

Call to Action to G7 Leaders

*10 Recommendations to raise women's voices
to create change*

June 2022

Women's Forum Call to Action

Gender equality is critical to building an inclusive, sustainable and thriving world.

We call on G7 Leaders to mainstream a gender perspective in their decisions and actions, in order to achieve the objectives of Germany's G7 Presidency:

- A sustainable planet
- Economic stability and transformation
- Healthy lives
- Investment in a better future
- Stronger together

We call on G7 Leaders to:

- Collect gender-disaggregated data to inform their analysis and resolutions
- Develop far-reaching policies to foster women's empowerment and overcome systemic gender bias and stereotypes
- Ensure diverse representation within decision-making bodies, across all sectors
- Recognise and combat all forms of sexual and gender-based violence

We call on G7 Leaders to consider women as a heterogeneous and diversified group, with different lived experiences; to recognise the complex realities of women facing intersecting forms of discrimination on the basis of origin, race, ability, sexual orientation and gender identity, status, age, religion, and all other forms of discrimination.

We call on G7 Leaders to raise women's voices, to create change.

Women's Forum 10 Recommendations to G7 Leaders

Strengthening Inclusive Climate Action

- 1** MAINSTREAM A GENDER PERSPECTIVE IN CLIMATE ACTION FROM MITIGATION TO ADAPTATION POLICIES
To address women's increased vulnerability to climate change and empower women in climate action
- 2** ENSURE GENDER EQUAL PARTICIPATION IN THE GREEN ECONOMY AND SUPPORT WOMEN-LED SUSTAINABLE PROJECTS
To promote women's economic empowerment and accelerate diversity and inclusion

Breaking the Gender Bias

- 3** IMPLEMENT A GENDER EQUALITY INDEX
To monitor and correct gender imbalances in the private and public sector
- 4** STRENGTHEN PARENTAL LEAVE POLICIES
To mitigate the effects of gender imbalances in care responsibilities

Fostering Healthy Lives for All

- 5** IDENTIFY AND TACKLE WOMEN'S HEALTH NEEDS
To ensure women's adequate treatment
- 6** DESIGN TRULY INCLUSIVE HEALTHCARE SYSTEMS
To remove gender inequalities in the health sector and foster shared responsibilities in the care economy

Promoting Equal Representation in the Jobs of the Future

- 7** DEVELOP A GENDER TRANSFORMATIVE EDUCATION PLAN AT THE NATIONAL LEVEL
To achieve gender parity in tertiary STEM education
- 8** BUILD TAILORED RESKILLING AND UP-SKILLING PROGRAMMES
To equip women with STEM skills and facilitate their participation in the jobs of the future

Designing Feminist Diplomacy for Peace

- 9** ACHIEVE GENDER PARITY IN ALL FOREIGN POLICY AND DIPLOMATIC BODIES
To ensure equal and diverse representation in all decision-making processes at the global level
- 10** ENSURE 100% OF DEVELOPMENT ASSISTANCE IS ALLOCATED TO FOSTER GENDER EQUALITY
To implement gender-responsive foreign policy and diplomacy

Foreword

In a few days, the G7 Summit will gather the heads of state and government of G7 countries in Germany. Strikingly, there will be only one woman leader taking part in the discussions – Ursula von der Leyen, representing the European Commission.

This illustrates the difficulty of advancing gender equality across all spheres – legal, political, cultural and social.

It is true that regulations have already been implemented to promote women's access to decision-making positions, and we are progressively seeing the concrete effects of these measures. However, structural barriers persist, hindering true equality and the advancement of women in the workforce. Across the world, even in developed countries, major crises are impeding the path to full gender equality. The global health crisis, climate change or the increase in armed conflicts make us painfully aware that women and girls remain the first victims of these global challenges.

We do not want to accept the unacceptable – that our daughters may not live in a gender-equal world; that women's specific health needs are still not fully considered by our healthcare systems; that young women will continue to face invisible barriers to entering STEM jobs which are the vectors of future growth; and that unconscious bias still continues to influence our choices so deeply.

This year, the Women's Forum will gather its international community to launch a Call to Action, bringing together high-level representatives from public institutions, the private sector and international organisations. Drawing on their insights into the current global challenges, we will propose concrete actions, to be presented to G7 leaders, aimed at building an inclusive and equitable future for all.

The Women's Forum has been advocating on women's behalf for the past 17 years to ensure that businesses participate, alongside public and political decision-makers, in the advancement of gender equality in our society.

One of my strong convictions is that gender equality must not be dealt with in silos, but rather integrated across all political and economic decisions. National, regional and local governments need to implement gender-based budgets to identify the impact of their decisions on gender equality. Actions must also be taken in key sectors of the future, such as climate, health and technology.

With the support of entrepreneurs, partners, and our community, the Women's Forum has developed ten pragmatic, action-oriented recommendations, presented in this Call to Action. We are confident that G7 leaders will consider them in order to build a more equitable and sustainable future for us all.

Anne-Gabrielle Heilbronner

President, Women's Forum for the Economy & Society



Strengthening Inclusive Climate Action

1

Mainstream a gender perspective in climate action from mitigation to adaptation policies

To address women's increased vulnerability to climate change and empower women in climate action

Key facts and figures

- Women are 14 times more likely than men to die during climate-related disasters.
- Women represent 63% of the agricultural workforce in low-income countries most impacted by climate change.
- In 2020, women held 15% of top jobs as ministers of environmental sectors at the global level.

While climate change is first and foremost an environmental issue, having a catastrophic impact on the planet and biodiversity, its social dimension should not be neglected. Indeed **climate change can be defined as a 'threat multiplier'** (UN Women, 2022a), acting as an amplifier of pre-existing socio-economic vulnerabilities, including gender inequalities. This is exemplified by the so-called **gender-climate nexus** – the disproportionate impact of climate change on women, and in particular on marginalised and minority women including migrant, indigenous and afro-descendent women, as well as those living in conflict areas and rural regions (UN Women, 2022a).

The disproportionate impact of climate change on women is primarily due to women's limited access to land, financial and technological resources but also to education, public services, social protection and mobility resources which, particularly when combined, increase women's vulnerability to climate-related disasters and decrease their ability to respond to environmental risks. It suffices to state that women are 14 times more likely than men to die during climate-related disasters (UN Women, 2018).

A recent UN report (UN Secretary General, 2022) exemplifies the **mechanisms by which women are more impacted by climate change-related issues**. These include:

- **Land degradation**, which affects more than 3.2 billion people in rural communities (IPCC, 2019), most of whom are women. In 2019, women represented 63% of the agricultural workforce in low income countries most impacted by climate change (World Bank, 2021).
- **Health**, as research has shown that women's bodies are more vulnerable to the effects of environmental pollution (Silva-Santisteban, 2020).
- **Migration**, as climate-related disasters accounted for over 30 million internally displaced people worldwide in 2020 alone (IDCM, 2021), particularly affecting women and girls in developing countries and exposing them to an increased risk of gender violence.

- **Economic effects**, as the economic consequences and loss in Gross Domestic Product (GDP) due to climate change reinforce existing economic gender inequalities and decrease women’s access to decent work.

Despite the disproportionate impact of climate change on women, **women are systematically absent from policies and decision-making bodies in climate action**. In 2020, women held 15% of top jobs as ministers of environmental sectors at the global level, only slightly increasing from 12% in 2015 (IUCN, 2021).

This situation calls for **gender mainstreaming**¹ in mitigation and adaptation policies and women’s empowerment in climate action.

Mainstreaming gender in climate-action policy making



¹ Note that gender-disaggregated data on climate-related migration is not available but evidence suggests that women are more impacted than men.

² Gender Mainstreaming is defined as “The process of assessing the implications for women and men of any planned action, in all areas and at all levels... to make women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies...so that women and men benefit equally, and inequality is not perpetuated.” (UN Women, 2022b).

Action plan

- Raise awareness on the gender-specific impact of climate change.
- Collect, analyse and apply gender-disaggregated data to promote the systematic integration of gender considerations in mitigation and adaptation policy design.
- Design mitigation and adaptation policies in consultation with appointed gender advisors and local women representatives.
- Provide women with means to effectively implement climate action policies and projects including education, financial, mobility and technological resources as well as social protection.
- Include gender criteria in monitoring and reporting mechanisms, to study the effects and impact of climate policies on women.
- Implement gender-responsive budgeting to ensure the allocation of funds to climate programmes with a gender approach.
- Allocate travel funds to allow women, and especially women from developing countries, to participate in climate negotiations, for instance in the framework of the Trust Fund for Participation in the UNFCCC process.
- Promote multi-stakeholder partnerships, including between scientific bodies, public institutions, private companies and NGOs, to enhance knowledge and exchange best practices on a gender-responsive climate action.
- Reach gender equality in governing and decision-making bodies in climate action to ensure equal and diverse representation.

Strengthening Inclusive Climate Action

2

Ensure gender equal participation in the green economy and support women-lead sustainable projects

To promote women’s economic empowerment and accelerate diversity and inclusion

Key facts and figures

- Strong climate action has the potential to create 65 million new jobs by 2030.
- Jobs in the energy sector are predicted to rise from 57 million jobs in 2020 to 134 million jobs in 2050, 75% of which will be in renewable energy.
- Women represent 22% of the workforce in traditional energies and 32% in renewable energy.

Today, the world faces the challenge of rapidly transitioning to a more sustainable economy, calling for a series of social and economic transformations. The social implications of the evolution towards the green economy are illustrated in the concept of a **“Just Transition”**, defined as “greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind” (ILO, 2022). In particular, this implies considering the **differentiated challenges for women and minority groups**.

It is estimated that strong climate action has the potential to create 65 million new jobs by 2030 (New Climate Economy, 2018) specifically in the fields of clean energy, sustainable infrastructure and efficient buildings, transportation, entrepreneurship and green finance. In particular, it is estimated that globally the green bond market could be worth 2 trillion USD by 2023 (NNIP, 2020), compared to 517 billion USD in 2021 (Climate bonds Initiative, 2022). Yet these sectors remain predominantly male-dominated, and significant gender imbalances persist in terms of access, skills and leadership.

One of the most illustrative examples is the energy sector, where jobs are predicted to rise by 135% – from 57 million jobs in 2020 to 134 million jobs in 2050, 75% of which will be in renewable energy (Ram et al., 2022). Women still represent 22% of the workforce in traditional energies and 32% in renewable energy (IRENA, 2019). This percentage decreases when considering high level positions, where women represent under 14% of senior managers, concentrating in the utilities sector (OECD & IEA, 2022).

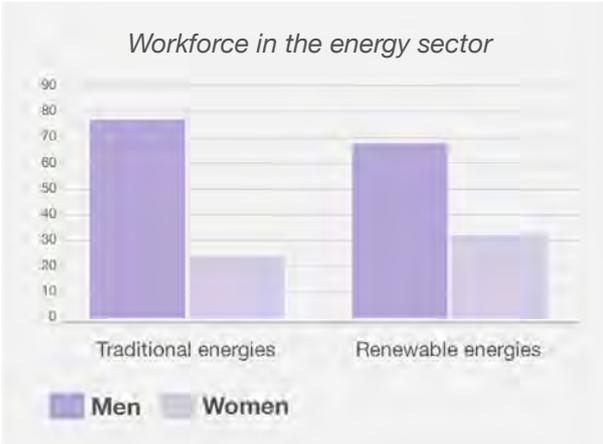


Figure 1, Source: International Renewable Energy Agency (2019) Gender Equality for an Inclusive Energy Transition.

Women have the potential to become powerful agents in the transition to the green economy. Research has demonstrated that women-led and women-owned businesses are characterised by a focus on more long-term, positive environmental and social goals rather than short-term profit (McElhaney et al., 2012).

The situation calls for providing **women with the right skills, opportunities and means to participate in all the sectors that are crucial for the green transition**, to avoid reinforcing existing socio-economic inequalities and creating an unequal green economy to which women do not have access.

Action plan

- Collect gender-disaggregated data on women's participation and role in crucial sectors including finance, energy, infrastructure, transportation, and green entrepreneurship.
- Implement STEM education and training programmes with a focus on sustainability to ensure that women are provided with the right skills to participate in the green economy.
- Promote gender parity, including in leadership positions, by implementing recruitment, promotion and retention strategies in all green sectors.
- Support women-led green entrepreneurship by creating dedicated programmes to enable their businesses to scale up and by developing specific funding mechanisms.
- Systematically implement gender criteria in all green financing tools to ensure that women benefit and participate equally in green projects.
- Ensure that women are equally represented in decision-making bodies for the allocation of green funds.

Breaking the Gender Bias

3

Implement a gender equality index

To monitor and correct gender imbalances in the private and public sector

Key facts and figures

- There are 12.5% more men participating in the labour market than women.
- The average gender wage gap in G7 countries is 15.7%.
- Women represent 37% of G7 Ministers and 33.3% of the largest companies' board members in G7 countries.

Today in G7 countries, far-reaching **labour market gender imbalances** still exist in both the private and public sector. Although G7 leaders have set the concrete target of reducing the **gender gap in employment** by 25% in 2025 (We Empower, 2020), significant gender inequalities persist in terms of the type of work contract (part-time or full-time contracts), wage and leadership positions, where women remain substantially underrepresented compared to men.

While progress has been made, we still see greater labour market participation of men. In 2019, 66.5% of men compared to only 54% of women in G7 countries were active in the labour market (OECD, 2022a).

Labor force participation rate in G7 countries

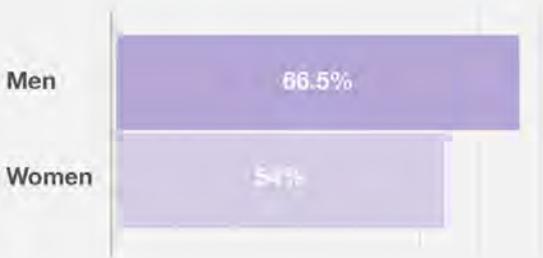


Figure 2, Source: OECD (2022a) Gender in Employment Database.

Furthermore, when women are employed, they are **part-time workers** more often than men. Indeed, the share of men with a part-time contract in G7 countries in 2019 amounted to only 10.2%, compared to 29.5% of women (OECD, 2022a). The difference in the type of contract is explained by the larger share of family responsibilities and care work borne by women.

³ Care is defined as: “both physical and emotional labour that encompasses the paid work of childcare, education and healthcare workers, those employed in institutional long-term care (LTC) settings, informal or unpaid work in the community as well as domestic work in the home” (European Parliament, 2021).

Not only do women participate less in the labour market – they are also paid less. In G7 countries, the so-called **gender wage gap** corresponded to 15.7% in 2018, representing the surplus gained by men with respect to women (OECD, 2022a). This is due to a combination of factors, including the greater share of women’s part time employment, gender segregation in the labour market with an overrepresentation of men in highly paid sectors and gender inequalities in **leadership positions**. Indeed, in G7 countries, only 31.4% of managers are women and the share of women on the boards of the largest publicly listed companies is 33.3% (OECD, 2022a), for all areas combined. These inequalities are observed at all levels, even in the highest positions: the 2020 Fortune Global list cites 13 women (2.6%) among the 500 CEOs of Fortune Global companies, the top corporations by revenue worldwide (Catalyst, 2021).

Significant gender inequalities in employment persist also in **public institutions**. While women represent the majority of public sector employees, being overrepresented in public education (teachers) and public health system (nurses), traditionally considered as “women’s jobs”, they seldom occupy leadership positions in high level public institutions. For example, in 2019, 32% of senior managers in central governments were women (OECD, 2021a) and in 2021, women represented 29.6% of Members of Parliament and 36.8% of Ministers in G7 countries (WEF, 2021).

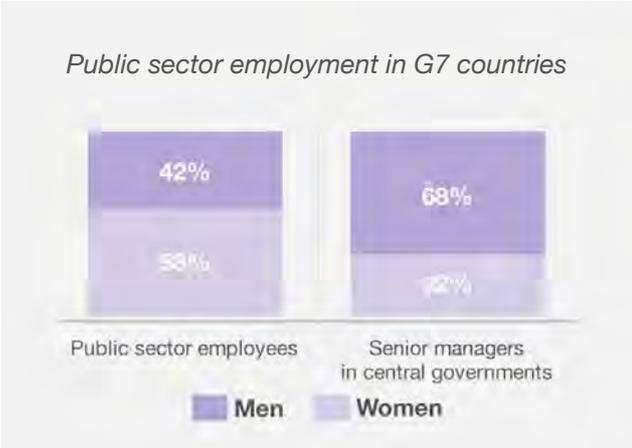


Figure 3, Source: OECD (2021a) *Government at a Glance*.

The situation calls for a **rapid adjustment of gender imbalances in the labour market and in care work** through the correction of gender bias to promote women’s empowerment and provide fair and equal career opportunities for all.

Action plan

- Implement an obligation for companies and institutions to collect and disclose – at the entity level and on a yearly basis – information on the following criteria:
 - Share of women and men employed (full-time and part-time)
 - Ratio of women and men recruited
 - Average wages of women and men
 - Ratio of women and men promoted, including the percentage increase in wages
 - Share of women in management and executive positions
 - Share of women on boards
 - Share of women-owned suppliers
 - Policy on Diversity & Inclusion? (Yes/No)
 - Strategy against sexual and gender-based violence? (Yes/No)
- Create a comprehensive gender equality index, represented by a score from 0 to 100, on the basis of specific and measurable objectives for each of the above-mentioned criteria.
- Establish an open global database at the G7 level to monitor and track progress in the gender equality index for the public and private sector on a yearly basis.
- In the event that the objectives are not reached, introduce appropriate financial sanctions for the private sector and make G7 governments accountable for the public sector.
- Put in place specific training on unconscious bias for all managers in the public and private sector.

Breaking the Gender Bias

4

Strengthen parental leave policies

To mitigate the effects of gender imbalances in care responsibilities

Key facts and figures

- Some countries in the G7 implement a mandatory paternity leave policy, others resort to non-mandatory parental leave policies reserved to fathers.
- In G7 countries, on average mothers receive 10.7 weeks of fully paid maternity leave compared to 0.8 full rate equivalent weeks of paternity leave.
- Parental leave reserved for fathers represents 5.8 fully paid weeks compared to 12.1 weeks of parental leave reserved for mothers in G7 countries.
- In Japan, although fathers are entitled to 30 weeks of fully paid parental leave, only 6% have chosen to take it.

In societies worldwide, women are considered as the main household caregivers, as they dedicate a considerable amount of time to **childcare and domestic activities** compared to men. In G7 countries, these tasks – considered among forms of **unpaid work** – represent more than four hours of daily activities for women, namely twice the amount of time dedicated by men (OECD, 2022a). The gender imbalance in unpaid care work lies at the root of long-lasting economic inequalities, strengthening barriers women face in pursuing their professional careers.

Parental leave entitlements in the event of childbirth or adoption are a **representative example of gender inequalities** in care responsibilities. These inequalities are anchored in national policies that favour maternity leave, on average longer and with a larger income replacement share, to paternity leave. In G7 countries the difference is striking: mothers receive on average 10.7 full-rate equivalent weeks (weeks paid at 100% of income) of maternity leave, compared to barely 0.8 of full-rate equivalent weeks of paternity leave. Moreover, some G7 countries including the United States, Canada and Germany do not envisage official and mandatory paternity leave entitlements (OECD, 2021b).

Important gender imbalances also exist in parental leave policies which, depending on the country, are supplementary to specific maternity and paternity leave policies or in replacement of paternity leave entitlements. Parental leave reserved for fathers - or the partner of the main leave-taker - often provides lower income replacement and represents on average 5.8 of full-rate equivalent weeks compared to 12.1 weeks for mothers (OECD, 2021b).

Weeks of parental leave in full-rate equivalent



Figure 4, Source: OECD (2021b) Parental Leave Systems.

Due to the disparities in leave entitlements and in order to maintain financial stability, couples are often obliged to choose the lowest paid parent - generally the woman due to the significant gender pay gap - to take advantage of the leave. This phenomenon, combined with gender norms, creates **barriers for men to fulfil their care responsibilities**. For instance, although Japan has implemented the longest father leave entitlements among G7 countries providing 30 weeks of father-specific paid parental leave, only 6% of employed fathers have chosen to take it (OECD, 2021b).

The unequal coverage of parental leave policies represents an important challenge for G7 governments, undermining the efforts to achieve gender equality in care responsibilities. Local governments in federal systems or private companies may implement additional entitlements or compensations for the lack of entitlements at the national level, especially in terms of leave reserved for fathers. However, measures aimed at achieving gender balance in unpaid care and domestic work should be **implemented at the national level to ensure universal application and impact**. Moreover, for parental leaves to be effective they should be inclusive, thus providing for the needs of all women and every parent, including single parents, same-sex parents, adopting parents, stepfamilies, and families where the primary caregiver is a man.

The situation calls for the correction of gender imbalances in care responsibilities through the implementation of longer and fully paid parental leave policies and mandatory paternity leave entitlements.

Action plan

- Collect national gender-disaggregated data on parents entitled to parental leave and the proportion of parents actually taking leave in order to identify the barriers to achieving a balanced distribution of care responsibilities.
- Adopt an inclusive approach when designing and implementing parental leave policies and adapt measures that consider evolving forms of parenthood.
- Establish a 10-week fully paid paternity leave, including 4 mandatory weeks, to encourage a cultural shift towards more equally divided care responsibilities.
- Provide fully paid, non-transferable, income-related parental leave entitlements for all parents based on a “take it or lose it” approach.
- Create public-private partnerships to raise awareness on the existing parental leave policies and the importance of the participation of men caregivers.

Fostering Healthy Lives for All

5

Identify and tackle women’s health needs

To ensure women’s adequate treatment

Key facts and figures

- In G7 countries women live on average 5 years longer than men but report a lower quality of life.
- At the global level, only 12% of overall health spending from public and private sources is allocated to sexual and reproductive health.
- Endometriosis, a female-specific disease, affects 10% of women and girls of reproductive age, yet its average diagnosis takes up to 8.5 years due to lack of research and funding.

Worldwide, women have a **higher life expectancy** than men. In G7 countries in particular, women live on average 5 years longer than men, with an average life expectancy of 84.5 years old compared to 79.6 years old (OECD, 2021c). However, life expectancy is not directly correlated with quality of life, with women in G7 countries being 3.1% less likely to describe their health condition as “good” or “very good” (OECD,2021c).

While the healthcare sector represents an important allocation of states’ expenditure – G7 countries spent on average 12.3% of their GDP on health expenses and financing in 2020 (OECD, 2022c) – a portion of the G7 population still perceives their healthcare needs as neglected, ranging from a 0.3% of the population in Germany to a 4.5% of the population in the United Kingdom reporting unmet medical needs (OECD, 2021c). This share increased to 22% among the EU population during the peak of the Covid-19 pandemic in 2020 (OECD, 2021c).

Once again, **failures in healthcare systems are not gender neutral. General medical research** often disregards the sex-specific impacts of diseases and **prioritises a male-specific approach at all stages**, including in the development and testing of new treatments. Moreover, there remains a global lack of awareness and funding when it comes to women’s specific health needs, both in terms of prevention and treatment. In 2020, at the global level, only 12% of overall health spending from public and private sources was allocated to sexual and reproductive health (WHO, 2022a). One of the most compelling examples is endometriosis, a disease that affects 10% of women and girls of reproductive age – representing 190 million people worldwide (WHO, 2021), whose average diagnosis takes up to 8.5 years due to lack of research and funding (Van der Zanden et al., 2021). In the United States, only 0.038% of the 2022 health budget was allocated to research on endometriosis, for a condition that affects 6.5 million people (Ellis et al., 2022). Equally striking is the case of breast cancer prevention in G7 countries. In the past 2 years, only 59.7% of women aged 50 to 69 years old had access to a mammography screening to detect breast cancer (OECD, 2021c).

1 in 10 women and girls of reproductive age are affected by endometriosis...



...and the average diagnosis takes up to 8,5 years.

Sources: WHO, 2021 and Van Zanden et al., 2021

As it is the case for physical health, **women's mental health diagnosis and treatment also present specific challenges**. Women have a higher probability of developing a mental health illness when compared to men, with 20% of women globally experiencing a prevalent mental illness at some point in life – such as anxiety or depression – compared to 12.5% of men (Psychiatric Times, 2022). This may be correlated with gender-specific factors that influence women's mental health including gender-based violence, socio-economic inequalities and gender imbalances in care responsibilities. The situation calls for mainstreaming a gender perspective in medical research and treatment and allocating resources to female-specific diseases.

Action plan

- Include mandatory gender courses at all levels of medical studies and of health-sector professions' curricula and training.
- Collect gender-disaggregated data to inform medical research and include gender criteria in newly funded research projects.
- Raise awareness on the differentiated impact of medication on women and establish gender parity in all medical trials to prevent disproportionate negative effects on women.
- Allocate 10% of national health budgets to research related to female-specific diseases.
- Foster knowledge on women's health issues, including female-specific diseases and mental health issues, in the framework of comprehensive sexual education programmes in primary, secondary and tertiary education.
- Establish a dedicated body within existing institutions as Health Ministries, to monitor the state and progress of women's health at the national level.
- Provide support and adequate treatment for women victims of sexual and gender-based violence, including creating dedicated institutions, training health professionals, and raising awareness on women's right to health.

Fostering Healthy Lives for All

6

Design truly inclusive healthcare systems

To remove gender inequalities in the health sector and foster shared responsibilities in the care economy

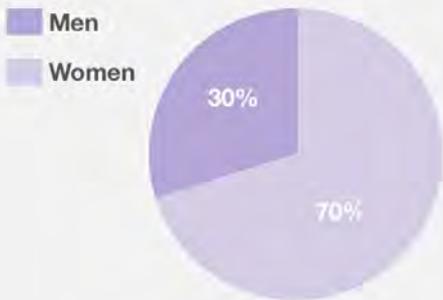
Key facts and figures

- Women represent 70% of the global health and social care workforce, and carry out more than 75% of unpaid care work globally.
- The gender pay gap in the health sector is of 25% and 75% of leadership roles are held by men.
- Globally 606 million women are prevented from entering the labour market because of their care responsibilities.

Today, **healthcare systems are still heavily reliant on women’s paid and unpaid work as primary caregivers**. Globally, women provide essential health services for approximately 5 billion people – services whose value is estimated at over 3 trillion USD annually, equivalent to 5% of global annual GDP and 50% of which remains unrecognised and unpaid care work (WHO, 2019). Not only do women represent 70% of the global health and social care workforce (WHO, 2019), but they also carry out more than 75% of unpaid care work globally (Oxfam, 2022).

Nevertheless, **gender inequalities persist in both formal and informal healthcare provision**. In the labour market, jobs are still **horizontally and vertically segregated** – the former referring to the fact that women are overrepresented in lower-status and lower-paid jobs among health and social workers, and the latter referring to the fact that men are overrepresented in senior, higher-status and higher-paid jobs. This results in a significant and higher-than-average gender pay gap in the health sector of 25% (WHO, 2019). Moreover, 75% of leadership roles in the health care sector are held by men, with 69% of global health organisations being led by men and only 20% of organisations having achieved gender parity on their boards (WHO, 2022c).

Health and social care workforce



Leadership positions in health care sector

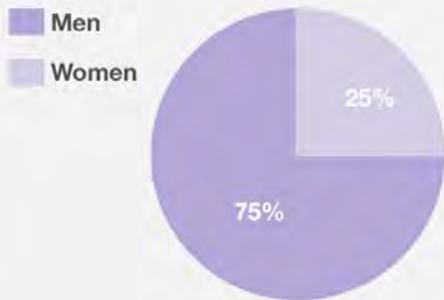


Figure 5, Source: WHO (2019) Delivered by women, led by men: A gender and equity analysis of the global health and social workforce.

Figure 6, Source: WHO (2022c) Value gender and equity in the global health workforce.

In what concerns informal healthcare provision, the disproportionate burden of unpaid care work on women bears important socio-economic consequences. It is estimated that globally 606 million women are prevented from entering the labour market because of their care responsibilities, representing 41% of those who are currently inactive (ILO, 2018).

To address the health workforce shortage, long-lasting gender inequalities must first be tackled to attract and retain more women in the health workforce and offer them access to highly paid and higher-status jobs through redesigned career paths. Moreover, policies should be put in place to balance women's unpaid care, facilitate their participation in the labour market and ultimately promote women's economic empowerment.

The situation calls for a **gender transformative approach for healthcare systems to face current challenges**.

Action plan

- Implement gender transformative national healthcare policies to remove gender inequalities and long-lasting barriers women face in the healthcare sector, including gender pay gaps, glass ceilings and occupational segregation.
- Develop policies using gender-disaggregated data, applying a gender approach and consulting with women's organisations representing the formal and informal health and social care workforce.
- Ensure gender parity in health institutions at the national and international levels for women to fully participate in all decision-making processes related to healthcare.
- Recognize and measure women's unpaid health and social care work and invest in national care infrastructures and benefits to foster shared care responsibilities.
- Adopt a national strategy to bring women unpaid care workers into the labour market, including:
 - Incentivizing companies to foster their return to work
 - Reforming unemployment and pension entitlements to account for the years they spent out of work due to care responsibilities.

Promoting Equal Gender Representation in the Jobs of the future

7

Develop a gender transformative education plan at the national level

To achieve gender parity in tertiary STEM education

Key facts and figures

- STEM skills account for 70% of the rapidly growing skills that are transforming the labour market.
- Women are systematically underrepresented in STEM fields.
- In G7 countries women represent 28% of STEM graduates, and 20% of graduates in engineering, manufacturing and construction.

The economy is rapidly evolving as a consequence of political, social and technological transformations. In particular, **Science, Technology, Engineering and Mathematics (STEM) fields are revolutionising the labour market**, representing great potential for job creation in the near future. It is estimated that one out of three jobs worldwide will substantially change as a consequence of automation or advancing technologies including artificial intelligence (AI) (ILO, 2021), and that STEM skills will account for 70% of the rapidly growing skills responsible for changes in the labour market (Women’s Forum, 2019). To foster equal representation in the jobs of the future, we must ensure that women are equipped with the right education and skills to face the rapidly evolving and increasingly technological labour market.

However, women are systematically underrepresented in STEM fields, at every stage from education to top management positions in STEM companies – a phenomenon often described as the ‘leaky pipeline’. Gender imbalances in STEM careers originate early, when choosing the field of study. **In G7 countries**, 15% of women graduate in STEM fields compared to 39% of men, implying that only **28% of STEM graduates are women** (WEF, 2021). This share decreases significantly when considering specific fields such as engineering, manufacturing and construction, where women’s attainment is at 5% compared to 23% of men, meaning that only 20% of graduates in these fields are women (WEF, 2021).

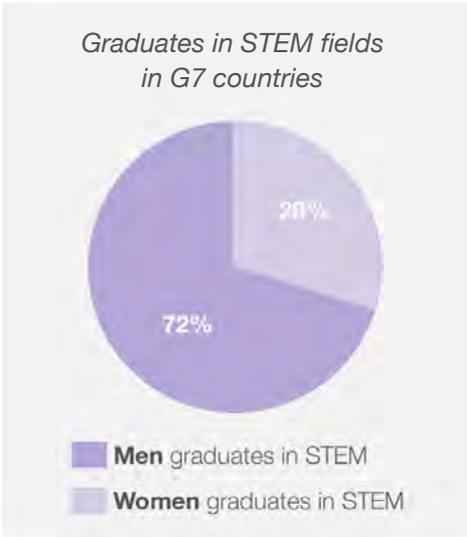


Figure 7, Source: WEF (2021) Global Gender Gap Report.

⁵ Gender Transformative Education seeks to utilise all parts of an education system to transform stereotypes, attitudes, norms and practices by challenging power relations, rethinking gender norms and binaries, and raising critical consciousness about the root causes of inequality and systems of oppression.” (UNESCO, 2021)

Cultural norms and gender stereotypes play an important role in disincentivizing girls from pursuing STEM studies. The binary conception perpetuated by parents and teachers that literary and social fields are typically “feminine” and scientific fields are typically “masculine” contributes to girls consistently outperforming in reading and to boys slightly outperforming in mathematics (OECD, 2018a). This suggests that **girls pursue the field of studies in which they perform relatively better**, although there exists no substantial difference between boys’ and girls’ skills in mathematics.

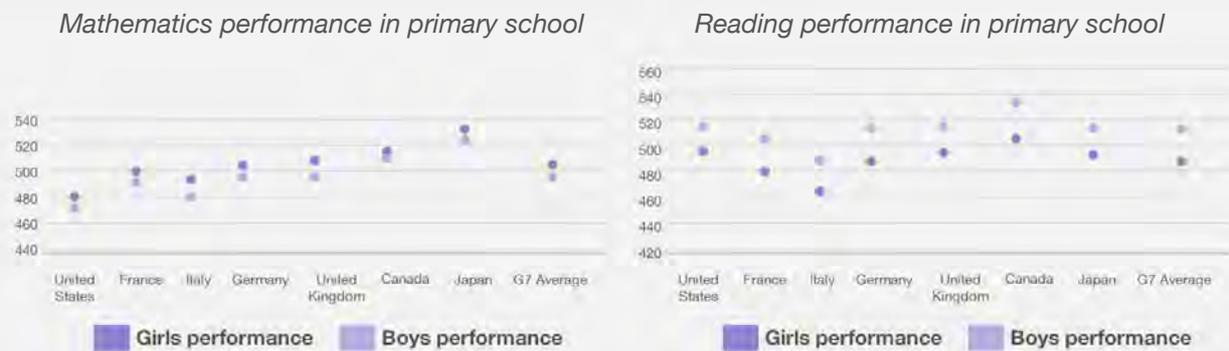


Figure 8, Source: OECD (2018a) Key charts on Education.

The gender-segregation in fields of studies leads to segregation in the labour market, with a significant overrepresentation of men in STEM fields and of women in the service and care sector. For example, the OECD estimates that only **7% of Information, Communication & Technology (ICT) patents in G20 countries are obtained by women** (OECD, 2018b). Moreover, with STEM jobs being increasingly highly paid, gender segregation in the economy often confines women to a limited number of lower-quality and lesser paid jobs (UNESCO, OECD & IDB, 2022). Thus, the unequal representation of women in the jobs of the future is concurrently hindering gender equality and economic growth.

The situation calls for concrete efforts to **reach gender parity in tertiary STEM education** through tailored programmes in primary and secondary school at a national level.

Action plan

- Design training programmes for teachers and educational staff against unconscious gender bias related to STEM.
- Use neutral and non-discriminatory language and images in courses and school textbooks.
- Establish mandatory STEM initiation activities in primary school and implement advanced STEM courses in secondary schools for both girls and boys.
- Invest in digital tools and equipment to facilitate STEM skills education for students.
- Create partnerships between schools and diverse stakeholders, including NGOs and private companies, to share the success stories of women in STEM and highlight the positive impact of STEM jobs for the future.
- Organise informative workshops to raise parents’ awareness of the importance of STEM skills for career opportunities and jobs of the future.

Promoting Equal Gender Representation in the Jobs of the future

8

Build tailored reskilling and up-skilling programmes

To equip women with STEM skills and facilitate their participation in the jobs of the future

Key facts and figures

- Women are 25% less likely than men to know how to leverage digital technology for basic uses in OECD countries.
- 35% of women not currently in STEM roles report an interest in learning new STEM skills.
- More than 75% of women state the need for STEM training to keep their job or obtain a promotion.

Alongside STEM fields, **STEM skills have become fundamental to both production and consumption habits in the economy**, shaping general living conditions and spurring innovation in every sector. They are consequently predicted to become increasingly predominant in the labour market. Research has shown a 42% shift in required workforce skills over the 2018-2022 period (ILO, 2021), consequently impacting millions of jobs worldwide and requiring workers to expand their existing skills or learn new ones. This is true in particular for senior workers, as the currently required skills do not necessarily match the required skills at the time they entered the labour market.

The G7 population is not keeping pace with the labour market evolutions, given the **general lack of STEM skills among citizens of G7 countries**. For example, the Digital Economy and Society Index (DESI) shows that one out of three workers in Europe lacks basic digital skills (European Commission, 2022). The general lack of STEM skills does not appear to be gender neutral. Research conducted by UNESCO and the OECD shows that “women are 25% less likely than men to know how to leverage digital technology for basic uses” (UNESCO, OECD & IDB, 2022). Moreover, across OECD countries **men appear to be more equipped with numeracy and advanced numeracy skills** (where the gender gap amounts to 15%), suggesting that men are generally better prepared with the necessary skills for the jobs of the future (OECD, 2018b). As a consequence, women lacking basic and advanced digital skills face a higher risk of job automation and of experiencing changes in their jobs. Indeed, women represent 58% of the workers at the highest risk of job automation (IWPR, 2019).

Women appear to be conscious of the need to acquire STEM skills as fundamental assets to their careers. 35% of women not currently in STEM roles report an interest in learning new STEM skills through **reskilling programmes** while more than 75% state the need for STEM training to keep their job or obtain a promotion through **upskilling programmes** (Women’s Forum & BCG, 2020).

However, these reskilling and upskilling programmes require incentives and resources. The **highest barrier** that women face in participating in education and training programmes is the **lack of time and inflexible schedules**, given their greater share of family responsibility and care work (OECD, 2018b). Furthermore, women’s own perception of abilities and preparation might hinder their participation in these programmes (Women’s Forum & BCG, 2020).

⁷ Reskilling is defined as: “Teaching new skills in growing areas to women with relevant existing skills in declining areas” (Women’s Forum & BCG, 2020).

⁸ Upskilling is defined as “Equipping senior leaders to lead STEM projects and teams.” (Women’s Forum & BCG, 2020).

Percentage of adults reporting wanting to participate in education and training but could not because of family responsibilities



Figure 9, Source: OECD (2021d) Education at a Glance 2021: OECD Indicators.

This situation calls for the design and implementation of reskilling and upskilling programmes which are tailored to women’s specific needs.

Action plan

- Implement incentives for companies to develop reskilling and up-skilling programmes for women in their workforce:
 - Taking into account women's needs and perspectives and addressing the specific barriers that women face.
 - Prioritising flexibility in the training schedule to respect their work-life balance.
 - Showcasing testimonies of women who have participated in the training to overcome women’s perception of a lack of legitimacy and readiness.
 - Highlighting the practical application of the training and its ability to have a positive impact on the economy and society.
 - Emphasising the importance of these skills to reach managing and executive positions.
- Design and implement specific state-funded STEM reskilling and up-skilling programmes addressed to unemployed women in order to facilitate job insertion.
- Encourage multi-stakeholder cooperation and public-private partnerships in the development of STEM training programmes for women, to increase their reach and their impact.

Designing feminist diplomacy for peace

9

Achieve gender parity in all foreign policy and diplomatic bodies

To ensure equal and diverse representation in all decision-making processes at the global level

Key facts and figures

- In 2022, 90% of the 5.5 million Ukrainian refugees and 60% of the 7.7 million internally displaced people in Ukraine were women.
- Women represent only 23% of delegates in peace processes and 32% of mission heads within the UN framework.
- Gender provisions were included in only 28.6% of peace agreements in 2020.

National and international crises, including military conflicts, **frequently act as amplifiers of pre-existing gender inequalities**, creating new vulnerabilities. The phenomenon encompasses a plurality of factors including the overrepresentation of women among internally displaced people and refugees and the stronger burden of care responsibilities as a consequence of men’s engagement in military action, women’s heightened economic precarity and the higher risk of domestic and conflict-related sexual violence. Furthermore, in conflict areas women lack access to services and healthcare, including water, sanitation and hygiene (WASH), as well as mental, maternity and sexual and reproductive healthcare. A striking example is the consequences of the war in Ukraine. Due to the impossibility for men to leave the country under Martial law, 90% of the 5.5 million refugees and 60% of the 7.7 million internally displaced people are women (UN Women & Care International, 2022).

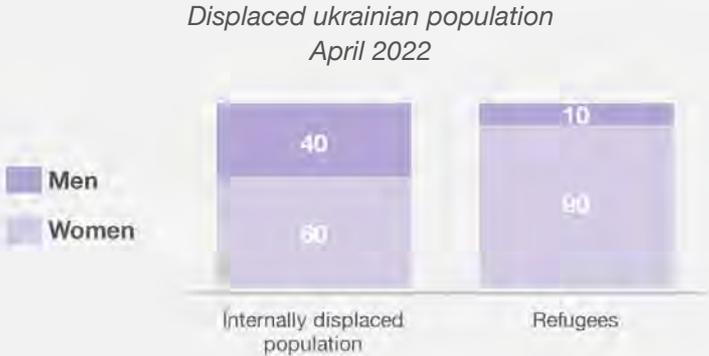


Figure 9, Source: UN Women & Care International (2022) Rapid Gender Analysis of Ukraine.

Although women are increasingly vulnerable in times of conflict – in particular women from minority groups – their **access to decision-making bodies is drastically decreased**, thus excluding women’s perspectives and interests in conflict response and resolution. While women report having a stronger influence at the family and local level, their participation at the national level is undermined. Indeed, in times of crisis, decisions and policymaking are centralised and assigned to military institutions, where men are overrepresented.

As an example, in the delegations representing parties in the Afghan conflict in the Moscow peace process in March 2021, only one woman was present (UN Secretary General, 2021). Similarly, **significant gender imbalances exist in political representation in peace and security bodies**. In the framework of the United Nations, women represent only 23% of delegates in peace processes and 32% of mission heads (UN Secretary General, 2021).

As a consequence, in 2020, gender provisions were included in only 28.6% of peace agreements and have not been inserted in ceasefire agreements reached since 2018 (UN Secretary General, 2021). The situation calls for the **development of feminist foreign policies** and feminist diplomacy in particular, to foster gender equality and promote a human rights-based, inclusive, transformative, comprehensive and participatory approach to international relations and external action.

Action plan

- Encourage the application and nomination of women in all foreign policy and diplomatic positions, including management and leadership roles, both at the national and international level.
- Implement inclusive and participatory international decision-making processes, in particular in peace and humanitarian action, by systematically integrating women – including from local organisations and minority groups – to provide for their needs and fight against gender inequalities.
- Include a gender perspective in international negotiations, in all sectors, to provide comprehensive solutions to global challenges.
- Collect and disclose data on women's representation and gender criteria integration in diplomacy and foreign policy, at both the national and global level, to monitor progress towards the implementation of a feminist approach.

Designing feminist diplomacy for peace

10

Ensure 100% of development assistance is allocated to foster gender equality

To implement gender-responsive foreign policy and diplomacy

Key facts and figures

- 51% of G7 countries' official development assistance (ODA) is allocated to projects that include a gender objective and only 5% are assigned to projects promoting gender equality as a primary objective.
- Amounts dedicated to reproductive healthcare and family planning respectively represent 0.1% and 0.08% of G7 countries' total ODA expenses.
- 0.4% of global development assistance has been allocated to women's rights organisations and movements.

G7 countries are among the leading providers of official development assistance (ODA) worldwide, representing 76% of all funds allocated by the OECD Development Assistance Committee, amounting to 122.1 billion USD in 2021. Although ODA aims to promote economic and welfare development in foreign countries and can consequently be an effective tool to promote women's rights, **women's empowerment is seldom considered a core component of aid and receives insufficient funding**. 51% of G7 countries' ODA is allocated to projects that include a gender objective and barely 5% of funds are assigned to promote gender equality as a primary objective (OECD, 2022d).

Proportion of ODA allocated to projects with a gender objective

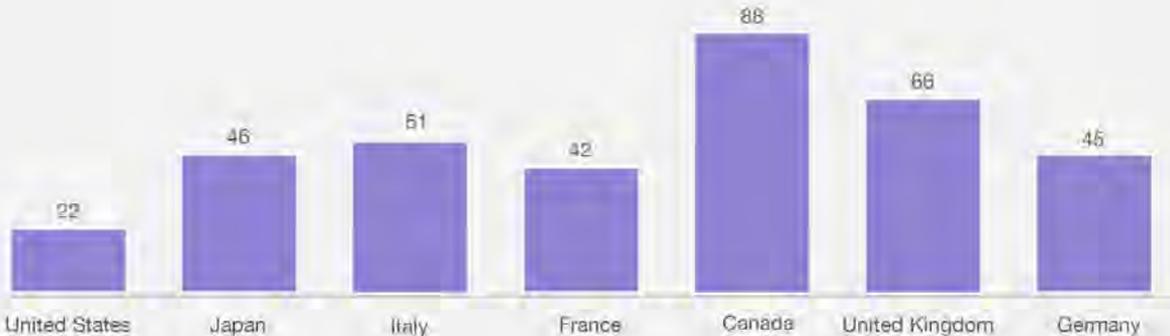


Figure 11, Source: OECD (2022d) Development database.

⁹ 30 members among the largest international donors, more information at <https://www.oecd.org/dac/development-assistance-committee/>.

The amount of dedicated development aid is even lower when considering women’s health needs, comprising reproductive healthcare and family planning, as they respectively represent 0.1% and 0.08% of G7 countries’ total ODA expenses (OECD, 2022e). Furthermore, foreign humanitarian assistance can be a mechanism to address women’s increased vulnerability in conflict settings. However, only 0.12% of the 41.5 billion USD spent on humanitarian assistance globally between 2016 and 2018 were allocated to prevent and tackle sexual and gender-based violence in conflict areas (UN Secretary General, 2021).

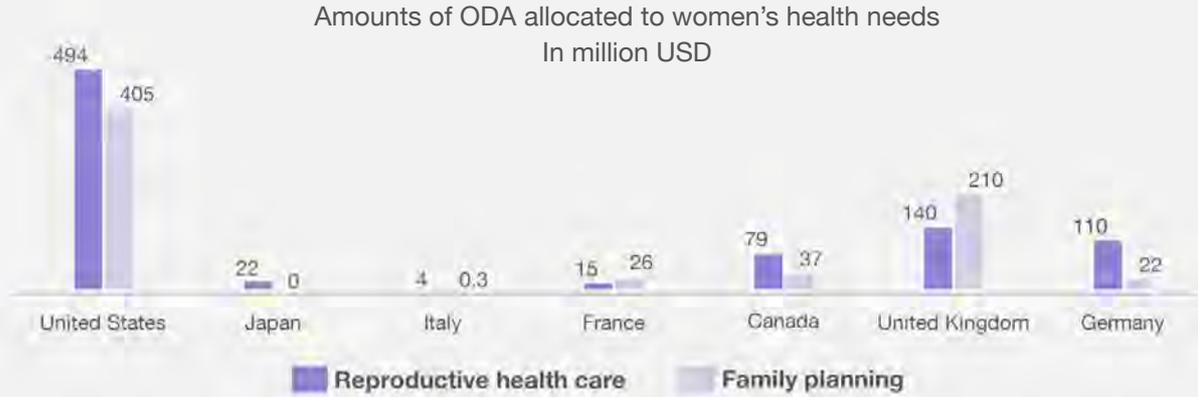


Figure 12, Source: OECD (2022d) Query Wizard for International Development Statistics.

As governments’ development assistance represents an essential opportunity to address women’s needs at an international level, they should be partly designated to **support existing women-led actions at the local level**. Nonetheless, only 0.4% of global ODA has been allocated to women’s rights organisations and movements, a share that has stagnated in the past decade, illustrating a lack of recognition for local gender advocacy efforts (UN Secretary General, 2021).

The situation calls for the recognition of gender equality as a guiding principle and objective of official development assistance.

Action plan

- Ensure that all programmes financed through official development aid include gender KPIs and set at least one significant gender objective to foster women’s empowerment and respond to women and girls’ needs, including from minority groups.
- Allocate at least 15% of official development aid to programmes with a primary gender objective, that aim at the promotion of sexual and reproductive health, women’s economic empowerment, education, and the fight against sexual and gender-based violence.
- Implement precise and comprehensive assessment tools to monitor the gendered impact of all funded programmes and put gender criteria at the core of performance measurement.
- Support local women’s rights organisations and include them in the process of development and monitoring for funded programmes to secure a participatory and intersectional approach.

About the Women's Forum for the Economy & Society

Since its inception in 2005, the Women's Forum has emerged as the **leading international platform** for transforming the power of **women's voices and perspectives** into forward-thinking economic and policy initiatives for societal change. At the Women's Forum, our aim is to intensify the presence and influence of women when and wherever governments, healthcare or scientific institutions, businesses, and environmental and economic policymakers are tasked with the ethical, financial, political, and humanitarian challenges of a world in flux. We will not wait for gender equality to become a reality. That's why each of our actions address a crucial step on the path towards equality. During our annual **Women's Forum Global Meeting and regional events**, we assemble a worldwide community of change-makers from over 175 countries and numerous sectors of the economy and society. With opportunities for executive networking on an international scale, the gatherings serve as both think tanks for effective decision-making and as showcases for our initiatives. Through our **Daring Circles working groups**, we engage stakeholders for long term impact in the key areas of climate, business, health and technology. With the publication of our annual **Barometer**, we measure reality versus perception in gender equality. Through our **concrete initiatives** - including the **Rising Talents, CEO Champions, French Women Entrepreneurs 40** and **WomenEntrepreneurs4Good** - we build peer-to-peer networks of individuals engaging for gender equality, and support entrepreneurial projects run by women. To ensure our insights have impact, we deliver **policy recommendations** for action to political and business leaders to influence **G7 and G20 agendas**.

The **Women's Forum Policy work** aims at calling on leaders to propose inclusive solutions to fully empower women. The range of its actions includes:

- In 2019, following the G7 summit chaired by France, the Women's Forum has been appointed by the French Government to propose a **national mobilisation** plan to ensure that women's leadership is proactively engaged within STEM fields. The **report "Women at the heart of the economy"**, highlighting 27 recommendations, was officially presented to the French Government in February 2020 and contributed to the elaboration of the French law French law to accelerate economic and professional equality.
- In 2020, the Women's Forum brought its community together in a virtual Meeting to **influence the G7 agenda**. With a focus on the burden of the pandemic, we have provided **impact-driven insights** to the G7, to ensure women's economic empowerment, especially regarding women's entrepreneurship, women's role in shaping the health system, in the fight against climate change, in the jobs of the future, and in governance.
- In 2021, the Women's Forum organised a **Women's Forum G20 Italy**, which brought a cutting-edge contribution to ensure a **truthful She-covey for all**. We **called on the G20 leaders** to acknowledge women as active contributors in bringing transformative solutions and building back better.
- In 2022, in the framework of **Women's Forum Germany**, on week ahead of the G7 Summit held in Schloss Elmau on June 26-28, we will present our **Call to Action to G7 Leaders** on the key topics of Gender Bias, Equal Gender Representation in the Jobs of the Future, Inclusive Climate Action, Gender-responsive Health Systems and Feminist Diplomacy.

Our mission and values

1

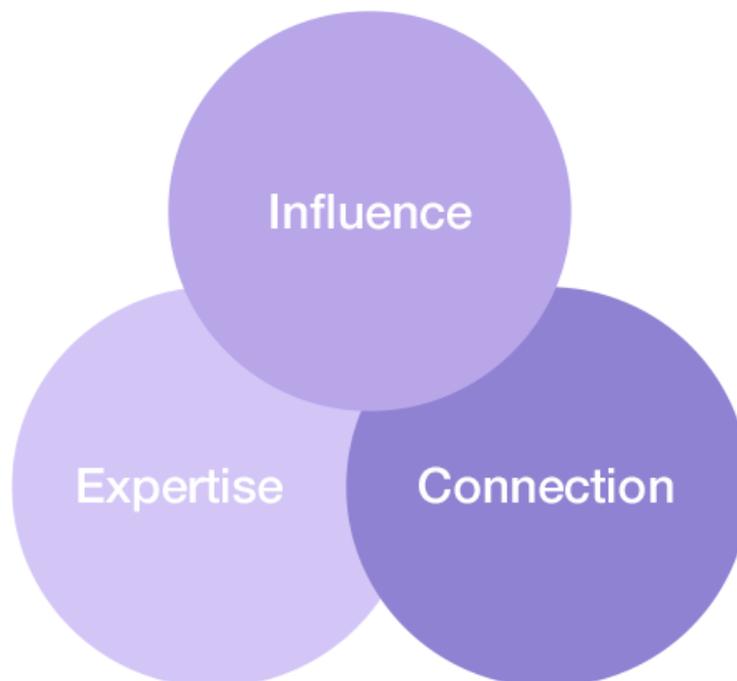
We **harness women's leadership** to unlock inclusive solutions for climate action, technology, access to health and economic empowerment.

2

We **deliver recommendations for action** to political and business leaders, using our collective expertise to influence G7 and G20 agendas.

3

We gather an **international network** that brings together our partners and our community behind a common vision and ambition



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