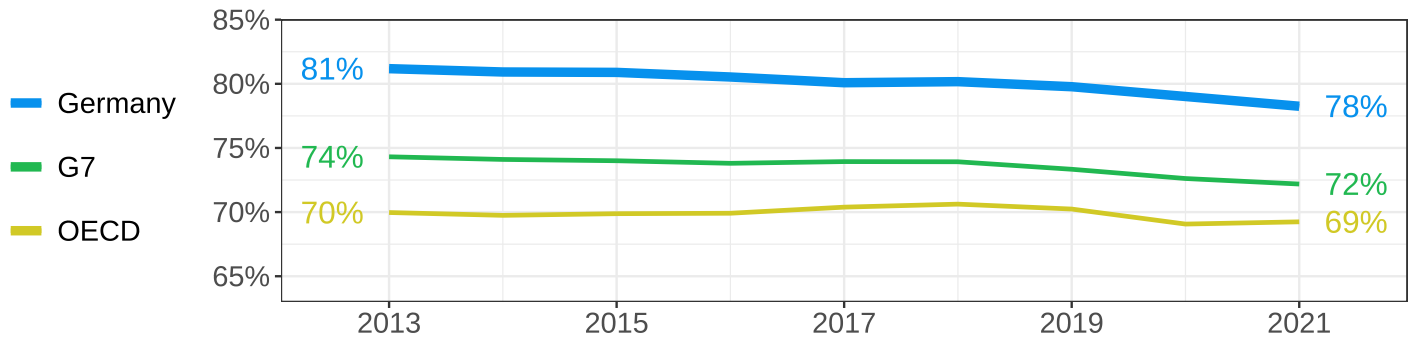


# Employment and Social Security

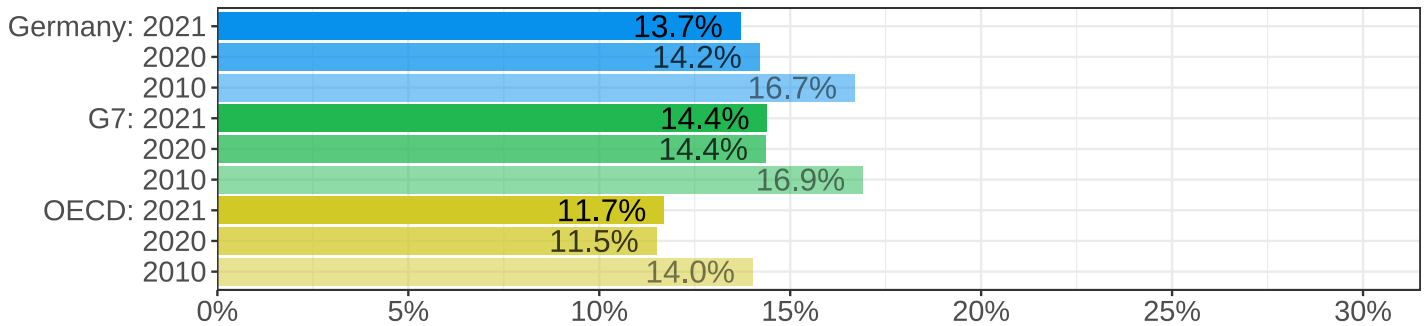
Indicator 3A. Labour force participation rate among 15-64-year-olds (♂ men ; ♀ women)



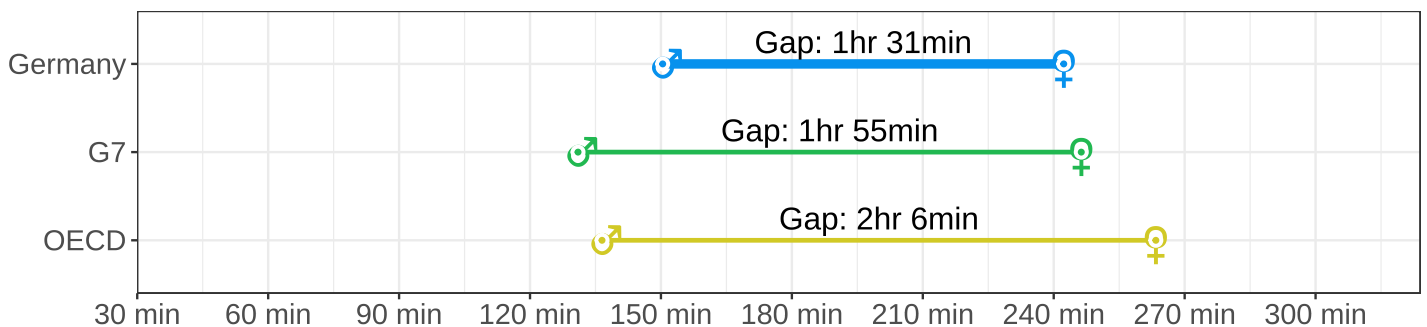
**Indicator 3B. Share of women among all part-time employees aged 15-64 (<30h per week)**



**4. Gender wage gap (difference men - women, relative to men)**

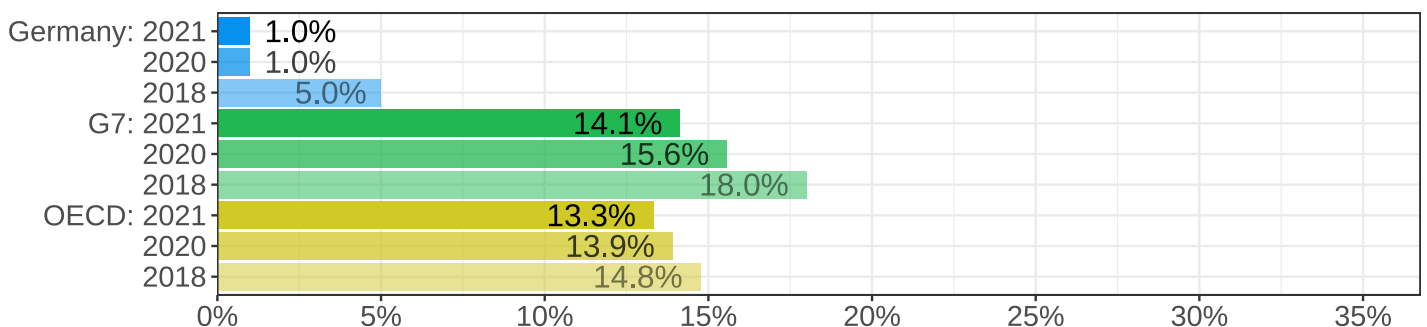


**Indicator 5a. Gender gap in unpaid care and housework in minutes per day (♂ men ; ♀ women)**



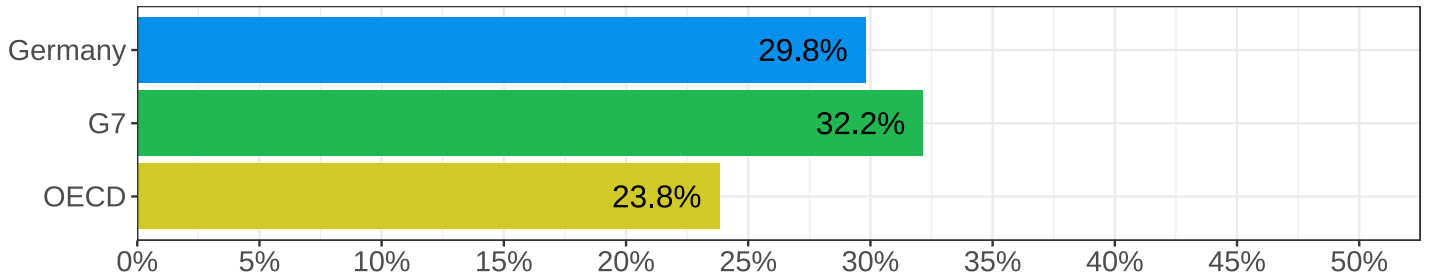
**Comment:** The equal sharing of unpaid work between women and men is of highest political priority to the G7. This indicator is included in the Dashboard as a placeholder, highlighting the lack of internationally comparable data.

**Indicator 5b. Net childcare costs for parents using childcare facilities (as % of average wage)**



**Comment:** Calculations on net childcare costs seek to approximate typical settings for publicly provided full-time centre-based childcare in each country (where this option exists), and childcare settings for a specific sub-national jurisdiction have been used as follows: Ontario for Canada; Berlin for Germany; Rome for Italy; England for the United Kingdom; and, Michigan for the United States. For France and Japan, national rules apply and for EU countries, see [OECD \(2022\)](#).

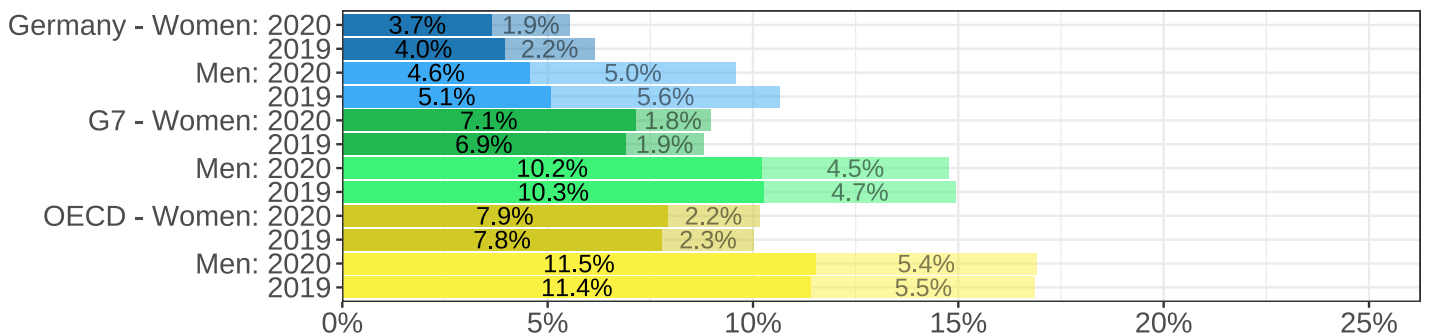
**Indicator 6. Gender gap in pension income (difference men - women, relative to men), 2021 or latest**



**Entrepreneurship**

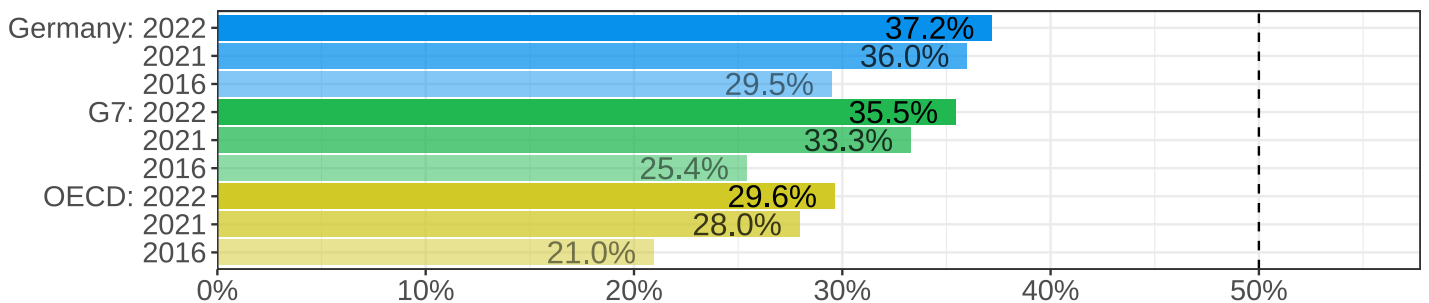
**Indicator 7. Share of self-employed with and without employees among all employed**

Own-account Employers

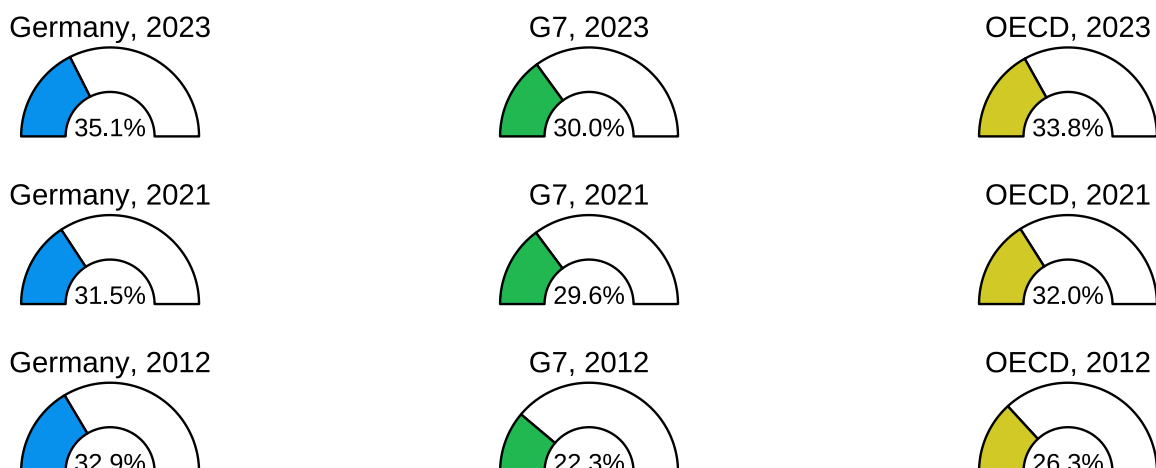


**Leadership**

**Indicator 8. Share of women in board seats of the largest publicly listed companies**

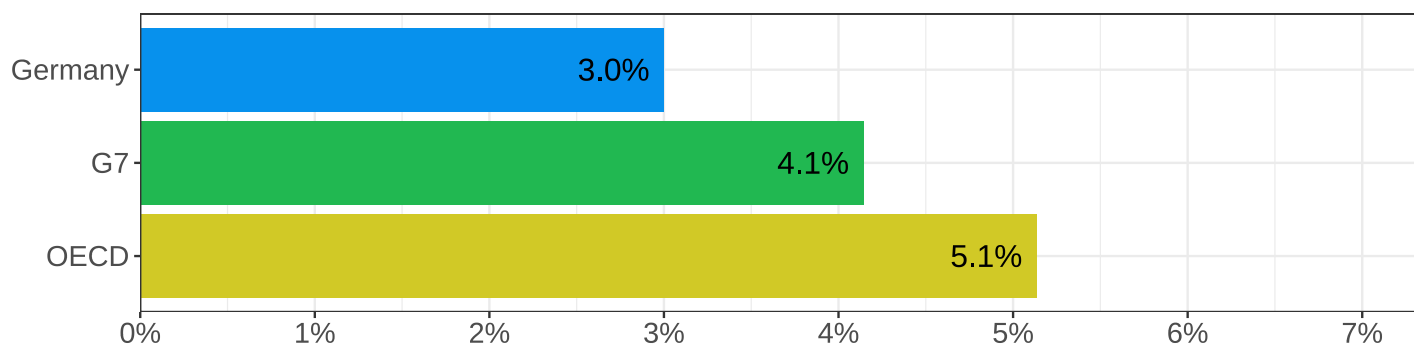


**Indicator 9. Share of women in lower or single houses of parliament**



## Intimate Partner Violence

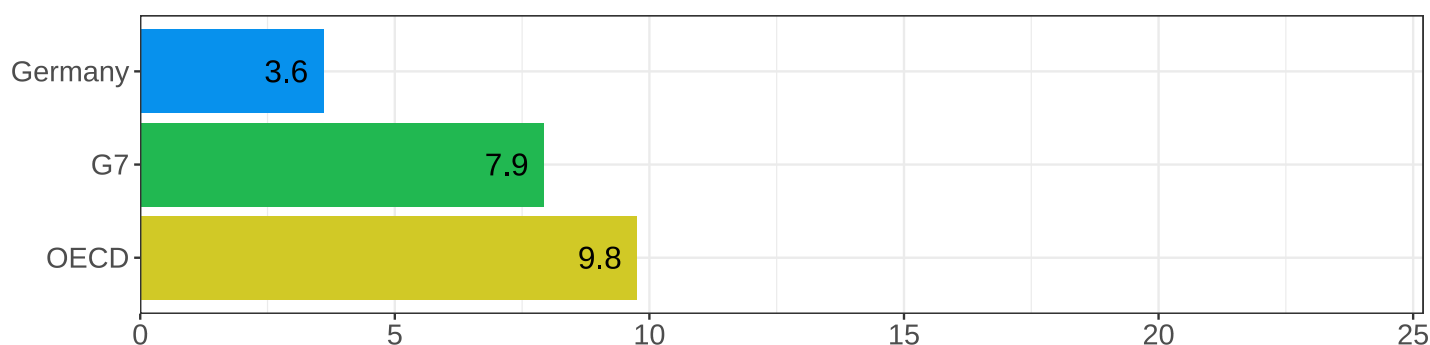
Indicator 10. Prevalence of physical and/or sexual violence against women and girls by an intimate partner, 2018



**Comment:** The issue of intimate partner violence is of the highest political priority to the G7. This indicator is included in the Dashboard as a placeholder, highlighting the lack of internationally comparable data.

## Health and Well-being

Indicator 11. Maternal mortality per 100 000 live births, 2020 or latest

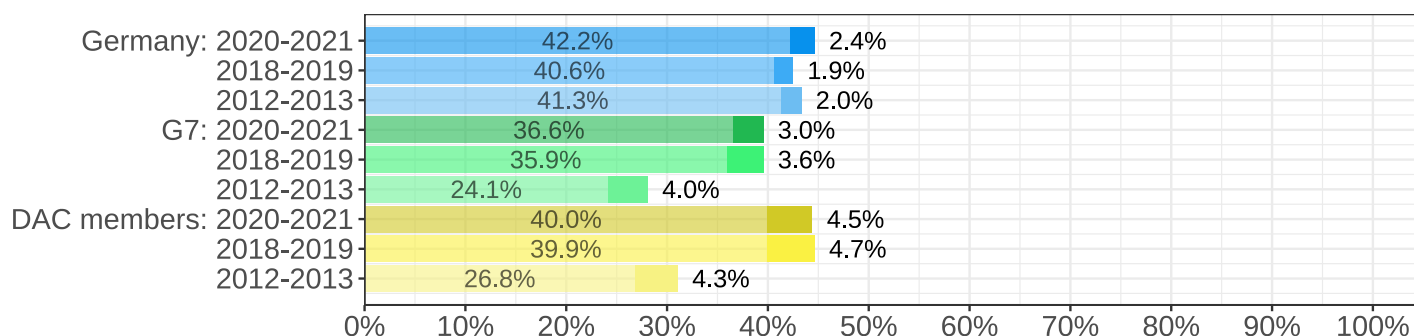


**Comment:** Methodological limitations should be reviewed carefully when drawing conclusions from the maternal mortality series.

## Funds for Development Cooperation

Indicator 12. Share of aid activities targeting gender equality as Significant (GE1) and Principal (GE2)

■ Significant (GE1) ■ Principal (GE2)



## **Notes and Sources:**

Throughout the Dashboard, all G7, OECD and EU averages refer to unweighted averages (with the exception of Indicator 12, see note). Where data for a country is missing for a specific year, averages are calculated using the most recent year available.

### **Education**

**Indicator 1 - OECD PISA Mathematics scores:** Mathematical performance, for PISA, measures the mathematical literacy of a 15-year-old to formulate, employ and interpret mathematics in a variety of contexts to describe, predict and explain phenomena, recognizing the role that mathematics plays in the world. PISA scores are scaled to fit approximately normal distributions, with means around 500 score points and standard deviations around 100 score points. The mean score is the measure, per country and year, and by gender. The OECD average excludes Colombia, Costa Rica, Latvia and Lithuania. The EU average excludes non-OECD EU members (Bulgaria, Croatia, Cyprus, Malta, Romania), Latvia and Lithuania. This indicator (indirectly) relates to SDG Indicator 4.1.1.

Source: OECD (2022), [Mathematics performance](#) (PISA).

**Indicator 2 - Share of the population aged 25-64 who attained tertiary education and share of women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM):**

A.) The share of the population that attained tertiary education refers to graduates from ISCED 5-8 programmes (see [UNESCO, 2011](#)). For Japan, this includes post-secondary non-tertiary programmes.

B.) The share of women among all tertiary graduates in STEM is defined as the share of women among all those who graduate from tertiary education (ISCED 5-8) in STEM fields exclusively. The OECD average excludes Israel. For Japan, data on graduates in information and communication technologies are included in each of the other educational fields. Both sub-indicators relate to SDG Indicator 4.5.1.

Source: 2.A [OECD.Stat - Population who attained tertiary education, by sex and age group](#) and 2.B OECD calculations based on [OECD.Stat - Share of graduates by gender in fields of education](#)

### **Employment and Social Security**

**Indicator 3 - Labour force participation rate and share of women among all part-time employees (15-64-year-olds):**

A.) The labour force participation rate is defined as the labour force divided by the total working-age population (aged 15-64). See detailed notes in the source database.

B.) Women's share of part-time employment is defined as the share of women among all part-time employees. Part-time employment is based on a common definition of 30 or less usual weekly hours of work in the main job for the total employed population (aged 15-64). For the United States, data refers to dependent employment only and for Japan, data refers to actual hours worked. Both sub-indicators (indirectly) relate to SDG Indicator 8.5.

Source: 3A. [OECD.Stat - Labour force participation rate](#) and 3B. [OECD.Stat - FTPT employment](#)

**Indicator 4 - Gender wage gap:** Defined as the unadjusted difference between median wages of men and women relative to the median wages of men, based on gross earnings of full-time employees. The earnings pay reporting periods are weekly earnings for Canada, the United Kingdom and the United States, and monthly earnings for France, Germany, Italy and Japan. This indicator (indirectly) relates to SDG Indicator 8.5.

Source: [OECD.Stat - Decile ratios of gross earnings: Gender wage gap \(median\)](#)

**Indicator 5 - Gender gap in unpaid care and housework and net childcare costs for parents using childcare facilities:**

A.) The gender gap in unpaid care and housework is defined as the time spent in unpaid work among all available time per day among 15-64-year-olds. This includes routine housework; shopping; care for household and non-household members (inc. children and adults); volunteering; travel related to household activities; other unpaid activities. Data are not always fully comparable due to differences in classifications in each national time-use survey. No trend is presented survey years differ widely. Data refer to 2021 for Japan, 2019 for the United States, 2015 for Canada and the United Kingdom, 2014 for Italy, 2013 for Germany and 2010 for France. The OECD average excludes Chile, Colombia, Costa Rica, the Czech Republic, Iceland, Israel, the Slovak Republic and Switzerland. The EU average excludes all non-OECD EU members as well as the Czech Republic and the Slovak Republic. This sub-indicator directly relates to SDG Indicator 5.4.1.

B.) Net childcare costs are defined as gross fees minus childcare benefits/rebates and tax deductions, plus any resulting changes in other taxes and benefits following use childcare use. Data assume full-time care for a two-child family (children aged 2 and 3), with parents in full-time employment (one earning 100% and the other 67% of the average wage). Where local authorities regulate childcare fees, settings for a specific sub-national jurisdiction have been used as follows: Canada (Ontario), Germany (Berlin), Italy (Rome), United Kingdom (England), United States (Michigan). For France and Japan, national rules apply. For EU countries, see [OECD \(2022\)](#). The OECD average excludes Chile, Colombia, Costa Rica and Mexico. This sub-indicator (indirectly) relates to SDG Indicator 4.2.

Source: 5.A [OECD.Stat - Employment: Time spent in paid and unpaid work, by sex](#), the [Japanese 2021 Survey on Time Use and Leisure Activities](#) and 5.B [OECD.Stat - Net childcare costs](#)

**Indicator 6 - Gender gap in pension income:** The gender gap in pensions is defined as the difference between the mean retirement income of men and women (aged 65+) over the mean retirement income of men (aged 65+), among pension beneficiaries. Data for Canada and Japan refer to 2020 and for the United States to 2019. See detailed notes in source databases. For Japan, data also include pension recipients under the age of 65, while excluding private pensions. For Germany, the previous 2022 version of the Dashboard stated a pension gap of 39.2% for 2020, but the underlying Gender Pension Gap series was revised in 2022/2023 to 29.1% for 2020. The OECD average excludes Australia, Costa Rica, Israel, Korea and New Zealand. This indicator indirectly relates to SDG Indicator 1.2.1. and 8.5.

Sources: [Eurostat Database - Gender pension gap by age group](#) and for non-European OECD countries [OECD \(2021\), Towards Improved Retirement Savings Outcomes for Women; Figure 1.1.](#) as well as OECD calculations based on [MHLW \(2020\), Annual Report of the Public Pension System](#) and [Statistics Canada \(2022\) - Income of individuals by age group, sex and income source](#).

## Entrepreneurship

**Indicator 7 - Share of self-employed with and without employees among all employed:** Defined as the share of those who are registered as self-employed among all employees, and further disaggregated whether they have employees or not. Incorporated self-employed are only partly or non-included in the counts of self-employed in several countries. This may affect comparability across countries. Data refer to 15-64-year-olds, with exception of the United States, where they refer to all 16 years old or more. The OECD average excludes Colombia and Costa Rica. This indicator (indirectly) relates to SDG Indicator 8.5.

Sources: [OECD.Stat - Entrepreneurship: Share of employed who are employers, by sex](#), [OECD.Stat - Entrepreneurship: Share of employed who are own-account workers, by sex](#) and OECD calculations based on data delivered by the United Kingdoms Office for National Statistics.

## Leadership

**Indicator 8 - Share of women in board seats of the largest publicly listed companies:** Defined as the share of seats held by women in the highest decision-making body in the given company, such as the board of directors for a company in a unitary system, or the supervisory board in the case of a company in a two-tier system. For EU countries, data refer to the largest 50 members of the primary blue-chip index in the country concerned (including only those companies that are registered in the given country). For non-EU countries, data refer to companies covered by the MSCI ACWI index, with management and audit boards omitted. The OECD average excludes Costa Rica. This indicator (indirectly) relates to SDG Indicator 5.5.2.

Sources: [OECD.Stat - Employment: Female share of seats on boards of the largest publicly listed companies](#) and for non-OECD EU countries [Eurostat Database - Positions held by women in senior management positions](#)

**Indicator 9 - Share of women in lower or single houses of parliament:** Defined as the share of women among all elected members of lower or single houses of parliament. For the European Union, this refers to the average share in all Member Countries. This indicator directly relates to SDG Indicator 5.5.1.

Sources: [OECD.Stat - Gender equality in parliament](#) and for non-OECD EU countries [IPU Parline Database](#)

## Intimate Partner Violence

**Indicator 10 - Prevalence of physical and/or sexual violence against women and girls by an intimate partner:** Defined as the share of ever married/partnered women aged 15-49 that have been subject to physical and/or sexual intimate partner violence (IPV) over the past 12 months. Ever married/partnered refers to women who have been married, cohabitating or in any other formal or informal union with an intimate partner. While never married/partnered women and those above the age of 49 can still be subject to physical and/or sexual violence, the presented figures are a reflection of limitations in available data of sufficient quality. Data refer to country prevalence estimates. For Germany, data refer to the proportion of ever-partnered women aged 18–74 years. Data refer to 2018, except for Germany where they refer to 2014. This indicator directly relates to SDG Indicator 5.2.1.

Sources: For Germany [FRA Violence against women survey](#) and for all others [WHO \(2018\), Violence Against Women Prevalence Estimates](#)

## Health and Well-being

**Indicator 11 - Maternal mortality per 100 000 live births:** Number of maternal deaths, all causes, per 100 000 live births (ICD-10 codes O00-O99). The maternal mortality series records very small numbers so there may be large annual fluctuations, particularly in the G7 and in countries with low population levels. In future, this could be addressed with aggregated data for a 5-year period and the calculation of 95% confidence intervals. Note that this indicator may be associated with further methodological limitations due to possible collection, non-inclusion and misclassification issues. Data refer to 2020 For Italy, data refer to 2019, for the United Kingdom to 2017 and for France to 2015. The EU average excludes non-OECD EU members. This indicator directly relates to SDG Indicator 3.1.1.

Source: [OECD.Stat - Maternal and Infant Mortality](#)

## Funds for Development Cooperation

**Indicator 12 - Share of aid activities targeting gender equality as Significant (GE1) and Principal (GE2):** Data refers to the share of gender equality commitments among all screened bilateral official development assistance (ODA) commitments. Principal commitments (GE2) have gender equality as an explicit and fundamental objective of the activity and significant commitments (GE1) have gender equality as an important, but secondary, objective. The data on commitments for gender equality and women's empowerment is collected on an annual basis in the OECD Creditor Reporting System (CRS) using the OECD Development Assistance Committee (DAC) gender equality policy marker. Commitments are presented as two-year averages in constant 2020 USD as they can be very volatile on a year-to-year basis. In 2021, DAC members were: Australia, Austria, Belgium, Canada, the Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Korea, Luxembourg, the Netherlands, New Zealand, Norway, Poland, Portugal, the Slovak Republic, Slovenia, Spain, Sweden, Switzerland, the United Kingdom, and the United States, as well as EU Institutions. This indicator directly relates to SDG Indicator 5.c.1.

Source: OECD calculations based on [OECD.Stat - Aid activities targeting gender equality and women's empowerment \(CRS\)](#)

