G7 Dashboard on Gender Gaps 2022
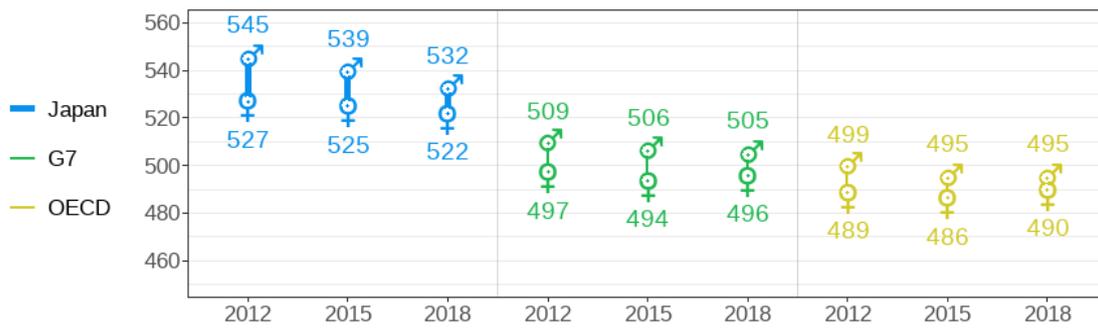
G7 GERMANY 2022

JAPAN

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

OECD
BETTER POLICIES FOR BETTER LIVES

Education

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

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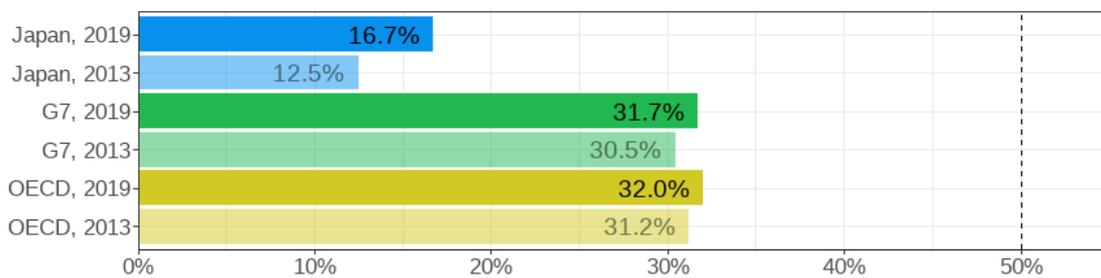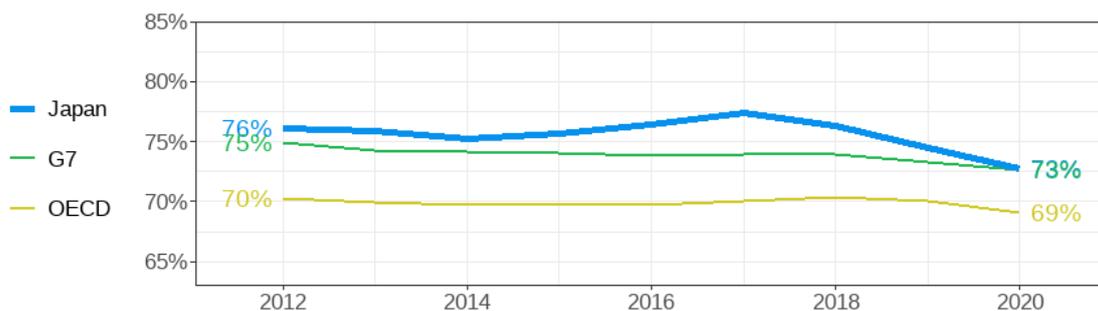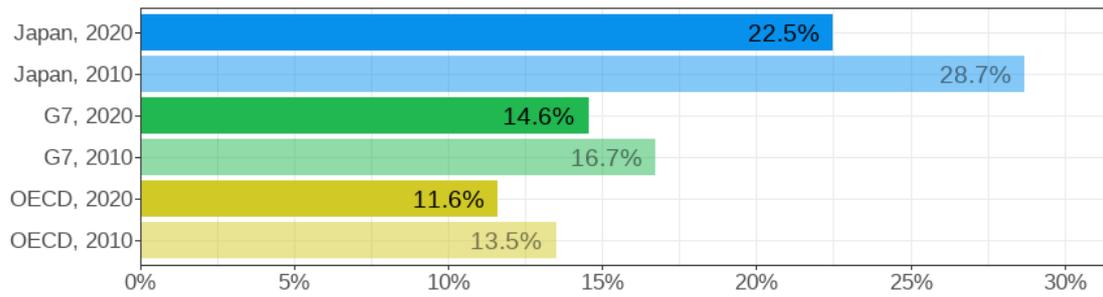

Employment and Social Security

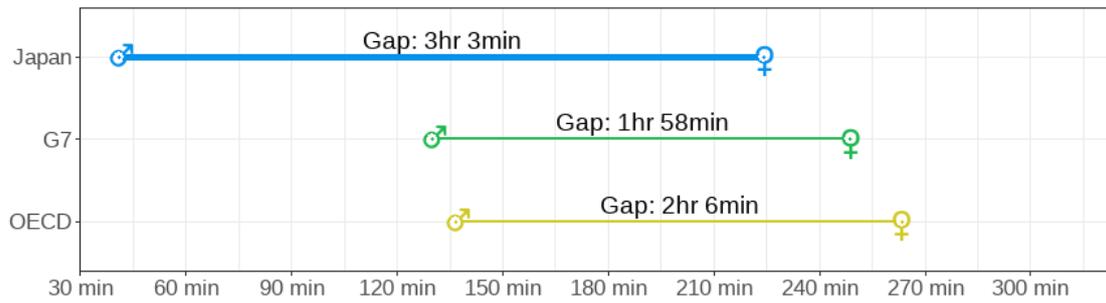## 3A. Labour force participation rate (♂ men; ♀ women)

3B. Share of women among all part-time employees

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

Japan, 2020	22.5%
Japan, 2010	28.7%
G7, 2020	14.6%
G7, 2010	16.7%
OECD, 2020	11.6%
OECD, 2010	13.5%

(0% 5% 10% 15% 20% 25% 30%)

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

Japan	Gap: 3hr 3min
G7	Gap: 1hr 58min
OECD	Gap: 2hr 6min

(30 min 60 min 90 min 120 min 150 min 180 min 210 min 240 min 270 min 300 min)

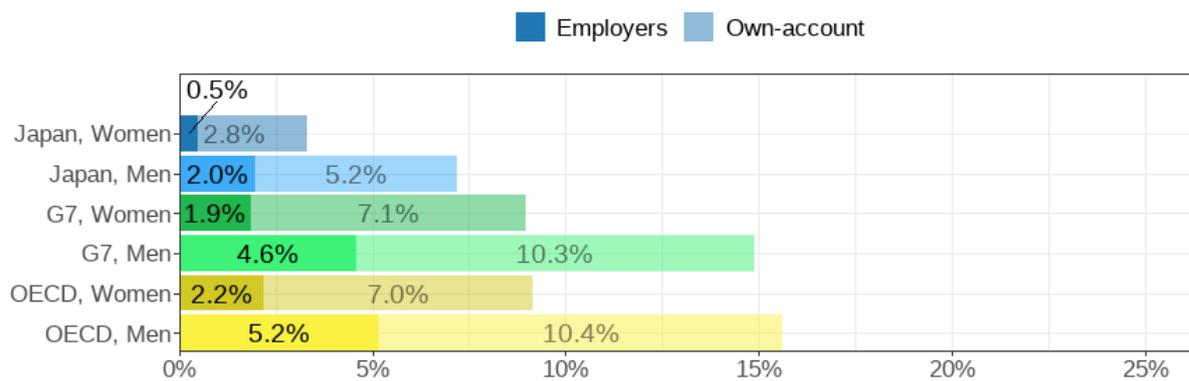**Comment**: The equal sharing of unpaid work between women and men is of highest political priority to the G7. This indicator is included in the Dashboard as a placeholder, highlighting the lack of internationally comparable data.

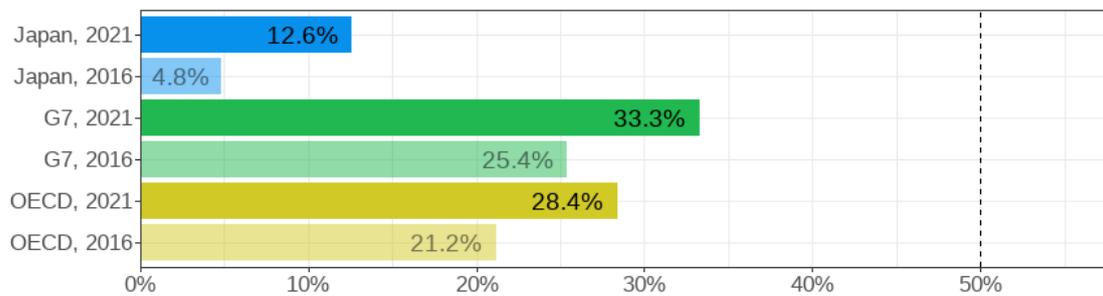## 6. Gender gap in pension income (difference men - women, relative to men), 2020 or latest

Japan	47.4%
G7	34.3%
OECD	24.7%

(0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50%)
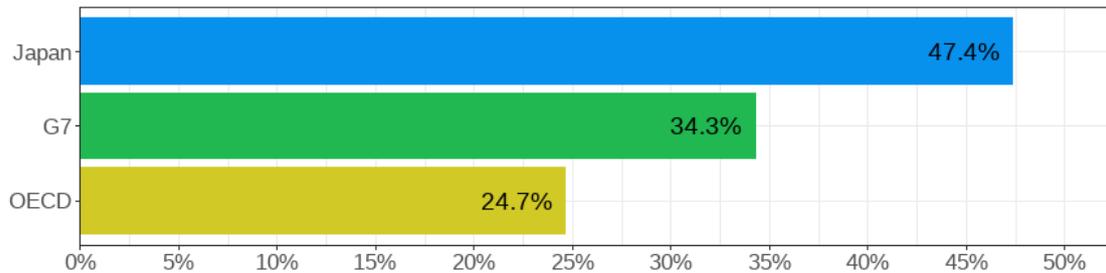
Entrepreneurship

7. Share of self-employed with and without employees among all employed, 2019

Legend: ■ Employers ■ Own-account

Japan, Women	0.5%	2.8%
Japan, Men	2.0%	5.2%
G7, Women	1.9%	7.1%
G7, Men	4.6%	10.3%
OECD, Women	2.2%	7.0%
OECD, Men	5.2%	10.4%

Leadership

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

Japan, 2021	12.6%
Japan, 2016	4.8%
G7, 2021	33.3%
G7, 2016	25.4%
OECD, 2021	28.4%
OECD, 2016	21.2%

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

|		
Japan, 2021 — 9.9%	G7, 2021 — 29.6%	OECD, 2021 — 32.0%
Japan, 2012 — 10.6%	G7, 2012 — 22.3%	OECD, 2012 — 26.3%
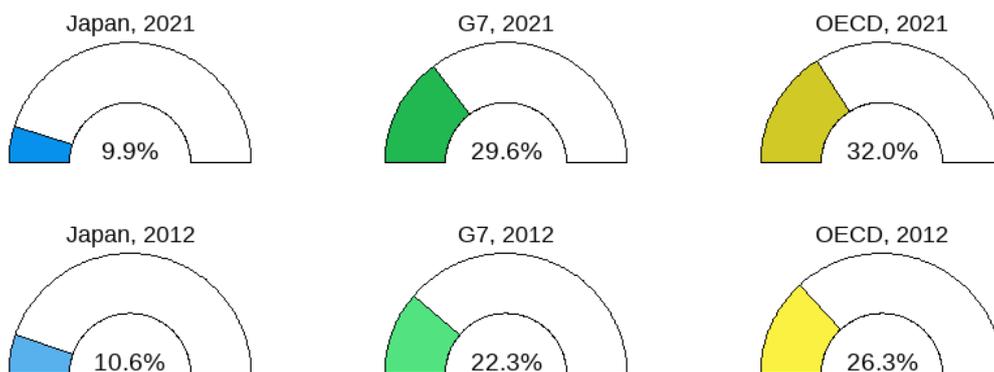
Health and Well-being

10. Prevalence of physical and/or sexual violence against women and girls by an intimate partner, 2018
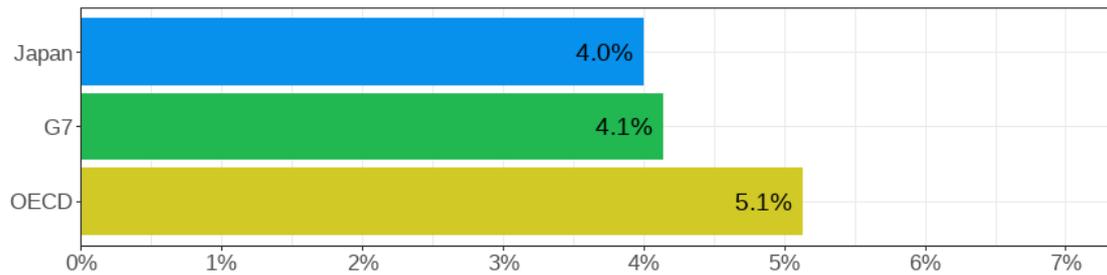
Comment: The issue of intimate partner violence is of the highest political priority to the G7. This indicator is included in the Dashboard as a placeholder, highlighting the lack of internationally comparable data.
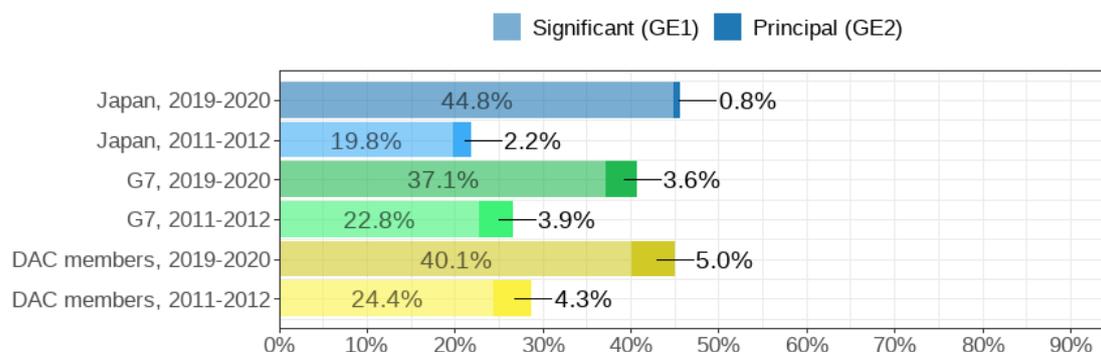
11. Maternal mortality per 100 000 live births, 2019 or latest
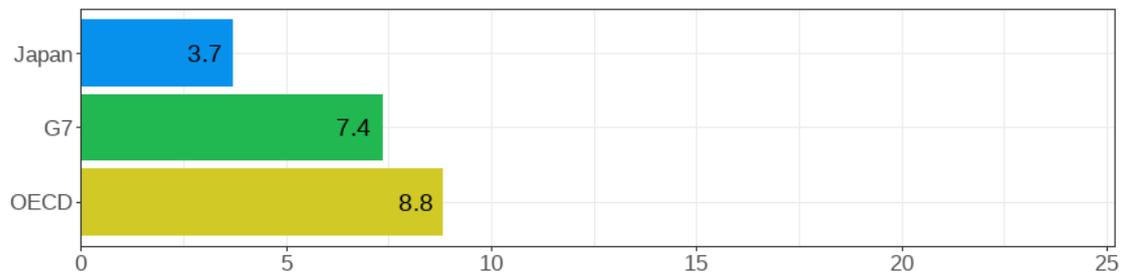
Comment: Methodological limitations should be reviewed carefully when drawing conclusions from the maternal mortality series.

Funds for Development Cooperation

12. Share of aid activities targeting gender equality as Significant (GE1) and 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 dedicated note).

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 women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM): Defined as the share of women among all those who graduate from tertiary education (ISCED 5-8) in STEM fields exclusively. The OECD-37 average excludes Israel. For Japan, data on graduates in information and communication technologies are not separately reported but can be included in each of the other educational fields. This indicator (indirectly) relates to SDG Indicator 4.5.1.

Source: OECD calculations based on OECD.Stat - Distribution of graduates and new entrants by field: 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: 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. This (sub-) indicator (indirectly) relates to SDG Indicator 8.5.2. 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. German data for 2020 is provisional. This (sub-) indicator has no direct relation to any SDG Indicator.

Source: 3A. OECD.Stat - LFS by sex and age - indicators: Labour force participation rate and 3B. OECD.Stat - FTPT employment based on a common definition

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, as well as monthly earnings for France, Germany, Italy and Japan. Data for France, Germany and Italy refer to 2018. This indicator (indirectly) relates to SDG Indicator 8.5.2.

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

Indicator 5 - Gender gap in unpaid care and housework: Defined as the time spent in unpaid work among all available time per day among 15-64-year olds. Time spent in unpaid work includes: routine housework; shopping; care for household members; child care; adult care; care for non-household members; volunteering; travel related to household activities; other unpaid activities. Results for countries are not always fully comparable due to differences in classifications in each separate national time-use survey. No trend is presented due to the large difference in survey years. Data refer to 2019 for Japan and the United States, 2015 for Canada and the United Kingdom, 2014 for Italy, 2013 for Germany and 2011 for France. The OECD average is an OECD-30 average excluding Chile, Colombia, Costa Rica, the Czech Republic, Iceland, Israel, the Slovak Republic and Switzerland. The EU average is a EU20-average excluding all non-OECD EU members as well as the Czech Republic and Slovak Republic. This indicator directly relates to SDG Indicator 5.4.1.

Source: OECD.Stat - Employment: Time spent in paid and unpaid work, by sex

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 refer to 2020. For Japan, data refer to 2013, for the United States to 2019 and for Canada to 2018. See detailed notes in source databases. The OECD average is an OECD-33 average excluding Australia, Costa Rica, Israel, Korea and New Zealand. This indicator has no direct relation to any SDG Indicator.

Sources: Eurostat Database - Gender pension gap by age group and for non-European OECD countries to OECD (2021), Towards Improved Retirement Savings Outcomes for Women; Figure 1.1.

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 broken down 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. Data refer to 2019. This indicator has no direct relation to any SDG Indicator.

Sources: OECD.Stat - Entrepreneurship: Share of employed who are employers, by sex and OECD.Stat - Entrepreneurship: Share of employed who are own-account workers, by sex

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. 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 - Government at a Glance 2021; Figure 3.10 and for non-OECD EU countries IPU Parline Database

Health and Well-being

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, cohabiting 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 2012. This indicator directly relates to SDG Indicator 5.2.1.

Sources: For Germany UN Women Global Database on Violence against Women and for all others WHO (2018), Violence Against Women Prevalence Estimates

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 the 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 2019. For Italy, data refer to 2018, for the United Kingdom to 2017 and for France to 2015. This indicator directly relates to SDG Indicator 3.1.1. The EU average is a EU-22 average that excludes non-OECD EU members.

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 2019 USD as they can be very volatile on a year-to-year basis. DAC members are: 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. This indicator has no direct relation to any SDG Indicator.

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