

# G7 Dashboard on Gender Gaps 2025

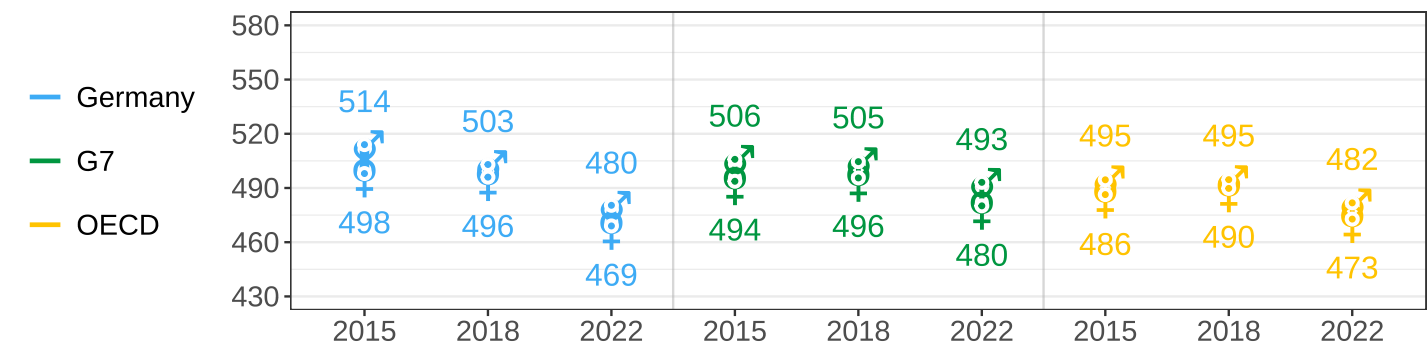


## Germany

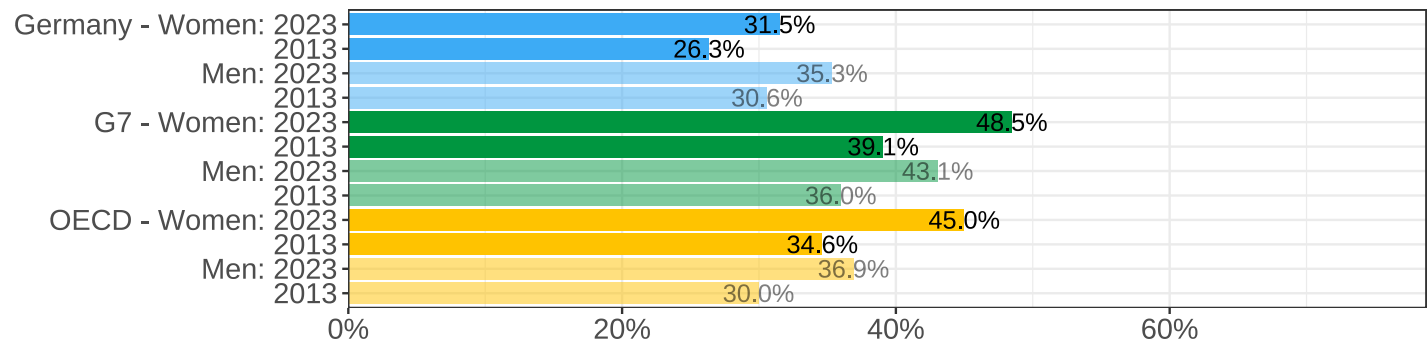
The G7 present the “G7 Dashboard on Gender Gaps”, which provides an easily accessible “birds-eye view” of key indicators on gender gaps covering a range of socio-economic areas of foremost policy relevance across G7 countries

# Education

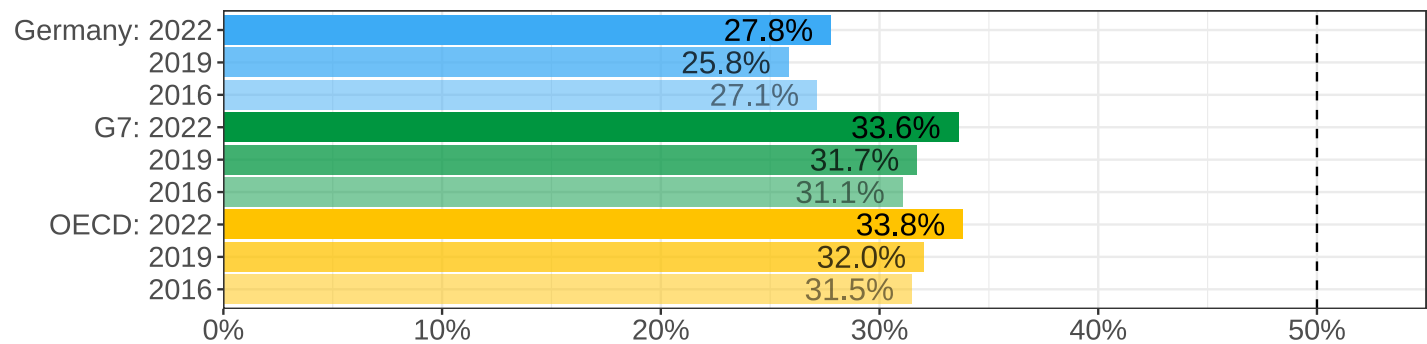
Indicator 1. OECD PISA Mathematics scores (♂ boys ; ♀ girls)



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

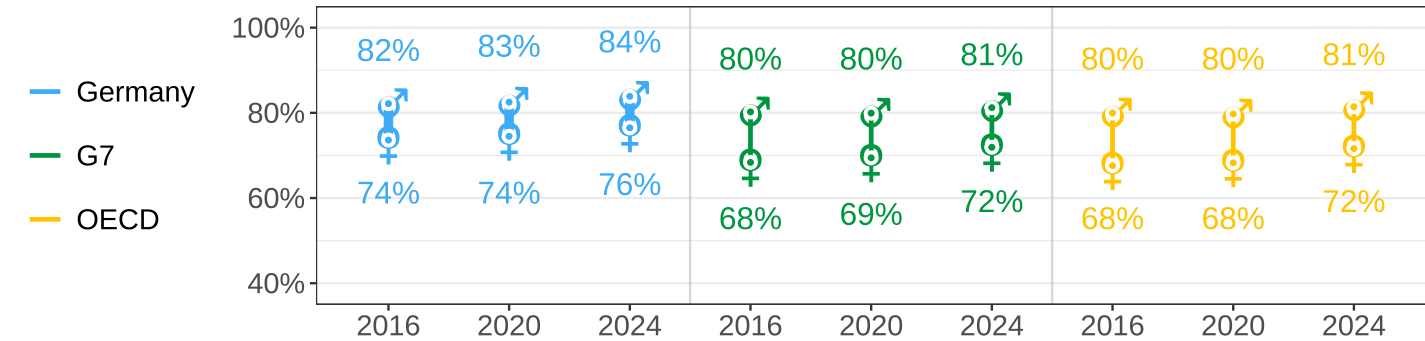


Indicator 2b. Share of women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM)

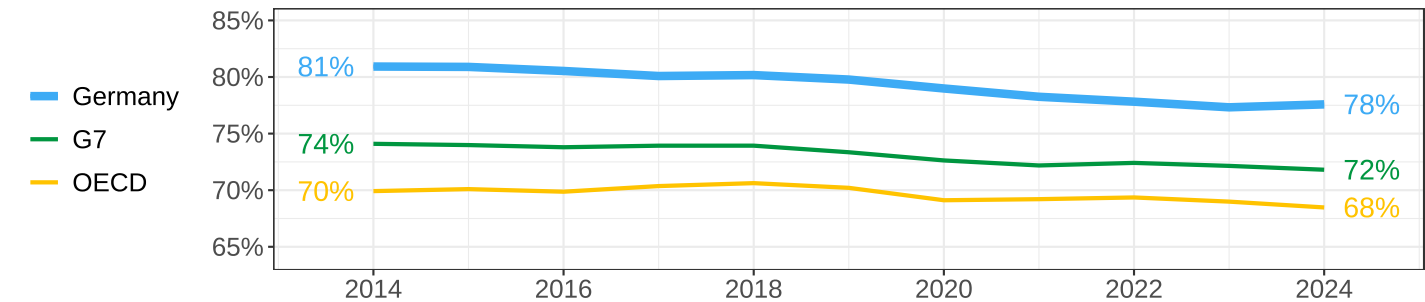


# Employment and Social Security

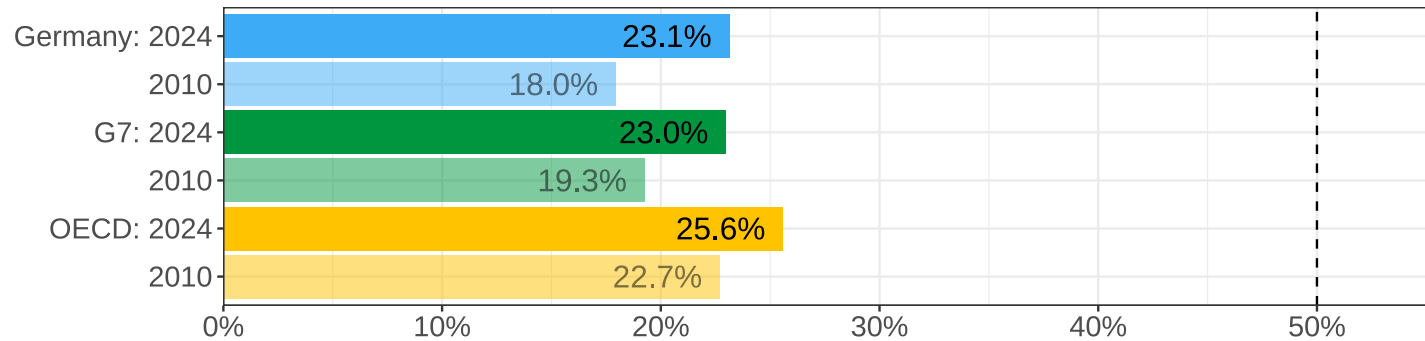
Indicator 3a. Labour force participation rate among 15-64-year-olds (♂ men ; ♀ women)



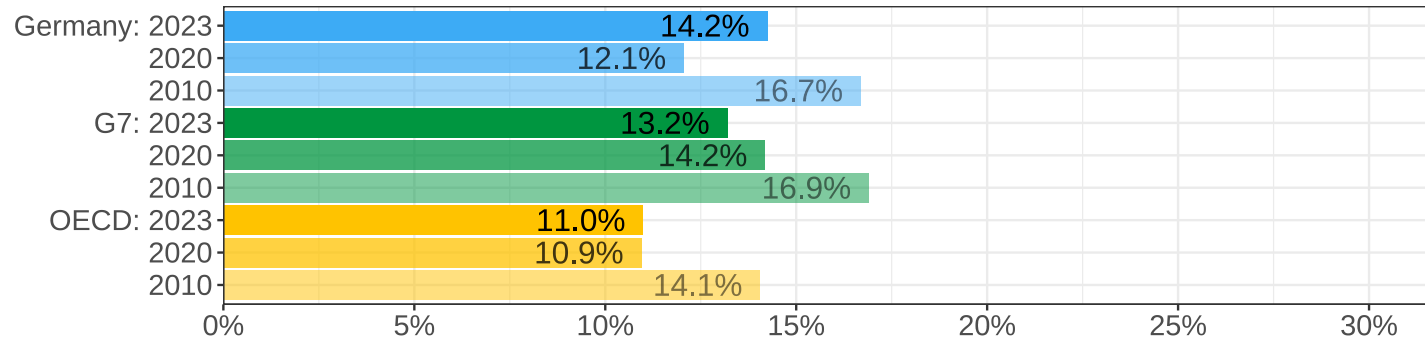
Indicator 3b. Share of women among all part-time employees aged 15-64 (<30h per week)



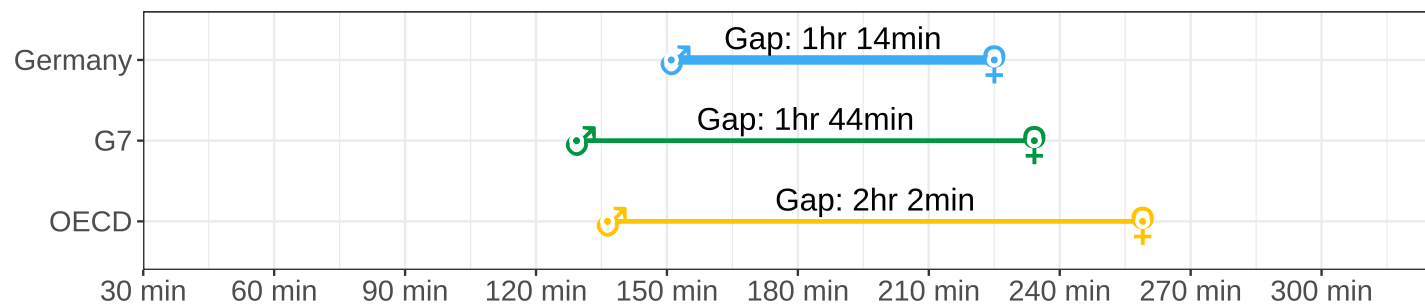
Indicator 3c. Share of women in STEM jobs



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

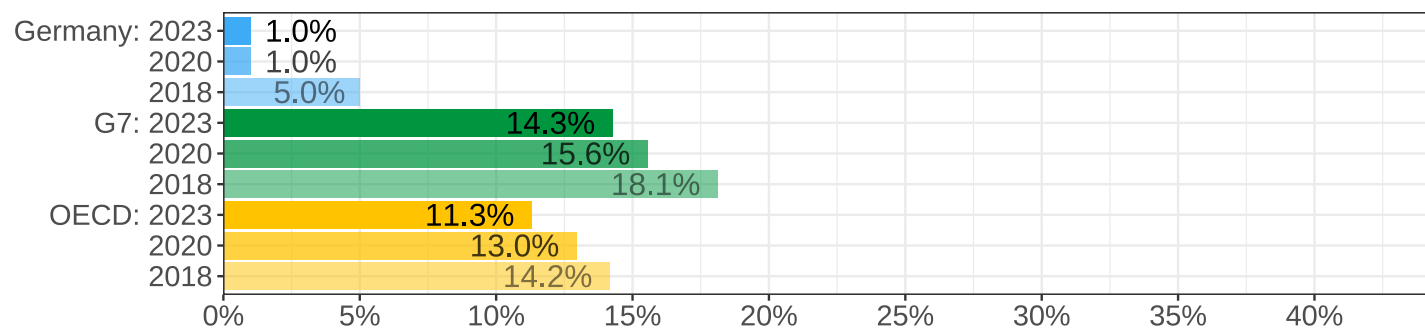


Indicator 5a. Gender gap in unpaid care and housework in minutes per day (♂ men ; ♀ women)



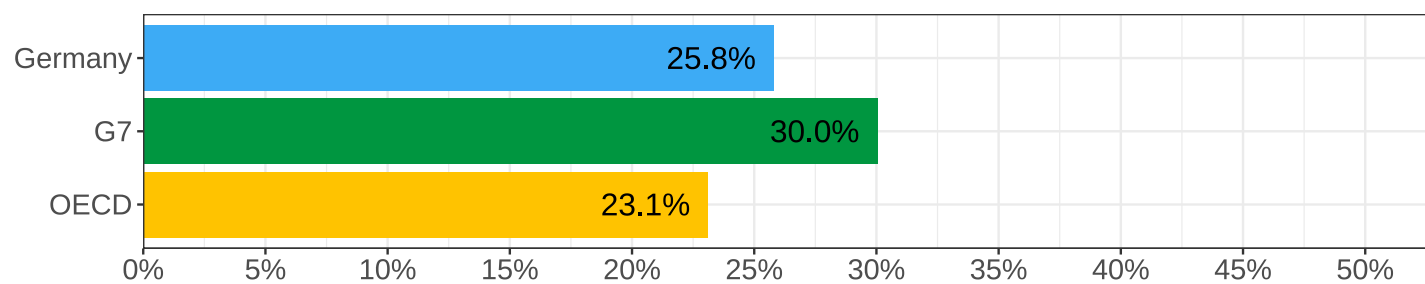
**Comment:** The equal sharing of unpaid work between women and men is of highest political priority to the G7. This indicator is included in the Dashboard as a placeholder, highlighting the lack of internationally comparable data.

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



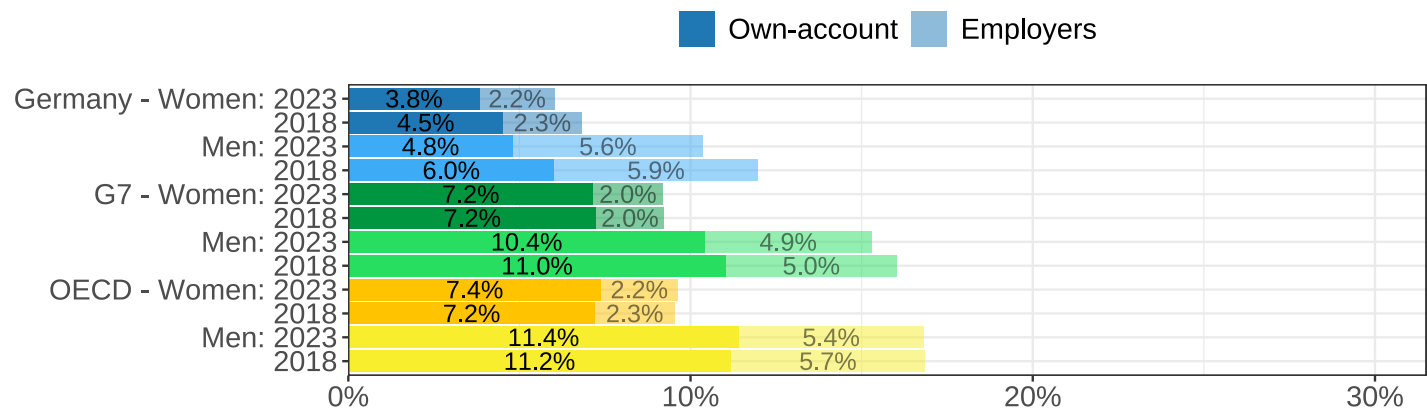
**Comment:** Calculations on net childcare costs seek to approximate typical settings for publicly provided full-time centre-based childcare in each country (where this option exists), and childcare settings for a specific sub-national jurisdiction have been used as follows: Ontario for Canada; Berlin 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 Data Explorer](#). As costs reflect the situation in one geographical location, they are not necessarily representative for the whole country.

Indicator 6. Gender gap in pension income (difference men - women, relative to men), 2024 or latest



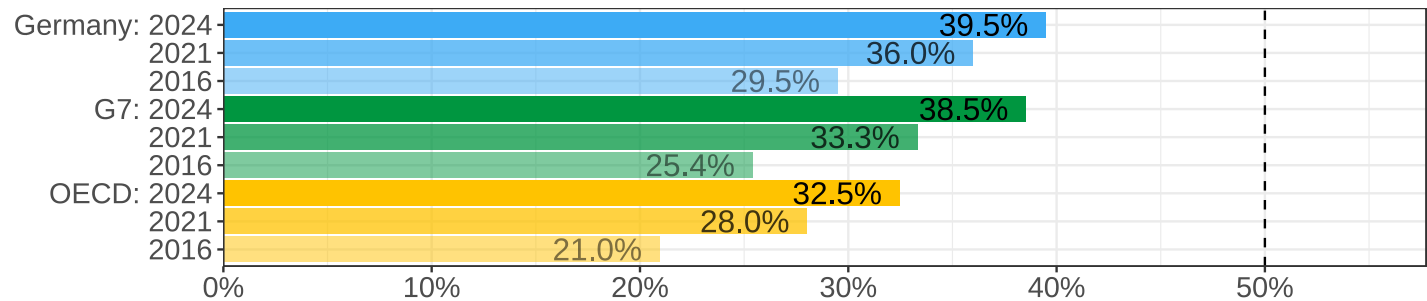
# Entrepreneurship

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

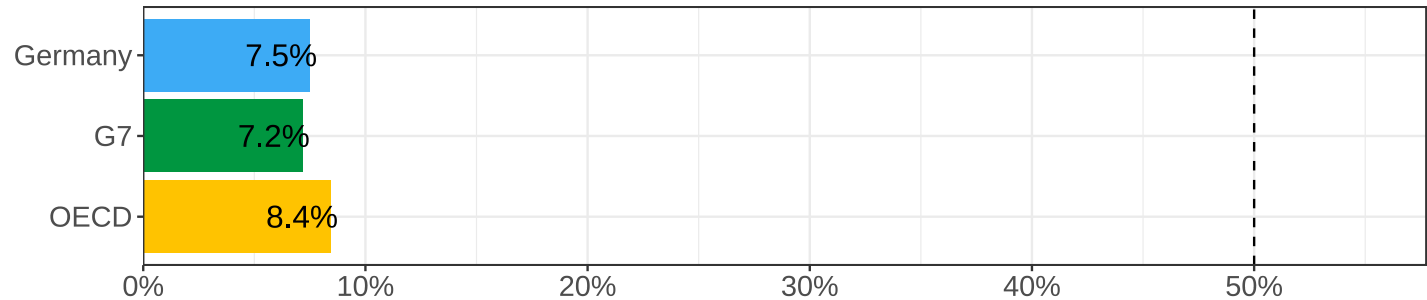


# Leadership

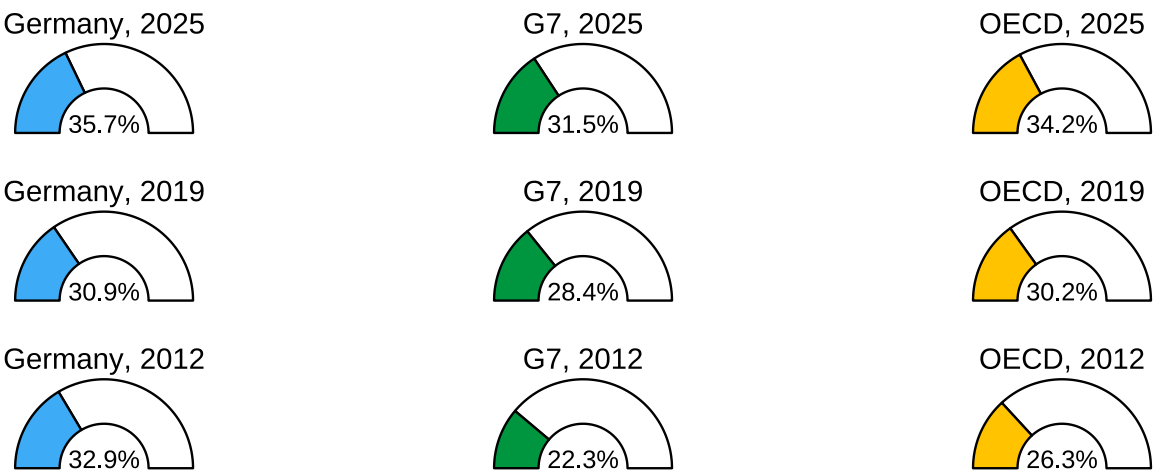
Indicator 8a. Share of women in board seats of the largest publicly listed companies



Indicator 8b. Share of Women CEOs (Chief Executive Officers), 2024

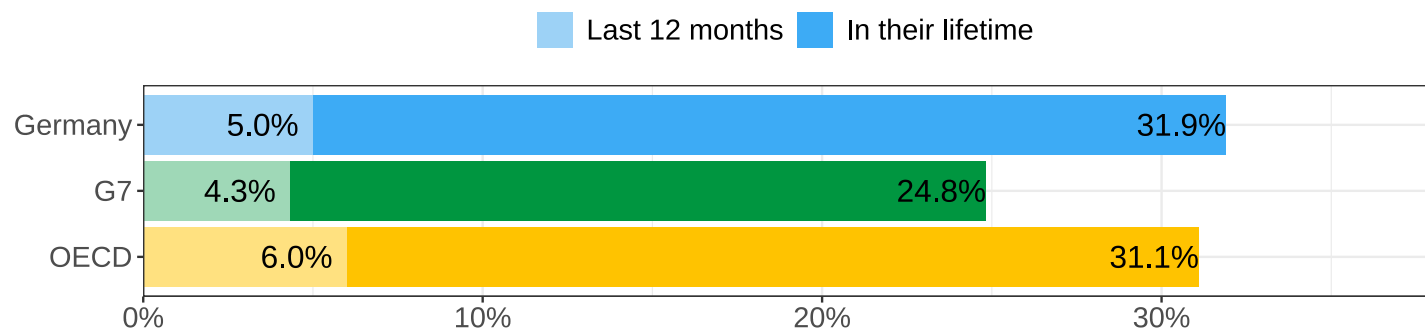


Indicator 9. Share of women in lower or single houses of parliament



# Intimate Partner Violence

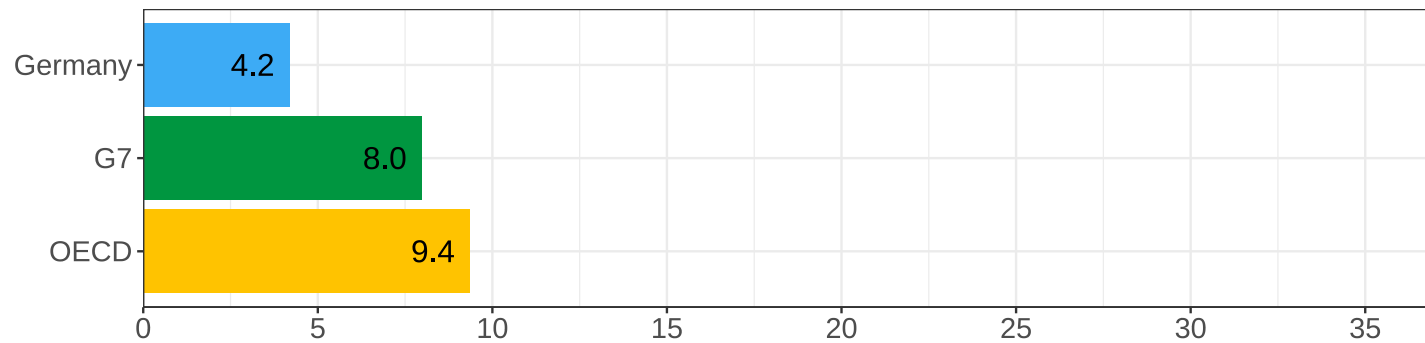
Indicator 10. Prevalence of physical and/or sexual violence against women and girls by an intimate partner, 2021 or latest



**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.

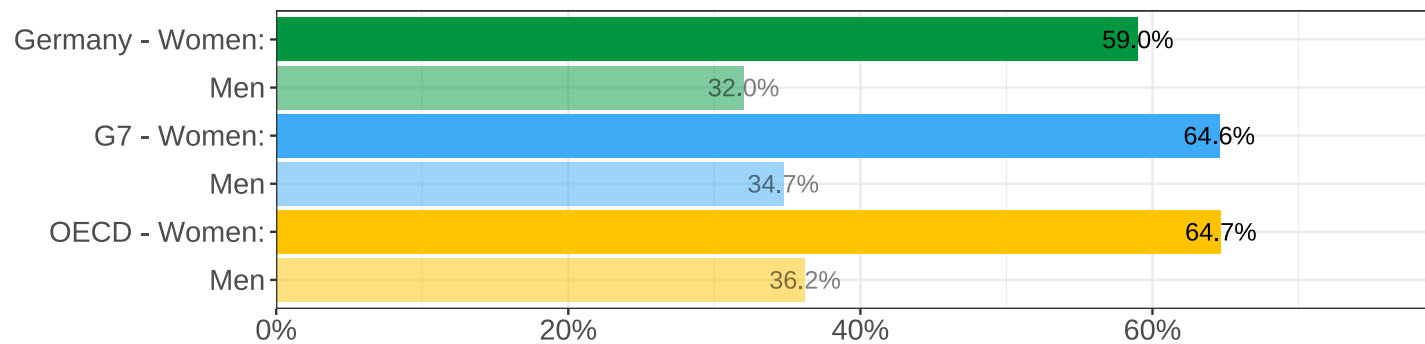
# Health and Well-being

Indicator 11a. Maternal mortality per 100 000 live births, 2023 or latest



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

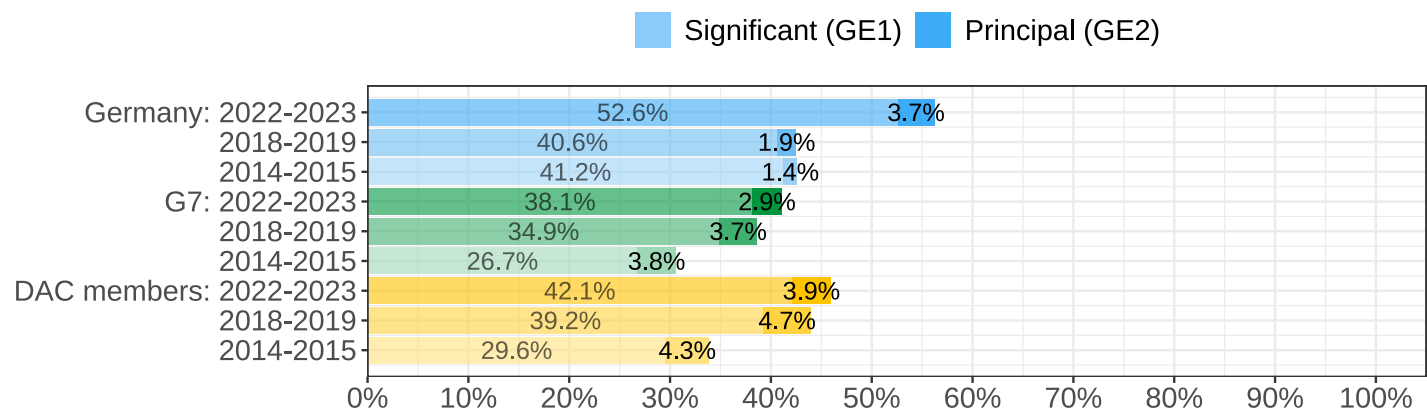
Indicator 11b. Knowledge of Menopause, 2022



**Comment:** Survey Question: How knowledgeable, if at all, would you say you are about menopause? Base 23,008 participants across 33 countries, interviewed online between 22 July and 5 August 2022, including 11,312 men and 11,696 women. The indicator on menopause is currently based on a one-time survey, but its inclusion is to emphasize the importance of a life-course approach in measuring women's right to maintain health, dignity and well-being that extends beyond the reproductive capacity. This indicator relates directly to SDG Indicator 3.7.

# Funds for Development Cooperation

Indicator 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 note). EU, throughout this document, does not refer to EU institutions, but to the average of EU member states. 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 does not include Colombia, Costa Rica, Latvia and Lithuania. The EU average does not include non-OECD EU members (Bulgaria, Croatia, Cyprus, Malta and Romania), Latvia and Lithuania. This indicator (indirectly) relates to SDG Indicator 4.1.1.

Source: OECD (2024), [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 does not include 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: 2a. [OECD Data Explorer - Population who attained tertiary education, by sex and age group](#), 2b. OECD calculations based on [OECD Data Explorer - 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.

c.) Share of women in STEM jobs, 2010/11 and 2024, as percentage of all STEM jobs. The OECD average refers to employment weighted average over 31 OECD countries for which data are available. For EU countries, 2010 data refer to 2011; for Australia, 2010 refer to 2014 and for the United Kingdom, 2010 data refer to 2011 and 2024 refer to 2019.

Source: 3a. [OECD Data Explorer - Labour force participation rate](#), 3b. [OECD Data Explorer - FTPT employment](#) and 3c. Calculations based on National Labour Force Survey and EU Labour Force Survey

**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. For 2023, data for France refer to 2022; for 2020, data for Italy and France refer to 2018. This indicator (indirectly) relates to SDG Indicator 8.5.

Source: [OECD Data Explorer - 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 as survey years differ widely. Data refer to 2022 for Germany, 2021 for Japan, 2019 for the United States, 2022 for Canada and 2024 for the United Kingdom, 2014 for Italy and 2010 for France. The OECD average does not include Chile, Colombia, Costa Rica, the Czechia, Iceland, Israel, the Slovak Republic and Switzerland. 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 of childcare. 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. The OECD average does not include Chile, Colombia, Costa Rica and Mexico. This sub-indicator (indirectly) relates to SDG Indicator 4.2.

Source: 5a. [OECD Data Explorer - Employment: Time spent in paid and unpaid work, by sex](#), and except for Germany [Statistisches Bundesamt \(Destatis\) \(2025\). Time Use Survey, 2022](#) and United Kingdom [Office for National Statistics. \(2024\). Online Time Use Survey, 2020-2024. UK Data Service](#); and 5b. [OECD Data Explorer - 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 refer to 2024 for all EU member countries, Norway and Türkiye, 2023 for Canada, Colombia, Switzerland and the United States; 2022 for Mexico;



2021 for the United Kingdom, 2020 for Australia, Iceland and Japan; 2017 for Chile. The OECD average does not include 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](#); [OECD \(2023\)](#); [Statistics Canada \(2024\)](#) and [LIS\(2025\)](#).

## **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 does not include Colombia and Costa Rica. This indicator (indirectly) relates to SDG Indicator 8.5.

Sources: [OECD Data Explorer - Entrepreneurship: Share of employed who are employers or own-account workers, by sex](#).

## **Leadership**

**Indicator 8a. - 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 does not include Costa Rica. This indicator (indirectly) relates to SDG Indicator 5.5.2.

Sources: [OECD Data Explorer - 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 8b. - Women CEOs (Chief Executive Officer):** Defined as percentage of women CEOs (Chief Executive Officer) as part of largest listed companies. For non-EU countries, the data shows the percentage of CEO and CFO positions held by women among constituents of the MSCI ACWI Index as of October 2024. This indicator (indirectly) relates to SDG Indicator 5.5.2.

Sources: For EU countries, Iceland, Norway, Türkiye and the United Kingdom: [European Institute for Gender Equality \(EIGE\) Gender Statistics Database](#); for all other countries: [MSCI \(2024\) Women on Boards: Progress Report 2024](#)

**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 Data Explorer - Gender equality in parliament](#) and [IPU Parline Database](#) Data refer to January 2025.

## **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 and in their lifetime. 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 Australia, Canada, Chile, Colombia, Costa Rica, Iceland, Israel, Italy, Japan, Korea, Mexico, New Zealand, Norway, Switzerland, Türkiye, the United Kingdom and the United States, data refer to 2018. For all other countries data are refer to 2021. This indicator directly relates to SDG Indicator 5.2.1.

Sources: [World Health Organisation](#). For Canada for the series on lifetime experiences [OECD Gender, Institutions and Development Database 2023](#). For EU countries [Eurostat](#)

## **Health and Well-being**

**Indicator 11a. - 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. Note that this indicator may be associated with further methodological limitations due to possible collection, non-inclusion and misclassification issues. Data refer to 2023 for Canada, Germany, Japan and the United States, to 2022 for Italy, to 2018 for France and to 2017 for the United Kingdom. The EU average excludes Malta and Cyprus. This indicator directly relates to SDG Indicator 3.1.1.

Source: [OECD Data Explorer - Maternal and infant mortality](#).

**Indicator 11b. - Knowledge of Menopause:** Survey Question: How knowledgeable, if at all, would you say you are about menopause? Base 23,008 participants across 33 countries, interviewed online between 22 July and 5 August 2022, including 11,312 men and 11,696 women. This indicator relates directly to SDG Indicator 3.7.

Source: [IPSOS - Global view on menopause 2022](#).

## **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 2021 USD as they can be very volatile on a year-to-year basis. Thus, they may differ slightly from the annual figures published. In 2024, the 33 DAC members were: Australia, Austria, Belgium, Canada, Czechia, Denmark, the European Union, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy,

Japan, Korea, Latvia, Lithuania, Luxembourg, the Netherlands, New Zealand, Norway, Poland, Portugal, the Slovak Republic, Slovenia, Spain, Sweden, Switzerland, the United Kingdom, and the United States. This indicator directly relates to SDG Indicator 5.c.1.

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

