

# G7 Dashboard on Gender Gaps 2022



## A GUIDE

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

# G7 Dashboard on Gender Gaps – a Guide

## Introduction and objectives

Gender equality is fundamental for the fulfilment of human rights and a top priority for G7 countries. Following the invitation from G7 Leaders at the Carbis Bay Summit in June 2021, the Gender Equality Advisory Council (GEAC), with support from the GEAC Secretariat in the UK Cabinet Office, has proposed a monitoring and accountability mechanism to monitor G7 commitments to achieve gender equality. The OECD was asked by G7 countries to develop a detailed proposal for the mechanism, this work was completed under the stewardship of the German G7 presidency in 2022.

The main objectives of the monitoring and accountability mechanism are to collate, analyse and provide existing robust, internationally comparable and transparent data on gender equality within the G7 and on the implementation of G7 Leaders' commitments in the field of gender equality. The mechanism aims to inform and support G7 decision-making and action in the field of gender equality, including by Leaders, Sherpas and the GEAC. It also aims to promote mutual accountability across the G7 by clearly and, where appropriate, publicly communicating progress made by the G7 and its partners in promoting gender equality.

The G7 Dashboard on Gender Gaps includes 12 indicators and will be produced and updated on an annual basis. It aims to monitor progress on gender equality in G7 countries using a framework based on agreed gender equality indicators drawn from existing data sets. The dashboard is designed to offer an accessible visual picture of the country's relative performance compared to G7 or OECD average values in selected indicators of relevance for gender equality.

## Approach

Gender gaps persist in all areas of social and economic life. It is impossible to be comprehensive and capture the relevance of all gender issues in detail across areas with a small set of 12 indicators. Instead, this dashboard of indicators aims to provide a summary view of gender gaps across a range of social-economic areas of foremost policy relevance across G7 countries, including education, employment and social security, entrepreneurship, leadership and health and well-being areas.

To grasp the current gender disparities and underlying developments this dashboard presents indicators on current gender gaps and/or the gender distribution of a specific outcome (such as the share of women in parliaments) for each G7 country and the EU-average and places these in the context of results for G7 countries and the OECD overall. Indicators are not supposed to rank, or directly compare country scores, but to provide international context to the indicators presented for any G7 country. To that end, for each indicator the country is visualised together with the G7- and OECD-averages, and the country score is presented. In addition, where available, the presentation also includes a visual on recent change in the relevant outcomes for men and women, where possible and relevant.

The dashboard presents outcome levels and gender gaps, and where available the dashboard provides information on time trends, to highlight underlying dynamics and potential progress.

## Methodology and selection of indicators

The indicators in the G7 Gender dashboard were chosen to provide an easily accessible “birds-eye view” of key indicators on gender gaps covering a range of social-economic areas of foremost policy relevance across G7 countries, including Education, Employment and Social Security, Entrepreneurship, Leadership, Health and Well-being and Funds for Development Cooperation.

The selection of indicators was made on basis of policy priorities, data considerations and their illustrative power. For example, with regard to the area of Education, various indicators on educational attainment could have been added to illustrate the advantage young women have in OECD countries in this regard, such as the share of women among graduates in a recent year, or the OECD PISA reading literacy scores. However, the dashboard presents two indicators, reflecting compulsory schooling and post-secondary education periods, which cast light on the gender gap in favour of young men towards choosing more lucrative areas of study, such as in Science, Technology, Engineering and Mathematics (STEM). Even though, one of these indicators does not meet all “ideal” dashboard indicator data-quality aspects, as for example, with respect the availability of annual updates (see below).

## Data quality aspects

The desire to include policy relevant indicators has to be regarded in view of various “quality aspects” across indicators, including:

- Indicators part of an existing international data set, as compiled on basis of **directly comparable data collection methods**. Good quality indicators adhere to the best practises of methodological and data development in the OECD, often in consultation and agreement with other international organisations and national statistical offices. In collecting and processing data, the OECD commits to the highest professional standards, and to adhere to international norms and standards, agreed by member countries.
- Data are available for **all G7 countries**. This is another important issue, which in practice affects the inclusion of many potential indicators as they may not be available for all G7 countries. For example, there may be directly comparable data available from the same source for EU-countries and/or the wider group of European G7 countries, but such information is not necessarily available for non-European countries. In some cases, a solution has been found by including broadly comparable data, which, while not from the same source, are deemed to sufficiently cover the same concepts and can serve to illustrate international differences (e.g. for women on boards).
- To illustrate past and future trends and change therein, **data should be updated annually**. This is another limitation as many indicators cannot be updated each year. For example, based on the cycle of OECD PISA evaluations, OECD PISA scores are only updated every 3 years, so that OECD PISA 2018 mathematics scores can be compared with OECD PISA 2015 mathematics scores. This indicator will therefore only be updated whenever new data become available.
- Where possible, **linkages with other international indicator compilations** are indicated in the specific indicator notes underneath the scoreboard (e.g. for SDG indicators).

In all, 12 indicators were selected and Table 1 shows how they are assessed in view of the data-quality criteria outlined above. 10 Indicators meet the quality characteristics in at least three dimensions or did so with adjustments to enhance comparability. The information on the Share of women among STEM graduates and Labour force participation meet all criteria, as do the indicators on

Entrepreneurship, and Aid towards gender equality, but these are not directly linked to SDGs. The indicators on OECD PISA Mathematics scores, the Share of women in single and/or lower houses of parliamentary and Maternal mortality rates are also of high quality, but annual updates are not (yet) available. The indicators on Part-time employment, the Gender wage gap, the Gender gap in pension income are of good quality, but there are some cross-country differences in measurement (see the notes to the indicators).

## Policy Priority

A rigid adherence to the data-quality criteria would, however, miss out on two issues that are considered as paramount in the gender equality discussion: Violence against women and Unpaid housework.

- Many OECD countries want to address issues around **Violence against women** as a matter of policy priority. However, there is no agreed OECD-wide methodological framework for the measurement of violence against women. Therefore, what is presented here, are not official statistics derived from a common framework and data collection methodology, as for example the labour force statistics, but data published by the WHO for six G7 countries in 2021, while for one country results as found in UN Women databases. The indicator records whether the female respondent has been subjected to gender-based violence over the past 12 months, as reported in different surveys across (and within) countries. Surveys were held at different times and may not be held with the same interval. Results are also not available every year.
- The sharing of **Unpaid housework**, including care activities, is another key issue in gender equality policy. As women often bear the brunt of unpaid housework, they are often not in the position to fulfil their labour market aspirations in full. There is no harmonised time use data set across G7 countries. Across existing surveys, there are measurement issues (e.g. as related to primary and secondary activities undertaken at any time), questions can be different, and time use surveys are expensive to hold so that many countries do not organize such a survey annually, but once every 5 or 10 years.

These two indicators have been included in the G7 Gender Dashboard because of their policy priority. However, in their current form they have to be considered as a “placeholder”, highlighting the lack of quality cross-nationally comparable data.

**Table 1: Quality of data characteristics for the twelve indicators for the G7 Gender Dashboard**

*Shading in turquoise is used to ease differentiation from one column to another.*

INDICATOR	Education		Employment and Social Security					Entrepreneurship	Leadership		Health and Well-being		Funds for Development Cooperaton
	1	2	3A	3B	4	5	6	7	8	9	10	11	12
	OECD PISA Mathematics scores	Share of women tertiary STEM graduates	Labour Force Participation	Share of women in part-time employment	Gender wage gap	Gender gap in unpaid work	Gender gap in pension income	Self-Employed with and without employees	Share of women in board seats	Share of women in lower/single houses of parliament	Violence against women	Maternal mortality	Share of aid activities targeting gender equality
Data availability	√	√	√	√	√	√	√	√	√	√	√	√	√
Comparable collection	√	√	√	~	~	~	√	~	√		√	√	
Time trends	◇	√	√	√	*	*	√	√	◇		◇	√	
Annual updates		√	√	√	~	~	√	√			*	√	
Linkages to SDG etc.	√	√	√		√	√	√		√	√	√	√	

**Note:**

√ Quality aspect satisfied

◇ Not available for every year

\* Not available for all countries

~ Differences are adjusted to the extent possible

Source: OECD Secretariat.

## Presentation

For the G7 Gender Dashboard use has been made of a uniform colouring scheme to distinguish at first glance between OECD averages, G7 averages and the respective G7 country/EU. Dark shades and light shades are used to distinguish between men and women. In all, green refers to the G7 average, yellow to the OECD average, and, blue to the respective G7 country or the EU. Dark shades refer to women, while light shades refer to men. Two different points in time can also be visualized by dark and light shades, where needed.

As a general rule the G7 Gender Dashboard shows time trends wherever possible in order to convey information on the progress made in the relevant area, while maintaining clear and intuitive visuals. Line graphs can be used for this purpose, as for example regarding indicators on labour force participation rates (Indicator 3A) and the share of women in part-time employment (Indicator 3B).

Often the results are presented as bar-charts: the Share of women among tertiary graduates in STEM fields (Indicator 2), the Gender wage and pension income gaps (Indicators 4 and 6), Women on boards (Indicator 8), Violence against women (indicator 10) and Maternal mortality (Indicator 11). Stacked-bar charts were used for the indicators on Entrepreneurship and Aid targeted at gender equality (Indicators 7 and 12). The use of (stacked) bar charts was chosen to facilitate the comparison of results per country with G7 and OECD averages.

There are exceptions to the (stacked) bar-charts presentation. The visuals on OECD PISA mathematics scores and the labour force participation rate (Indicators 1 and 3A) present scores for boys and girls and men and women for three different years. The Share of women in part-time employment (indicator 3B) is a line chart with observations for 10 years. The visual for the indicator on the gender gap in unpaid housework (Indicator 5), does not only illustrate the gender gap but also gives an indication of the time men and women spend on unpaid housework on a daily basis. For the indicator parliamentary representation (Indicator 9), the visual is a half-circle which, in some countries, reflect the shape of the parliamentary chamber.

Throughout, the charts include the value of the country result and the G7 and OECD averages.



