



# The Women's Forum barometer on gender equity

Focused on business, climate change,  
health and tech in the G7 countries

March 8<sup>th</sup>, 2021

 **WOMEN'S FORUM**  
FOR THE ECONOMY & SOCIETY

# — Foreword

**The pandemic has made some of the barriers to women and gender inequalities more acute, however it represents also a cutting edge opportunity to put women at the heart of our economies and societies.**

Indeed, women are not only at the frontline taking care of children, family, elders, and the most vulnerable population during the crisis, they are the driving force behind our advancement in creativity, innovation, science, policy development and, efficient strategies to fight the pandemic.

Furthermore, gender equality is a pillar of sustainable development leading to a wealthy economy, ensuring that women and men have the same chances and benefit from a similar quality of life for building a fairer and inclusive future for all.

Indeed, women should play a central role to shape and promote sustainable growth - a “She-covery” - where they fully participate in a strong global economic recovery. The Women’s Forum is carrying out this cornerstone vision and acts to involve public and private leaders.

In this spirit, we are proud to present the first edition of the Women’s Forum Barometer on Gender Equity, focused on business, climate change, health, and tech – these topics we are actively involved in within the frame of the Women’s Forum Daring Circles. This Barometer, targeting the G7 countries, is a unique instrument that allows the international community, civil society, and governments to track progress made in these important fields. It will help to measure year after year improvement in gender equity in general but also in the role of women in those crucial areas.

The Women’s Forum Barometer fills an important gap since such a key tool did not exist in the past. It enables us to compare people’s perceptions of gender inequalities with the reality of the latest data. It will provide guidance and can be a driving force of deep changes towards gender equity.

The results of the First Edition of the Women's Forum Barometer are encouraging. We are pleased to notice that they are perfectly enshrined with the proposals that the Women's Forum has driven through the «Call to Action for an Inclusive Recovery», addressed to the G7 Leaders in 2020.

These proposals are achievable, concrete and pragmatic. They are inspired by the Women's Empowerment Principles, to help achieve the UN Sustainable Development Goals. The objective is to allow women to occupy positions where they can have a positive and decisive social and economic impact.

Undoubtedly pre-existent inequities between women and men have severely increased since the beginning of the pandemic. This trend needs to be reversed. Now more than ever, there is an urgency, the necessity to embrace diversity in women's leadership.

**Furthermore, around 91% of the respondents consider that closing the gender gap is important. Therefore, public acceptance towards strong actions for fighting gender inequality is high. This is the right time for action.**

We wish to heartily thank the Women's Forum partners – and in particular the members of our Strategic Committee – AXA, Bayer, BNP, Google, Microsoft, P&G and Publicis - for their strong support for this project.



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# — Executive Summary



## **Measuring to improve prosperity and inclusion**

Progress towards gender equity is only made possible by empirical evidence. Indeed, in order to be able to develop and implement effective strategies to narrow gender inequality, providing accurate and relevant data is essential. Therefore, in this context the Women's Forum in 2020 launched the First Barometer on Gender Equity focused on Business, Climate Change, Health, and Tech which are the four major topics of its Daring Circles.

Thus, in the middle of the COVID19 crisis that has unpredictable consequences on society and particularly on women measuring progress made and ensuring that the move towards equal opportunities for women and men be a major challenge for the coming years is crucial. Furthermore, the Barometer analyses some of the main impacts of the COVID-19.

The analysis was conducted by Ipsos in the G7 countries. It clearly shows that gender inequality remains deeply entrenched and strongly widespread in the world in its richest countries such as the G7 that hold more than 62% of the world's net wealth (i.e. a total of 280 billion dollars). Furthermore, the results underline an important homogeneity in the answers regardless of age, gender, socio-professional categories and place of residence.

The results of the Women's Forum Barometer show that the pandemic has adversely impacted the health of women, partly because resources and priorities have been reallocated. In general, women, are taking care of the health of others before their own and abandon their medical care more often for financial reasons. Furthermore, since the beginning of the COVID-19, women have been more affected by stress, fear, and the feeling of helplessness than men as well as mental health issues.

**Indeed, around 73% of them experienced fear about their future and 59% burn out, anxiety and/or depression.**

Lockdown has led children to stay at home and consequently, unpaid care work has been raised. Furthermore, the care needs of older persons have increased. These are some of the responsibilities that are traditionally assigned to women by society. As a consequence female mental and physical load is growing paving the way for anxiety and mental disorders. As a report of the Committee on Women's Rights and Gender Equality of the European Parliament has underlined, **depressive disorders account for 41.9 % of all cases of disability resulting from neuropsychiatric disorders among women, as compared to 29.3 % among men (WHO, 2020).**



**Only 1.9%  
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## 01. Women and Business

As they were identified by the Leaders Declaration of the G7 Summit of 7-8 June in 2015 under the German presidency the women's entrepreneurship is the main driver of innovation, growth, and jobs. Nonetheless, fewer women than men run their own businesses across G7 countries. **In 2018, less than one in ten employed women (9.6%) was self-employed within the OECD economies, which represents half the share of self-employed men (16.9%) (OECD, 2019d).** As a consequence, the percentage of **women self-employed who are employers is also very low in G7. Indeed, only 1.9% of working women were self-employed and employers in 2018, significantly below the percentage for men (4.9%).**

During the past ten years, however, the gap between male and female self-employment rates has closed in almost every country. **As regards economic sectors, 70% or more of women who were self-employed worked in the services sector, while the rate of male self-employed reached 50%.** This analysis is in line with the perception that the respondents of the Barometer have related to this issue. This is often due to the additional barriers that women face in starting and growing businesses.

A substantial gender gap in self-employment subsists. The strong conviction that business is a work of men, the fear of failure added to the lack of models leads to the disinterest of women for this important vocation. Indeed, they are often convinced not to be able to become successful entrepreneurs. In addition to these cultural and mental barriers, a financial one is very present. In general, women who wish to embark on entrepreneurial ventures have less access to external funds than men.

**In 2019, only 16.9% of women had sufficient access to funds and resources to start their own business in France, compared to 26.7% of men.** When women cannot obtain external funds, they are limited in their research and innovation capabilities. They do not have the financial capacity to get their business off the ground, let alone hire qualified people who will enable them to expand it, change scale, and develop for conquering international markets.

In its 2020 report, the Global Entrepreneurship Monitor has analysed the main female and male motivations to start a business. The results shows **that for a large majority of men (60%), their principal motivation is “To build great wealth or very high income”, and “To continue a family tradition”. As regards women, 75% are more likely to agree with the motive “To make a difference in the world” and they wish “To earn a living because jobs are scarce”** (Global Entrepreneurship Monitor, 2020).

Furthermore, the other main motivation of women in pursuing their venture into entrepreneurship is to ensure a work-life balance. Thus, where support is provided to the children of parents who work such as parental leave and paternity leave this may contribute to narrowing the gender gap in self-employment but also in self-employment earnings.

Facilitating access to finance to women entrepreneur is a key instrument to overcome barriers to entrepreneurship. The analysis of data shows that **in France only 16.9% of women have sufficient access to funding to start their own business. Within the G7 countries, only Canada achieved a performance more than respectable with 49.5% of women who ensured access to sufficient funds. Thus, the results of the Barometer show that 84% of the respondents are in favour of developing innovative policies to provide an equal access to public and private financing for women entrepreneurs.**

However, besides making financial resources more flexible and accessible to women entrepreneurs and organise awareness campaigns to inform them, a wide range of other effective instruments are available. One of the main important is to strengthen women entrepreneurs through training, tutoring, and mentoring giving them access to advice on legal and fiscal aspects of their business. Another efficient way to overcome barriers to women entrepreneurship is to reduce the complexity and number of regulations and administrative load on firms. **Implementing diversity in the supply chain - both in the private and public sector - is also essential to help to narrow the gender gap in the business sector.**

In order to create a sustainable business framework at the National and International level - that guarantees women to have equal opportunity as men - entrepreneurship policies should be developed with the priority of reaching gender equity. Such a targeted strategy is a prerequisite for reshaping the future economy to be greener, inclusive, fairer, and therefore more effective. This in turn stimulates the creation of jobs, helping to disseminate new technologies that facilitate professional reconversions when necessary.



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## 02. Women and Tech



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Women continue to be underrepresented in the science, technology, engineering, and mathematics (STEM) fields which are the driving sectors of the future. Indeed, only 22 women in total have been awarded the Nobel Prize in sciences (physics, chemistry, Physiology or Medicine) between 1903 and 2020. Will the fourth revolution exclude women further diminishing their role in the economy and society? The results of the Women's Forum Barometer underline the fact that **a large majority of people (58%) within the G7 are convinced that women have less access to a position of leadership in information technology (IT) and Artificial Intelligence (AI) sectors in their country than men.** However, they also believe that better access of women to STEM and AI positions would be beneficial in many ways, particularly in terms of positive impacts for society and economic growth (78%). Thus, in order to achieve this important objective, the Women's Forum proposes [calls on organisations](#) of all sizes, sectors, and from all countries, to apply a gender lens to their AI development and deployment.

In confirming the perception of the respondents, the analysis of the data shows that both the share of women with Artificial Intelligence skills in the labour field and the one working in cloud computing within the G7 countries are minor. Furthermore, the key indicator which is the percentage of female graduate from STEM is also low.

**Around 47% of jobs would disappear in the digital revolution, and 65% of these jobs are currently held by women** (OECD, 2018a). The new jobs that would be created would be focused on the STEM sectors where girl students should take the lead to prepare the pipeline for the jobs of the future.

The lack of female participation of women in STEM studies and in its careers is a burning issue worldwide. Therefore, one of the major objectives of the work carried out within the Women's Forum is to reverse the trend (Women's Forum, 2020a). Indeed, STEM is essential to achieve the Sustainable Development goals allowing to shape innovative solutions to solve the challenges of the 21 Century such as among others emergent and re-emergent infectious diseases (UN Stats, 2020). Female and young girls' involvement in that sector should be a priority to allow them to take full advantage of this fruitful sector and to play a major role in it in the future.

The low share of females in STEM is not due to a lack of cognitive competencies but to the cultural environment and social heritage which include beliefs, behaviours, and choices (UNESCO, 2017). One of the main reasons Tech careers are not embraced by women is the lack of confidence and the absence of female models that would help to project themselves to the future.

Significant efforts need to be made to reverse the trend and allow to increase drastically the presence of young girls and women in STEM and Tech careers.



The key instrument that may enable this change is education. STEM skills are a source of innovation, creativity, and competitiveness (Women's Forum, 2020b). It is drastically changing the labour market. Indeed, **85% of the jobs of 2030 do not exist yet**. Acquiring STEM skills is a lifelong learning journey. It leads to women's empowerment within the labour market. Therefore, it is essential to fight STEM stereotypes, ideological beliefs and unconscious biases of judgement. Indeed, building the scientific identity of young girls starts at an early age, from primary school onwards.

Furthermore, public and private leaders should implement strong strategies to attract girls and women in STEM, from schools to boardrooms. This includes plans of action to develop reskilling, but also cross-skilling and upskilling programs for women in STEM fields. Furthermore, inclusive technology that will have a positive impact on humanity as a whole should be promoted. Thus, companies that ensure diversity in AI applications insuring that a gender lens is applied in the conception and deployment of Artificial Intelligence should be acknowledged by allocating a specific research tax credit (Women's Forum, 2020b).

In summary, many efforts should be undertaken and concrete actions implemented to ensure that gender equity will increase in the near future and that women, who represent **51% of the world population and more than 60% of graduates**, will no longer have to look for equality in the workplace and be fully involved in the positive transformation of the world.

### 03. Women and Health

The share of female death caused by mental diseases and behavioural disorders is also impressively high within the G7 countries. Women are more exposed to mental health problems than men due to numerous factors that embrace the broad effects of gender inequity (i.e. income disparities, greater exposure to poverty and overwork, socio-economic discrimination, gender-based violence, etc.).

Lockdown has led children to stay at home and consequently, unpaid care work has been raised. Furthermore, the care needs of older persons have increased. These are some of the responsibilities that are traditionally assigned to women by society. As a consequence female mental and physical load is growing paving the way for anxiety and mental disorders. As a report of the Committee on Women's Rights and Gender Equality of the European Parliament has underlined, **depressive disorders account for 41.9 % of all cases of disability resulting from neuropsychiatric disorders among women, as compared to 29.3 % among men** (WHO, 2020). Moreover, the share of female death caused by mental diseases and behavioural disorders is also impressively high within the G7 countries. Women are more exposed to mental health problems than men due to numerous factors that embrace the broad effects of gender inequity (i.e. income disparities, greater exposure to poverty and overwork, socio-economic discrimination, gender-based violence, etc.).

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**There is a difference of around 6 years between the life expectancy of women and one of the men. Indeed, in France women can expect to live until 85.6 years whereas men would reach in average 79.7 years.** However, after 65 years only a low percentage of women within the G7 countries feel healthy. They had a poorer perception of their health status than men. Life expectancy gives an indication of how long a population is expected to live on average. However, Healthy Life Expectancy (HALE) reveals the real state of health of a population (WHO, 2019). It takes into account both length of life and quality of life. This corresponds to the number of years people can expect to live in good health. Healthy life years (HLY) at 65 is a composite indicator that measures the number of remaining years that a person aged 65 is expected to live in a healthy condition. A healthy condition is defined by the absence of longstanding - referring to a period of more than 6 months - severe or moderate limitations in usual activities because of a health problem.

Thus, the analysis of data shows that the proportion of women over 65 years old treated in hospitals for long term care is much higher than the one of men. The evidence shows that women get older with poorer health than men. Therefore, the priority is to enhance the capacity of age persons to live this important part of their life in the best health possible. Indeed, the non-communicable diseases that affect mainly older women could be severely reduced by making healthy choices throughout the entire lifetime. Adapting health systems to meet the needs of older women is a cornerstone question for our economies and societies. Thus, against this background, a crucial challenge is to ensure that women age in good health. Indeed, the work of the Women's Forum Daring circle on Health analyses the changes that have to be undertaken in health systems in order to establish a healthy future for women and the conditions that allow them to make optimal health choices.

In order to give access to the healthcare that women need all life long, close cooperation between private and public sectors is required. Furthermore, to develop and implement fairer and easier access to health for older women and create an age-friendly environment, the role of female decision-makers is essential. By enabling women to have a significant voice in the policies and decisions that impact their well-being, health outcomes for older women – and men – can improve.

## 04. Women and Climate Change

Consumption patterns of women and men are different and have a direct impact on the level of greenhouse gas emissions. Therefore, the development of Climate policies that are relevant and effective should be examined with a gender equality lens, taking into account gender differentials and that both women and men are equally involved in planning and decision-making (EU). This diversity is key to shaping efficient climate policies that generate broad support and public acceptancy. Having equal male and female decision-makers is an insurance that

the highest value and richness of diversity, the different perceptions, and attitudes in front of the same problem, the different sensitivities will be included in the development of solutions.

Furthermore, Climate Change strategies should benefit both men and women taking into account the fact that women are more severely impacted by natural disasters than men (ASEAN, 2018). Indeed, around 2 billion people in the world experience moderate or severe food insecurity from which 8% of the population in Northern America and Europe (UNICEF, 2019). This trend will largely increase with the rise of the temperature and climate change impacts stating that all over the world, the prevalence rate is higher among women than men. One key element that policymakers have to take into account in order to be able to develop efficient mitigation strategies against climate change is the fact that women with their skills and competencies but also with their pillar role within family and society are essential in the design of innovative and performant solutions (UNEP, 2011).

One key element that policymakers have to take into account in order to be able to develop efficient mitigation strategies against climate change is the fact that women with their skills and competencies but also with their pillar role within family and society are essential in the design of innovative and performant solutions (UNEP, 2011). Thus, in order to contribute to this major challenge, at the eve of the G20 summit in Osaka in 2019, the Women's Forum for the Economy and Society has launched a [Charter for Engagement: Women leading climate action](#) (see page 52).

Indeed, in front of the climate issue, women are more willing to change their habits and behaviour. This is fully illustrated by the results of the Women's Forum Barometer related to the actions women are willing to take for helping the fight against climate change. ***A large majority of them (75%) are willing to recycle and/or stop using single-use products and modify their way of consuming (54%).***

However, the analysis of data shows the share of women working within the government (or political executive ministries) dealing with the environment and climate change is still low in the G7 countries. As an exception, in 2019 France ranked first with 75%. The only other exception is President Joe Biden's new team, which appointed a female energy minister in January 2021. He also appointed a woman as chair of the Council on Environmental Quality and another as National Climate Advisor. The other countries analysed are far behind this figure. Furthermore, the positions of administrators within ministries dealing with the environment and climate change remains largely dominated by men. As regards the international climate change decision-making, the share of women in UNFCCC delegations from the G7 countries has been however growing since the early 1990s which gives a positive impulse to path the way of gender equity in climate change decision-makers.

# 01 — Introduction



**A Barometer  
for **evaluation,**  
**information on**  
**awareness level,**  
and **diagnosis****

## Background

The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries is a new initiative of the Women's Forum for the Economy and Society. It is the world's first women's economic leadership statistics that covers female influence important sectors of the economy, what drives and encourages positive evolution, and how policymakers, policy shapers as well as private stakeholders together can create a favourable environment that leads to narrow the gender gap.

Indeed, one of the purposes of the Barometer is to compare perception and reliable data related to female leadership in these key areas. This Barometer is a unique and important instrument that helps policymakers, stakeholders, businesses to better understand the state-of-art of gender inequality in different economic sectors and provides guidance and tools for efficient changes at an international level.

This instrument is based on two pillars, on one hand on the analysis of accurate and relevant data collected within international databases and, on the other hand, on the evaluation of the awareness of the global audience regarding the current state of gender inequality. It will follow the trends on a year-to-year basis. It gives the opportunity to track and analyse the progress of the leadership of women in key economic sectors over time.

This **Barometer** is a powerful tool that can be used for a variety of purposes. Indeed, the questionnaire is designed to **fulfil three functions that are evaluation, information on awareness level, and diagnosis as guidance to implement efficient strategies in the objective to narrow the gender gap within the economy.**



## Methods

The questionnaire was addressed to a sample of **3 500 respondents in the 7 countries of the G7 (France, UK, US, Germany, Italy, Japan) including 500 interviews per country.** Representative samples of the population are aged 18 years and more in each country and both men and women interviewed. The online interviews were lead via Ipsos Access Panel. In addition, the quota method applied to gender, age, occupation, region, and market size.

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## Data Source

**Around eighty research studies and databases from across the world were analysed and compiled.** Sources were assessed for relevance according to:

- Comparability to the Women's Forum Daring Circle topics (Business, Tech, Climate and Health);
- Geographical scope;
- Reliability of originating organisation.

The data was sourced from databases of international organisations (i.e. World Bank, the Organisation for Economic Cooperation and Development (OECD), the United Nations (UN), The International Monetary Fund (IMF), European Institute for Gender Equality (EIGE), etc.) which offered a broad overview of several gender-related data points. Where relevant data could not be identified in the international sources, verified institutions and organisations that are subject-matter experts on a particular issue point were analysed.

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## Geographical scope

Databases with an international scope were predominantly examined. Many of the sources covered in this report analysed data from over 150 countries. Where there is a smaller geographical scope (e.g. European nations) the data has been included as it provides interesting and important information.

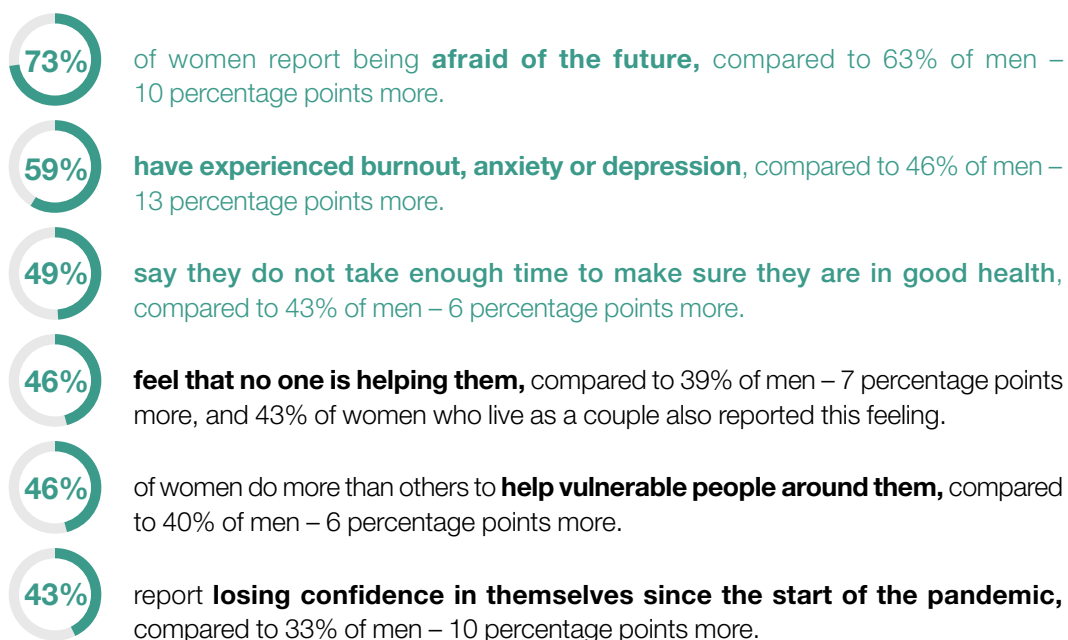
The first part collects data on general indicators of gender equality performances, including the proportion of working women, the percentage of women on boards, the gender pay gap and wage inequality, the number of female ministers, etc. The second half of the database compiles gender-related data on the Women's Forum Daring Circle topics, namely business, climate change, health, and tech. The specific topic data explores two indicators: women's contribution to these important areas and the current gaps that exist.

# 02 — Main outcomes of the Women's Forum First Barometer

## Focused on business, climate change, health and tech in the G7 countries

### The impacts of the Covid-19 crisis are hitting women particularly hard

The discrepancies in the impacts on men and women are significant. The consequences are extremely wide-ranging. Women always experience them more frequently, and they affect very different aspects of the respondents' lives: fear of the future, anxiety, loss of confidence, a total lack of help, not taking time to monitor their health, and the amount of time spent looking after vulnerable friends and relatives, etc. Across all of these problems, women have experienced difficult situations more frequently than men since the start of the epidemic.



These differences in experiences between men and women – which nonetheless must not mask the difficult situations that many men are also experiencing – are cumulative. These impacts, experienced to a greater degree by women, add up to create significant overall inequalities between men and women. Above all, these inequalities run the risk of becoming even stronger with the third wave of the epidemic that is currently affecting the vast majority of G7 countries.

# 1. The risk of women going back to traditional roles with the pandemic is even greater given that gender stereotypes remain largely widespread

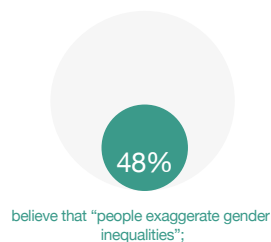
While women have generally experienced situations that are objectively more difficult than those experienced by men since the start of the pandemic, at the same time, stereotypes about women continue to be widespread within the G7. This is particularly the case regarding stereotypes on differences in “natural” aptitudes based on gender. These continue to be present at an extremely alarming level:



But stereotypes related to men and women’s natural abilities are not the only ones to remain largely widespread. Belief in women’s traditional social roles continues to be extremely strong, with a majority of respondents having internalised that the role of a mother always takes priority:



These beliefs are so strong that for many of those surveyed, they even mask the existence of gender inequalities and the mechanisms through which these inequalities are perpetuated:



The strength of these stereotypes is all the more striking given that they are very common in all countries and are shared by both men and women and by younger people and older people.

**An example of this is the response to the statement “you can’t have it all – if you want to be a good mother, you have to agree to sacrifice part of your professional career”. Thus, 53% of the G7 citizens, men and women alike (55% and 52% respectively), agreed with this statement.** This opinion is also widespread across all age categories: the under-35s (52%), people aged 35-54 (53%), and those who are 55 and older (54%). It, therefore, appears that this type of belief is not becoming less common among the younger generations, which indicates that change will not occur simply by waiting for mindsets to move forward.

## 2. The mechanism which produces inequalities is still running at full speed throughout women's lives

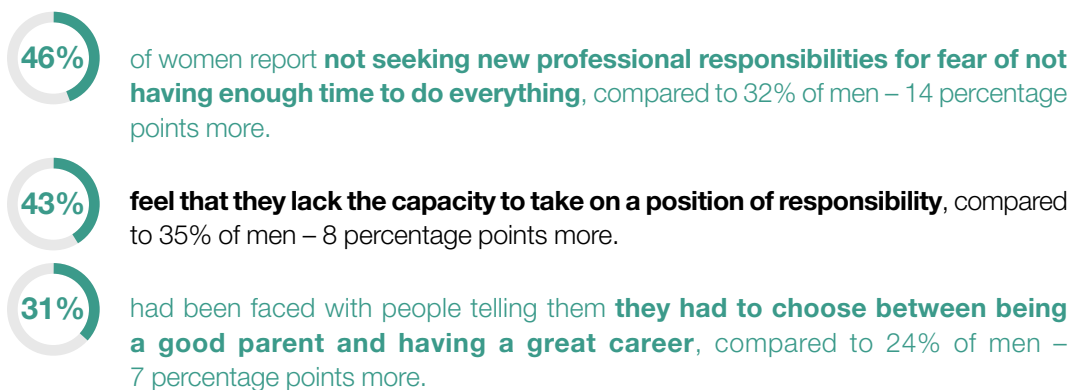
If mindsets are not changing sufficiently rapidly, it is because inequalities are being perpetuated generation after generation, from childhood, with a direct impact on self-perception and educational «choices»:



During their education, **32% of women** were told that they were not scientifically minded, compared to 23% of men – 9 percentage points more.

Faced with these comments, many women drift away from the most highly paid professions, persuading themselves that this is a choice that corresponds to their tastes and abilities.

This same persistent mechanism continues throughout their careers, with even greater differences in experiences compared to men:



Once again, the feeling that is created is one of a choice made by women: having a successful family life rather than a career, which masks the fact that both are possible, and that men are as likely as women to devote time to their children.

These inequalities have significant health consequences throughout women's lives, with a new undesirable effect: encouraging women to withdraw from careers to reduce this mental load, as if there was no possible alternative.



# 79%

of women report being too tired and stressed by everything they do (work, household care and childcare), compared to 61% of men – 18 percentage points more.

# 69%

report paying a lot of attention to the health of others but not to their own health, compared to 54% of men – 15 percentage points more.

# 41%

have been forced to give up or postpone health care for financial reasons, compared to 35% of men – 6 percentage points more.

# 57%


report feeling physically and mentally exhausted from caring for someone who is sick (a child, an elderly person, etc.), compared to 41% of men – 16 percentage points more.

However, these considerable differences in the figures for men and women are a direct consequence of economic inequalities and the pressure linked to juggling the many roles assigned to women. As long as the impacts of the pandemic force or encourage women to withdraw into the private sphere, there is an extremely high risk of seeing these inequalities grow significantly.

### 3. Nationals of G7 countries are aware that gender inequalities persist, especially in the field of business

At work in particular, G7 citizens are aware that gender inequalities continue to exist. Without any surprise, this is more the case among women, but there is also a very high level of awareness among men:


**69%**   
**of people surveyed believe that women do not have access to the same salary levels as men for equivalent levels of experience and skills (77% of women and 61% of men).**


**67%**   
**believe that women have less access to roles on boards of directors and in senior management in large businesses (73% of women and 61% of men).**

**53%**   
think that women have poorer access to professional training, promotions, and career advancement (61% of women compared to 44% of men).

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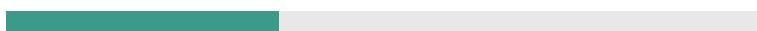
These inequalities in terms of access are also clearly identified in the field of Artificial Intelligence and in STEM (science, technology, engineering and mathematics) fields, in particular, according to women:

**65%**   
**of people surveyed believe that women do not have access to the same salary levels as men for equivalent levels of experience and skills (77% of women and 61% of men).**

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But while the inequalities are seen as persistent, particularly in the professional world, the majority of men think that the situation has improved in their country in the last 5 years. However, believing that the situation has improved does not mean that it is currently satisfactory. In addition, women have a more critical assessment of their situation:

**36%**   
Only 36% of women in G7 countries think that things have improved in terms of the pay gap between men and women performing the same tasks, while 54% of men think that this is the case (a difference of 18 percentage points).

**50%**   
Only 50% of women think that women's access to management roles has improved, compared to 62% of men (a difference of 12 percentage points).

## 4. The positive results of the Barometer: An overwhelming majority of citizens of the G7 countries want that strong measures to be taken to eliminate the gender inequality issue

Faced with these persistent inequalities, citizens of the G7 countries are convinced that efficient action must be taken. This is one of the key lessons learned from this survey. Despite the fact that stereotypes continue to be widespread and the mechanism which produces inequalities is still running at full speed, **there is a widespread desire to see the improvement of the situation**. Men and women, young people and older people – **all want measures to be put in place to bring gender inequality to an end**. There is no longer any opposition to public authorities, businesses and organisations implementing strong measures to neutralise all of these inequalities; in fact, this is now a significant expectation:



### 91% of the people

surveyed believe that reducing gender inequalities is something that is important. This expectation can be seen in every country, and is even stronger in Europe (96% in France and Italy) than it is in North America (88%) and Japan (88%).

The vast majority of men and women report that ending gender inequalities would have positive consequences for all. **A large majority believe that if women had the same opportunities as men, this would have positive consequences on:**



**Society as a whole: 81%**  
(86% of women and 77% of men).



**Economic growth: 76%**  
(81% of women and 71% of men).



**Employment: 76%**  
(82% of women and 70% of men).



**Overall wages: 76%**  
(81% of women and 70% of men).

This belief is shared by the great majority of men and women, younger and older people alike, across all population categories and G7 countries.

**There is now a broad consensus on the fact that integrating women into every decision-making level is beneficial:**

**90%** of G7 citizens believe that the outcomes of decisions are positive **when women and men are involved in decision-making.**

**77%** A significant majority are convinced that better access to senior management roles for women would have positive effects, **with 77% agreeing in terms of the ability to innovate and to think differently, and 68% agreeing in terms of the company's growth.**

**78%** The vast majority believe that if women had better access to employment in technology-based companies (STEM and AI), the impact would also be positive: **78% agree on the positive impacts on society and on economic growth, and 71% on the efficiency of technological applications and AI tools.**

## 5. For the vast majority of G7 citizens, the time for action is now

Faced with the fact that inequalities remain strong, the people of the G7 clearly expect education-focused measures:

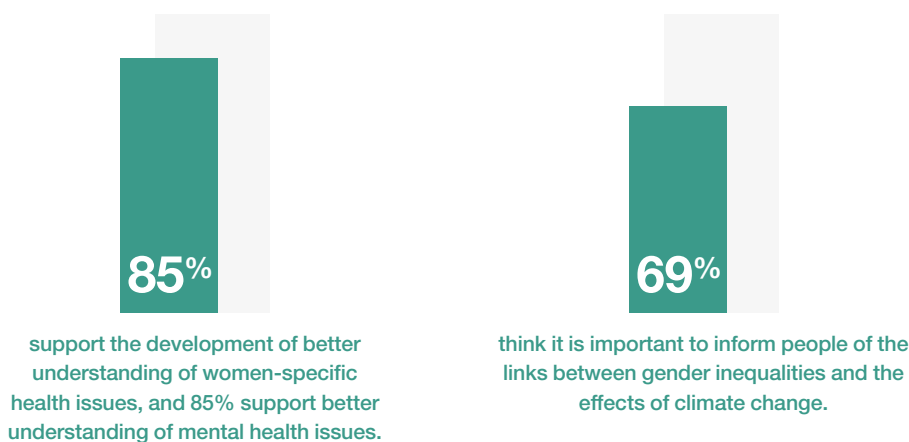
**84%**

are in favour of investin  
in education for women  
and girls.

**86%**

are in favour of lifelong  
opportunities for everyone to  
access professional training in the  
fields of science and technology.

They also express strong expectations in terms of implementing measures designed to create real awareness of the inequalities women face in their access to healthcare, as well as the link between gender inequalities and major problems such as climate change.



But many people also believe that these consensual measures will not be enough, and that **binding measures are required to bring about a change in mindset** and force progress in areas that would otherwise be at risk of moving too slowly:



**Quotas in universities: 69%** are in favour of a target of having at least 40% female students on science and technology courses.



**Firm commitments from businesses: 80%** are in favour of them committing to achieving equality at every level in their teams responsible for AI.



**From government: 83%** are in favour of introducing legislation to ensure equal access for women to social and economic capital and 76% are in favour of appointing women to climate-related positions of responsibility.

The respondents believe that things have to change and that strong measures and real commitments must be implemented. Otherwise, stereotypes will persist. Indeed, without the implementation of strong measures from public authorities, particularly to develop childcare, it is difficult to be a mother and pursue a career. In addition, if businesses do not develop effective strategies to enhance the share of female senior managers, when there are few women in positions of responsibility, it is difficult for a woman to see herself in a successful career.

Because when girls' and women's access to the highest-paid or most promising sectors in terms of jobs is not encouraged, it is not easy not to see gender-based economic inequalities being perpetuated. And each time, an insidious and unrelenting mechanism is strengthened: one in which women are made to feel that their situation is the product of their own choices.

## Key findings

The results of the barometer underline the extent to **which stereotypes are still present in wealthy G7 countries. These are the same countries that should be at the forefront of the fight for gender equality.** The fact that such a high percentage of men (41%) still think that « *Men's brain and women's brain are different, which explains that men have rather more aptitude for science and women for literature*» reveals a high risk to take a step backwards rather than a step forwards towards gender equity as much as the fact that 38% of men still adhere to this stereotype «*A woman will always be happier in her role as a mother rather than in her professional life*».

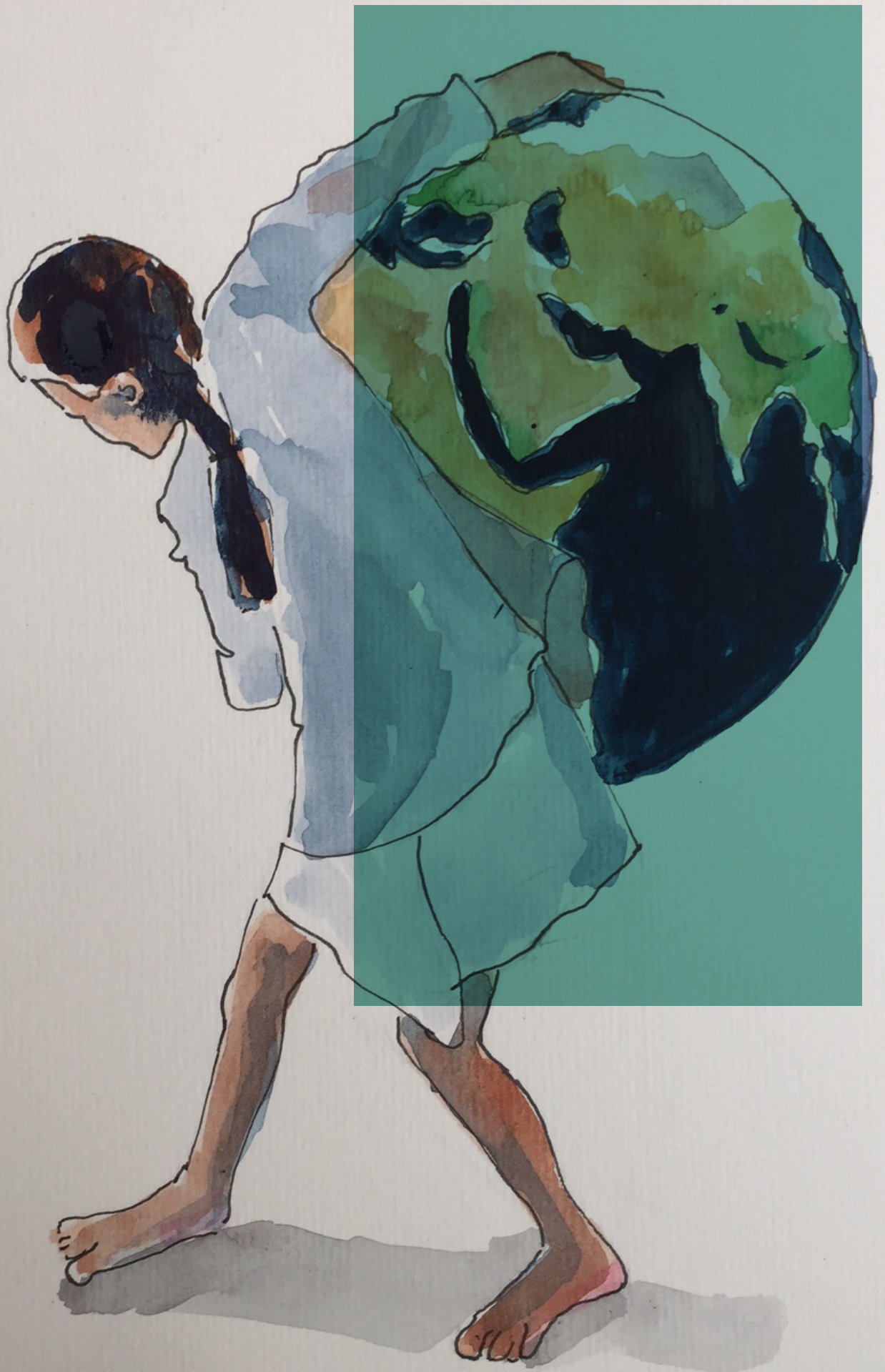
However, despite these persisting stereotypes, the Women's Forum Barometer underlines also that the general public is ready to welcome real change in order to reach full gender equality in the driving sectors of the economy. Both men and women advocated to put in place effective strategies that are in line with the recommendations addressed by the Women's Forum to G7 countries and strong actions as we will see in Chapter 4 of this report.

Furthermore, there is a real difference in the way G7 countries are tackling this issue. France and Italy are the two most advanced G7 countries and stand out in the fight against gender inequality. This is fully in line with the answers of the respondents to the questionnaire. However, even in the more advanced countries that have positive results related to this issue, the war is far from being won. Thus, the multiple economic and social impacts of COVID -19 - which are even more devastating for women who generally earn less than men, save less and are overwhelmingly in precarious employment - are calling into question all the gains made.

To combat this risk of regression, **every recovery plan and every resource budgeting must take into account the impact of this pandemic on women.** They must be included in planning and decision-making related to COVID-19 policies.



**France and Italy  
are the two most  
advanced G7  
countries and stand  
out in the fight  
against gender  
inequality.**



# 03 — The State of the Arts

## Analysis of the data

To facilitate evidence-based policy and implement deep and sustainable change in gender diversity, access to reliable and disaggregated data is required. Through its Barometer, the Women’s Forum has been researching gender diversity within the business, climate change, health, and tech to achieve the United Nations Sustainable Development Goals (SDGs). Gender equality is at the core of sustainable development and one of its main pillars. It helps to reduce poverty and malnutrition increasing the quality of life. This chapter illustrates the state of arts and the progress towards gender equality in seven economies around the world through a deep analysis of global indicators and more specific ones such as the four key areas.

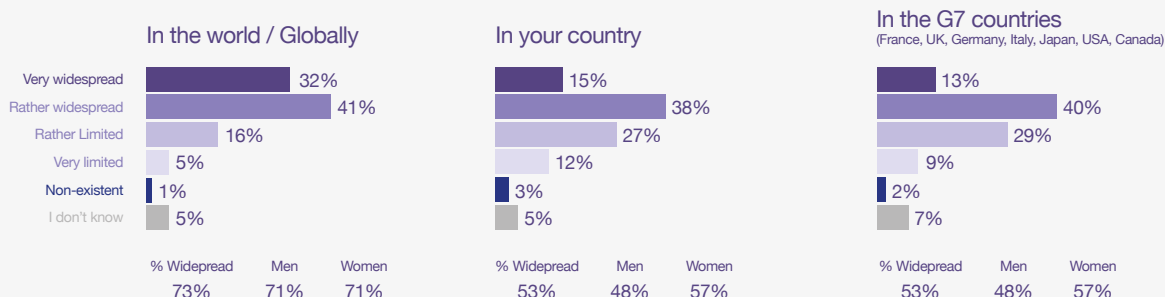


## — Global indicators of gender gap

The results of the Women’s Forum Barometer show that the majority of the respondents believe gender inequalities are widespread in the world but are more divided when it comes to their own country.

**Figure 1. Perception of the level of gender inequalities**

**Do you think that gender inequalities are widespread today:**



Source: Women’s Forum, The Women’s Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.



# 18%

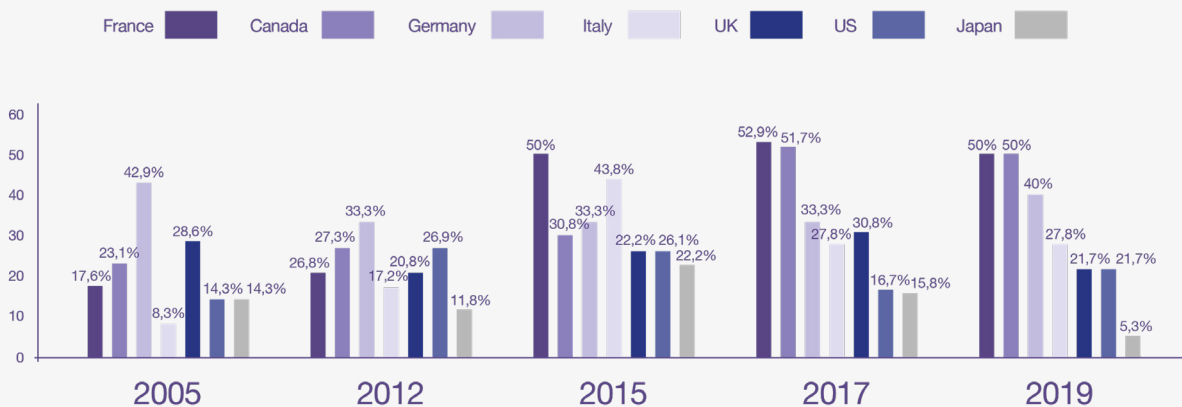
of female political leaders was a member of major parties in UE, in 2019

Further progress had occurred in some countries towards closing the gender gap related to women in politics. Thus, they are increasingly involved and proactive in the “political sphere” at an international level. The importance of the female role in politics is straightforward. Indeed, experience shows that electing more women leads almost instantly to the implementation of best practices and powerful actions that enhance the position of females throughout the economy and society. However, in 2020 Germany was the only country in the G7 group headed by a woman

In 2019, for the EU member states, **18% of female political leaders was a member of major parties. Thus, women’s participation in political leadership was above the world average with three female prime ministers, four women presidents, and two queens out of a total of fifty-five heads of state and government.** In 2020 a report of the UN Women has found that globally, a large share of women and men - 53% of men and 43% of women - believe men make better political leaders than women (UN Women, 2020).

The figure below underlines the good performance of France and Canada, which rank first place for the percentage of female ministers (50%). ***It is also important to point out that these female ministers mainly occupy key «régalien» positions such as those of defense, ecological transition, and labour force.***

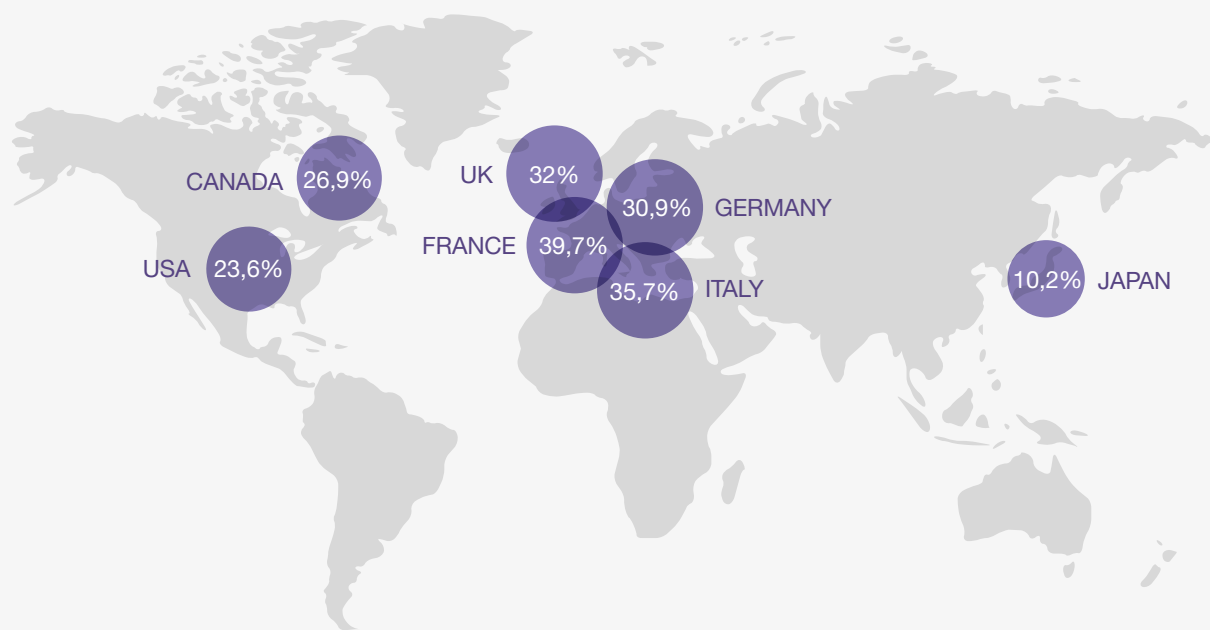
Figure 2. Women in ministerial positions, 2005, 2012, 2015, 2017 and 2019



OECD Gender, Institutions and Development Database.

It is clearly established that women's political representation is an essential prerequisite to push forward the boundaries of the empowerment of women across society. In terms of female representation in parliament, France holds the first position within the G7 countries with 39.5% followed by Italy (35.7%). Gender imbalance seems to prevail in Japan's Political Representation by Women which has the lowest rate within the G7 countries. The proportion of female representatives in Japan's House of Representatives is also one of the lowest in the industrialized world with 10.2%. The proportion of female members in national parliaments around the globe has increased from 11.3% in 1995 to 24.3% in 2019 while Japan still remains below the 1995 level.

**Figure 3. Percentage of Women in Parliament, 2019**



Source: OECD Gender, Institutions and Development Database.



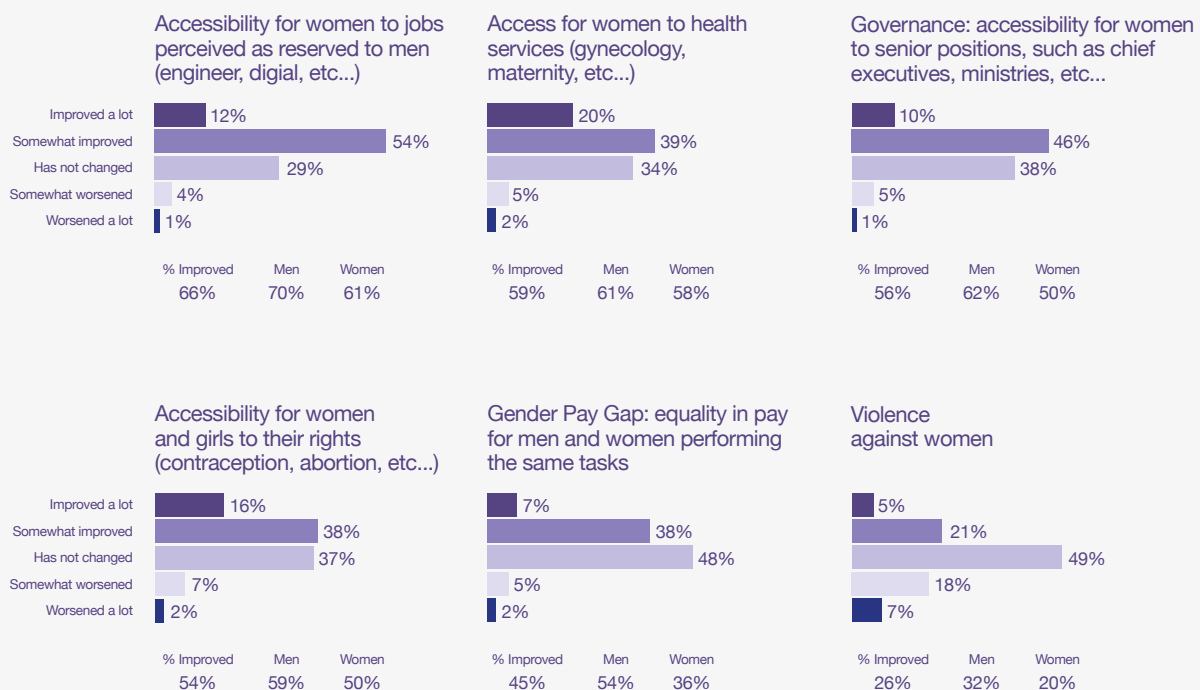
**The economic and social impacts of pandemics have always disproportionately harmed women and girls**

A clear conclusion emerges from the reading of these data. In order to ensure better gender equality in the political sphere, targeted measures should be implemented. One of the best examples is the adoption of quotas in certain countries. This adaptation of legislation has led to significant improvement in the representation of women in parliaments. For instance, the French government has adopted legislation encouraging gender parity in elected offices. As a result, the number of female parliamentarians has shown the most impressive growth of the EU countries.

To improve substantially these data and allow a full acknowledgment of women in politics a multidimensional approach is required. The first step is to prevent violence and harassment of women in elections. Furthermore, in the current situation of strong distrust between citizens and politics, additional work has to be carried out so that women, and particularly young women, become increasingly involved in political parties. To achieve this essential objective, women's skills should be strengthened allowing them to be fully engaged and proactive as candidates but also as voters in elections.

**When it comes to gender inequalities, the majority of the male respondents think the situation has improved, but 64% of women think that is not the case.**

**Figure 4. Perception of gender inequalities over the years**



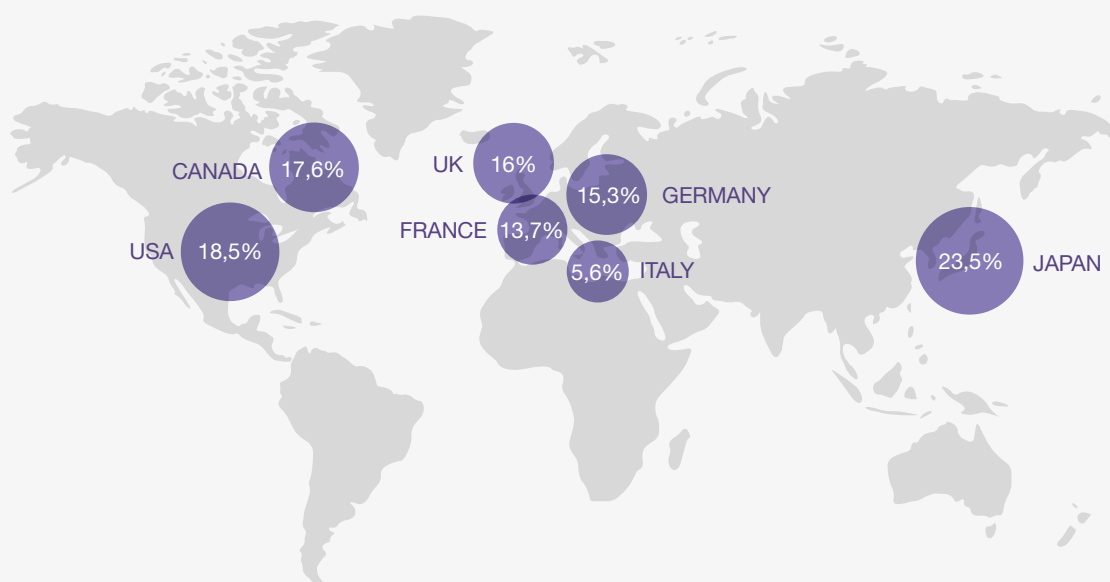
Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

Even if the women's rate labour force has positively evolved in the past few decades almost reaching the level of men' one, within the G7 countries, women still do not have the same opportunities as men in the labour market and the participation in decision-making at all levels.

The current world context of this severe crisis due to the Coronavirus reminds us that the economic and social impacts of **pandemics have always disproportionately harmed women and girls, who tend to be present in the informal economy sectors which are also the most affected** (CARE, 2016).

The analysis of the data confirms the perception that people have related to gender inequalities. Indeed data shows that the gender wage gap is still predominant in the G7 countries with two exceptions. In 2016, Italy performed well with the lowest gender wage gap of the G7 (5.6%) followed by France that ranks second with 13.7% for the same year (OECD, 2020).

**Figure 5. Gender Wage Gap**



Source: OECD Gender, Institutions and Development Database.

**On average, women do three times more unpaid care and domestic work as men. In the European Union, for example, 75% of unpaid care and domestic work is done by women** (European Commission, 2020). This has long-term severe negative impacts for their economic security (UN Women, 2020). **The value of unpaid work represents up to 60% of gross domestic product (GDP)**. Thus, women are still less paid than men for the same task, are more likely to work part-time, and hold more insecure jobs and the quality of women's jobs remains a challenge (ILO, 2016). In order to be fully taken into account in the strategy to narrow the gender gap, some key data related to women's leadership such as unpaid care work, informal work, part-time work, and domestic work should be provided (UNHLP, 2016).

**On average female jobs were still 16% less paid than their male counterpart in the G7 countries while a report of the European Commission has underlined the fact that the gender pay gap is widening with age** (European Commission, 2018). **To complete this picture, when women do get a digital job, they face a median gender pay gap of 21%**, which is significantly larger than this 16% median gender pay gap for the overall economy (ILOSTAT, 2019). In parallel research shows that full income parity could add up to 26% to world GDP by 2025 (World Economic Forum, 2017).

When it comes to the progress in their career, females also seem to have less chance to occupy senior and higher executive positions. This situation is fully confirmed by the answers to the questions of the Barometer. Indeed, they show that a large audience within the G7 countries (53%) still believe family responsibilities act as an obstacle for women in accessing management positions considering that if a woman wants to be a good mother, she has to accept to partly sacrifice her professional career.

In addition, working women have to overcome many more barriers than men. **Gender inequality is increasing with age following the trend of «female life-cycle»**. They are disproportionately affected compared to men as regards their salary and their career progression once they are becoming a mother.

Indeed, women are also penalised in their professional life for giving birth and looking after their children during the first few months of their life (OECD, 2017a). In addition, even if paternity leave has increased, this has not yet radically changed the situation. Thus, the International Social Survey Programme of the OECD found that in the OECD countries – except for 6 of them - at least 50% of people who believe that paid leave should be available to parents also believe that the leave should be taken “entirely” or “mostly” by the mother (OECD, 2016d).

In their large majority, women have a heavy unpaid workload at home, which may constitute also a strong barrier to assume full-time paid employment and to take a high amount of professional responsibilities (OECD, 2019; OECD, 2016a). Therefore, what seems the most promising measures for facing the burning challenge of narrowing the gender gap are those which support women in balancing work and family responsibilities and providing them with a flexible workplace (OECD, 2016c).

The IMF has proposed five major ways to achieve that goal (IMF, 2018a). The first initiative is the provision of high-quality care for children and elderly parents to facilitate the return to work for women who assume these responsibilities; the second one is to finance parental leave for harmonising work and personal/family life; the third measure is to enable flexible work arrangements to allow women to optimise the allocation of their available time; the fourth one is removing tax provisions that discriminate against secondary earners that are - for the large majority - female, and finally, the last one is to use tax credits for the low salaries to reduce the net tax debt.



**A report of the European Commission has underlined the fact that the gender pay gap is widening with age**

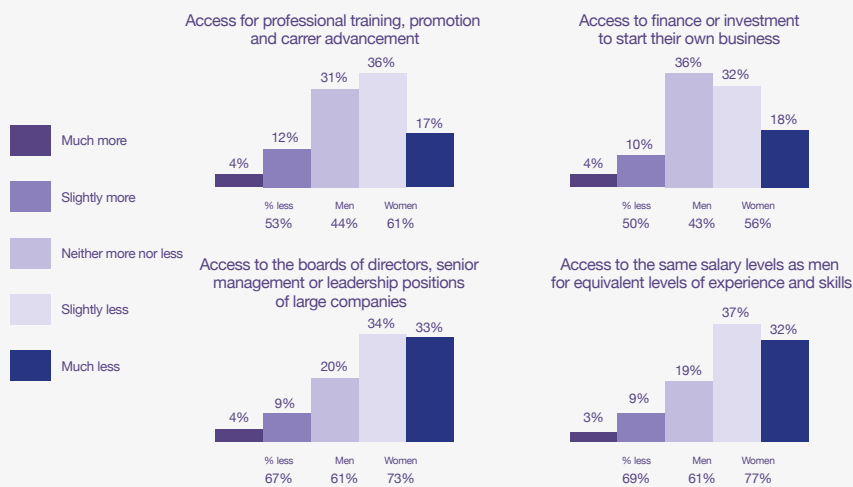


## — Business indicators of the gender gap

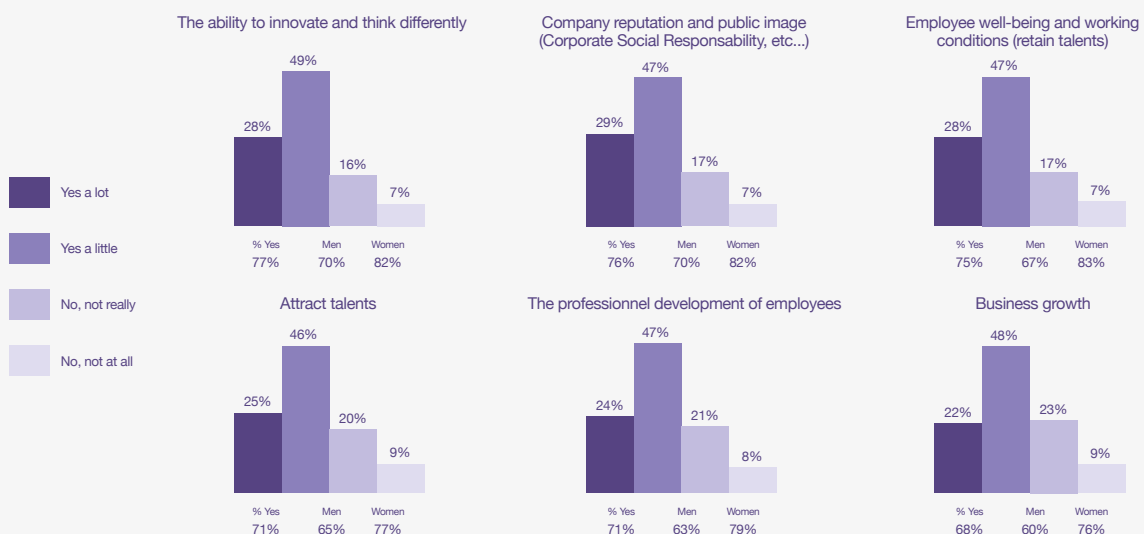
A majority of people in the G7 countries - again more women (73%) than men (61%) - are aware that women are facing unequal opportunities in business and convinced that better access of women to senior management positions would have various positive outcomes.

**Figure 6. Perception of the access of women to business**

**In your opinion and in your country, women have more, less, or neither more nor less than men:**



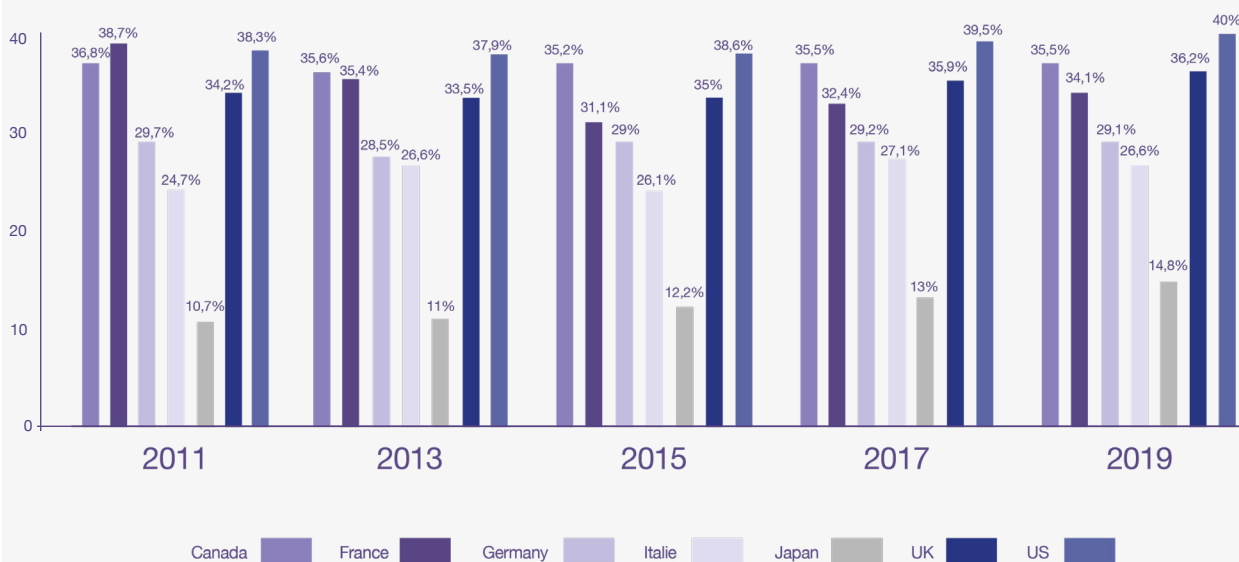
**If women had a better access to senior management positions of larges companies, do you think that this would have positive consequences on:**



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

Overall, data highlight a continued gender imbalance in corporate leadership. Women make up about one-third of managers within the G7 countries. **It is also worth noting that the share of female managers decreased significantly in both France and Canada from respectively 36.8% and 38.7% in 2011 to 34.1% and 35.5% in 2019.**

**Figure 7. Share in Female Senior Managers, 2019**



Source: OECD Gender, Institutions and Development Database.

However, a growing body of evidence shows that strong female leadership is positively correlated with the financial performance of companies. Indeed a study stressed the fact that companies with at least **15% of female senior managers had a net profit 50% higher than those with only 10% (or fewer) women** senior managers and was confirmed two years later (Crédit Suisse, 2019).

To complete these data, an ILO survey published in 2019 has found that enterprises with gender diversity policies are 31% more likely to report improved business outcomes than those without (ILO, 2019). For 60.2% of the respondents the profitability and productivity are raising and 56.8% of them report an increase of the ability to attract and retain talent. The companies that have implemented gender equity policies observed also greater creativity, innovation and openness and in top of that reputational benefits. Nearly 30% of the enterprises surveyed noted a rise of 10% to 15% of their profits, while 18% reported a 15% to 20% increase.

**Women take up only a modest share as a member of the board (34%). Only, 9% of companies have a woman Chair of the Board.** They are also far less likely than men to become chief executive officers (CEOs). Thus, only 42 companies have a woman serving as CEO or Chair of the Executive Board, which is a mere 6% of the total.

**In 2019, as regards the G7 countries, France had the highest share of female seats on boards (45%) of the largest publicly listed companies with Italy (36.1%) followed by Germany (35.6%).** The EWOB report points out the good performance of France with 43% of women in the board of directors, 20% of them at an executive level, 5% as CEO, 5% as Chair of board of directors (EWOB, 2020).

However, even if the evidence shows that the presence of women on boards can improve performance, help to develop new innovative ideas, and prepare companies to adapt in time of crisis, male candidates are generally favoured for a CEO position (World Economic Forum, 2019). There is a strong imperative to implement initiatives that empower and promote women in the corporate area.

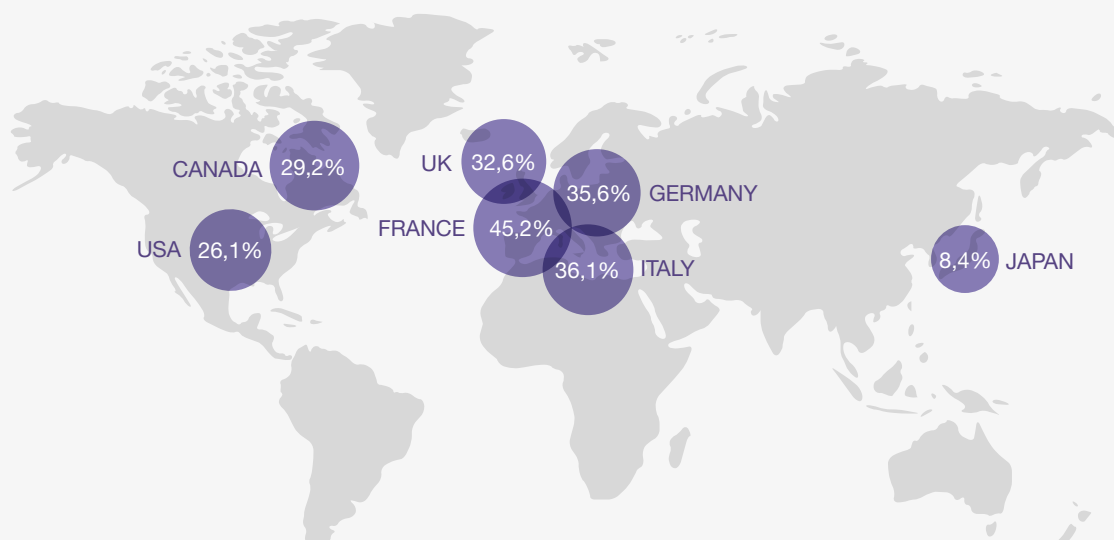
Several countries have made important efforts to set up policies to close the gender gap on boards and in senior management. A wide-ranging package of measures that are more or less efficient has been implemented. It includes mandatory measures such as gender quotas for the board or “soft measures” such as disclosure rules, corporate governance gender codes, or/ and voluntary targets.

For several years, financial markets have developed investment products that promote gender equality. Originally, they simply emphasised firms that have a balanced representation of women and men at the board level. Recently, the products have become more sophisticated and include more criteria such as for example gender balance in leadership and the workforce, equal compensation, work-life balance, policies promoting gender equality, commitment, transparency, and accountability. In 2017, the assets of institutional investors have reached 84 USD trillion in OECD countries. They have a high level of empowerment and an essential role to get things moving for gender equality in business.

Some asset management firms have been set up efficient and powerful action. Indeed, in 2017, some of them exerted pressure on companies that have only men in their board and have not developed an action plan for enhancing diversity. In some cases, they have gone further and voted against the committee members that have been nominated.

Policy strategies that mix soft measures and monitoring instruments have proved their efficacy. However, it should be emphasised that the top performer country in the G7 countries in terms of female leadership within corporates are France which has implemented mandatory quotas. Through the use of quotas, targets and disclosure measures countries have stepped up efforts to get more women into management and executive-level positions.

**Figure 8. Female share of seats on board of the largest publicly listed companies in percentage, 2019**



Source: OECD Gender, Institutions and Development Database.



# 15%

of female senior managers had a net profit 50% higher than those with only 10% (or fewer) women senior managers

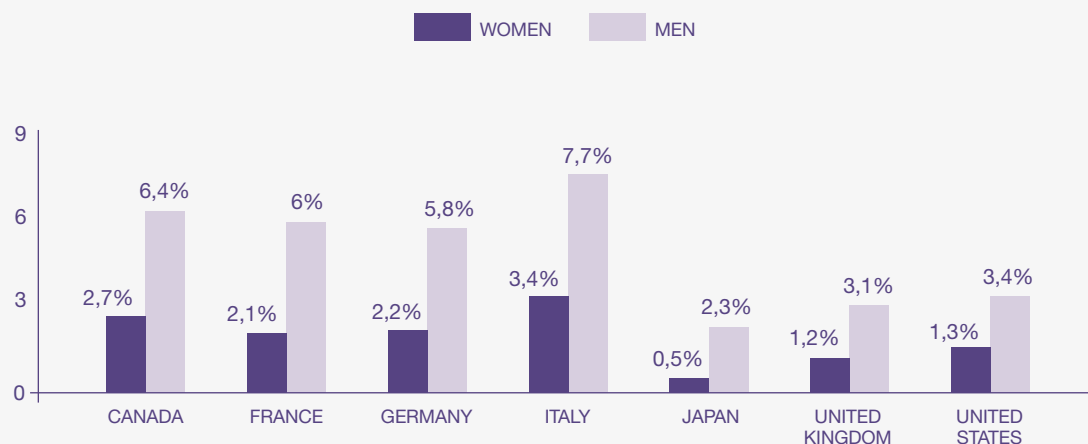
# 9%

of companies have a woman Chair of the Board

The analysis of the most recent data shows that a gender gap in self-employment remains very important within the G7 countries. The share of women self-employed who are employers is very low confirming, therefore the perception that the respondents of the Women's Forum Barometer have related to this issue. Indeed, only 1.9% of working women were self-employed and employers in 2018, significantly below the percentage for men (4.9%). The part of self-employed men has decreased over the past ten years and the consequence was to narrow this gender gap slightly in the last decade.

In 2018, Italy ranked first with 7.7% of women who are self-employed and employers followed by Canada with 6.6% and this proportion has only marginally increased over the past decade.

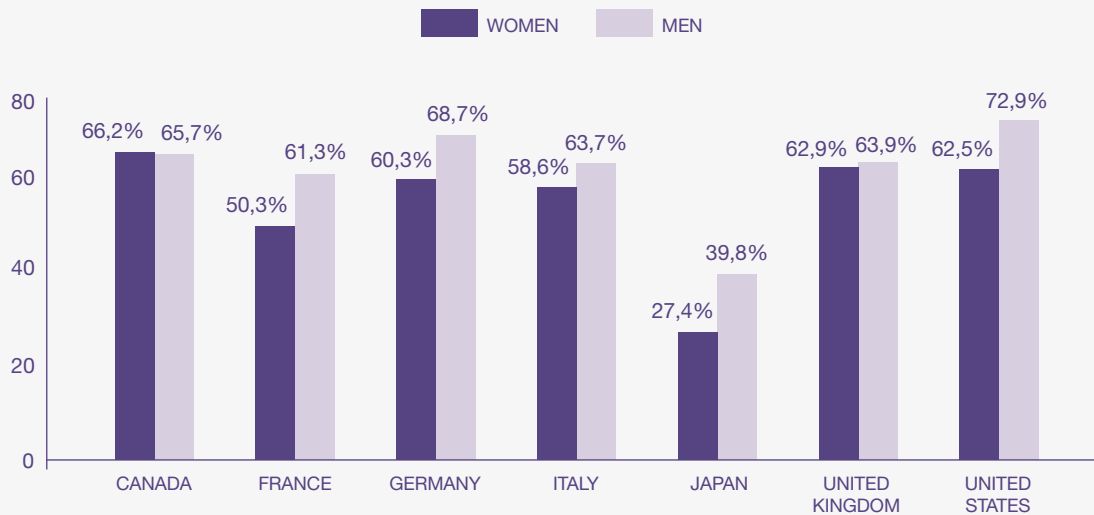
Figure 9. Share of women self-employed who are employers, 2018



Source: OECD Gender, Institutions and Development Database.

As regards the status of companies, the gap between the results of men and the female one is minor confirming that women who have set up their own businesses lead them at least as well as men and sometimes in a more efficient way. **Thus, it is interesting to note that in 2019, the businesses owned by Canadian females performed better than men with respectively 66.2% and 65.7% of positive business status.**

Figure 10. Positive business status and outlook, by sex



Source: OECD Gender, Institutions and Development Database.

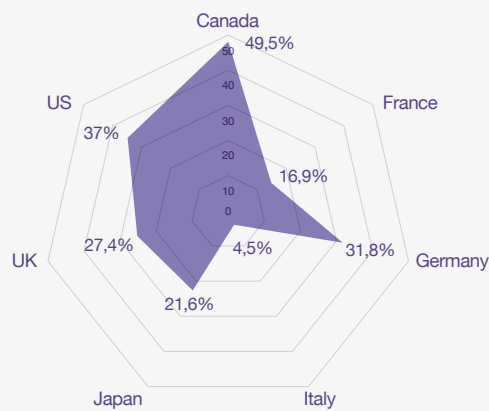


**In 2019, the businesses owned by Canadian females performed better than men**

Even the most successful companies are sometimes faced with financing problems and are unable to expand and thus change scale. This is even more frequent when a woman is at the head of a company. The exact causes are unclear, although a great deal of research has been done on this issue (OECD, 2019b).

Appropriate finance support should be available and accessible to all the women that want to create a business. However, most of the G7 countries exhibit a high gender gap related to access to finance. Indeed, when it comes to the access to funds and resources to start a business, **Canada takes again the first place of women who ensured access to sufficient funds within the G7 countries with 49.5% compared to 59.1% of men, followed by the United States (37%)** (See figure 12 and 13).

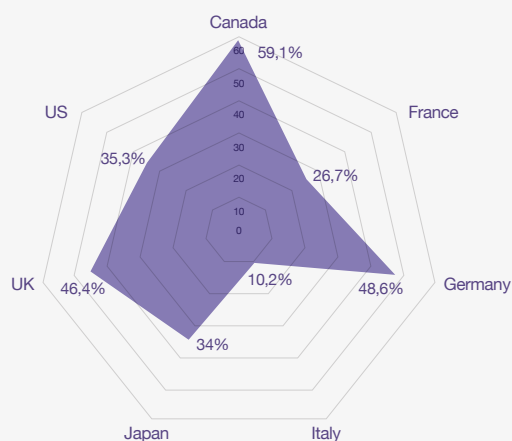
**Figure 11. Share of women with sufficient access to funds and resources to start their own business**



Source: OECD Gender, Institutions and Development Database.

**The performance of France is low with only 16.9% of women that have sufficient access to funds and resources to start their own business, compared to 26.7% of men (see figure 12 and 13).**

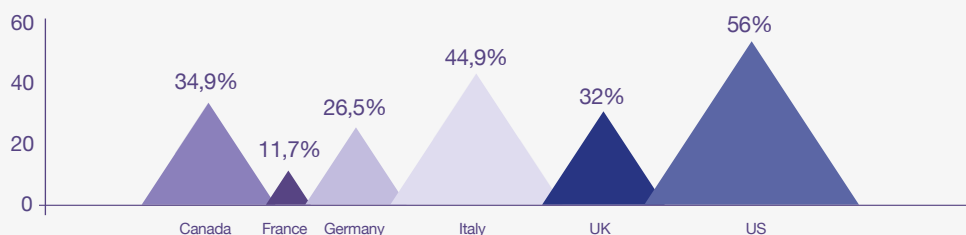
**Figure 12. Share of men with sufficient access to funds and resources to start their own business**



Source: OECD Gender, Institutions and Development Database.

The gender gap has closed slightly over the past decade but the analysis of data shows that a high gender gap in self-employment still prevails. Indeed, women are less likely than men to start a business and they operate in smaller businesses. In addition, women face several barriers to entrepreneurship. Therefore, policymakers can do much more to release the potential of women entrepreneurs that can contribute to innovation, job creation, and sustainable development.

**Figure 13. Gender gap in self-employed earnings, 2019**



Source: OECD Gender, Institutions and Development Database.

One of the first priorities should be to ensure that female and male entrepreneurs have an equal access to finance. To reach this complex objective strategies should be developed focusing both on the supply and demand for finance in order to: i) facilitated the access to finance for viable businesses owned by men and women; ii) taking steps to improve the knowledge and attitudes of financial institutions; iii) increasing awareness of finance sources and tools among women entrepreneurs; and, iv) encouraging more women to join business angel networks or venture capital (OECD, 2016g).

***Thus, the results of the Barometer show clearly that the large majority of the respondents (84%) are in favour of the development of innovative policies to provide an equal access to public and private financing for women entrepreneurs.***

Market failures should be also targeted to overcome barriers to women entrepreneurship firms (OECD/European Commission, 2019 and 2017). Indeed, the administrative burdens on firms and numerous regulations constituted strong barriers to new female entrepreneur's entries. To eliminate those types of obstacles innovative policies should be developed and concrete and efficient actions should be implemented.



**The large majority of the respondents (84%) are in favour of the development of innovative policies**

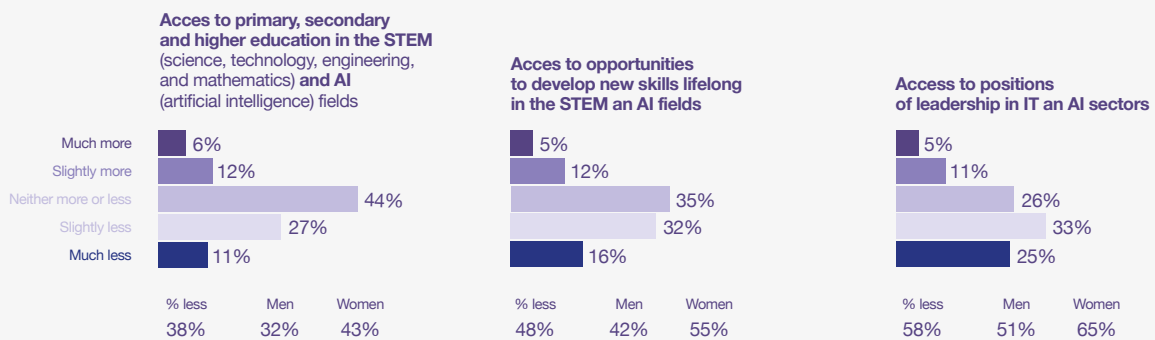


## Tech indicators of the gender gap

The analysis of the results of the survey shows that a majority of people (58%) within the G7 countries are convinced women have less access to a position of leadership in information technology (IT) and artificial intelligence (AI) sectors in their country than men. However, 78% of the respondents are also convinced that better access of women to STEM and AI positions would be beneficial in many ways, particularly in terms of positive impacts for society and economic growth.

**Figure 14. Perception of the access for women to leadership positions in IT and AI**

In your opinion and in your country, women have more, less, or neither more nor less than men:



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020

**Figure 15. Perception of the positive impacts of the access for women to leadership positions in IT and AI**

If women had a better access to job in STEM (science, technology, engineering, and mathematics) and AI (artificial intelligence) companies, do you think this would help to:



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

# 40%

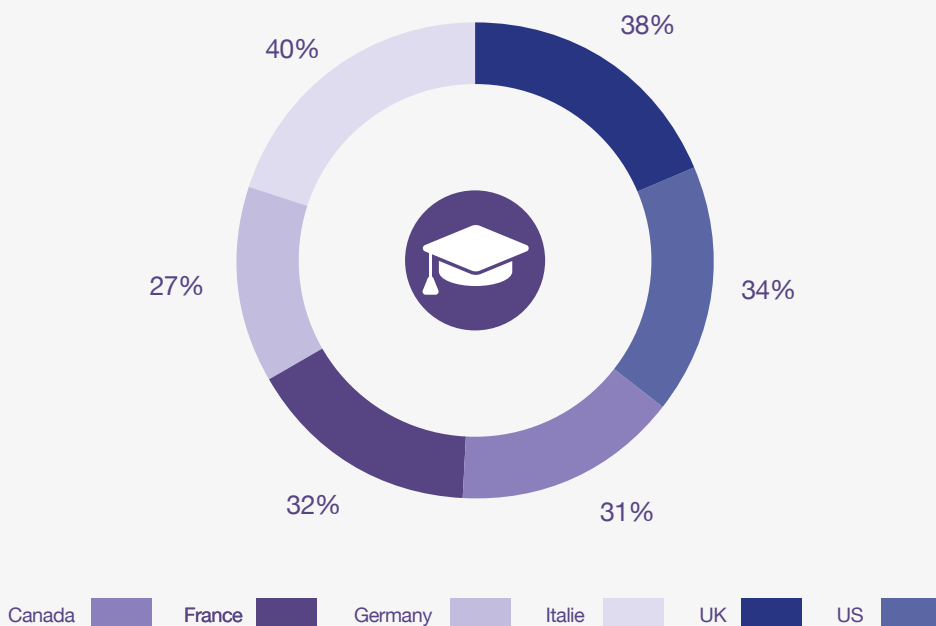
of women in Italy were graduates from STEM



Acquiring STEM skills is a lifelong learning journey.

In 2017, 40% of women in Italy were graduates from STEM and this strong performance was nearly the same in Canada with a share of 38%. Worldwide, they represent 24% of employees in the technology sector. However, as regards STEM occupations, it should be underlined that there is no internationally agreed definition since they are including professions ranging from software developers to medical assistants (ILO Stat, 2020). This makes international analysis and comparison by countries difficult.

Figure 16. Female share of graduates from STEM (% tertiary), 2017



Source: Worldbank.

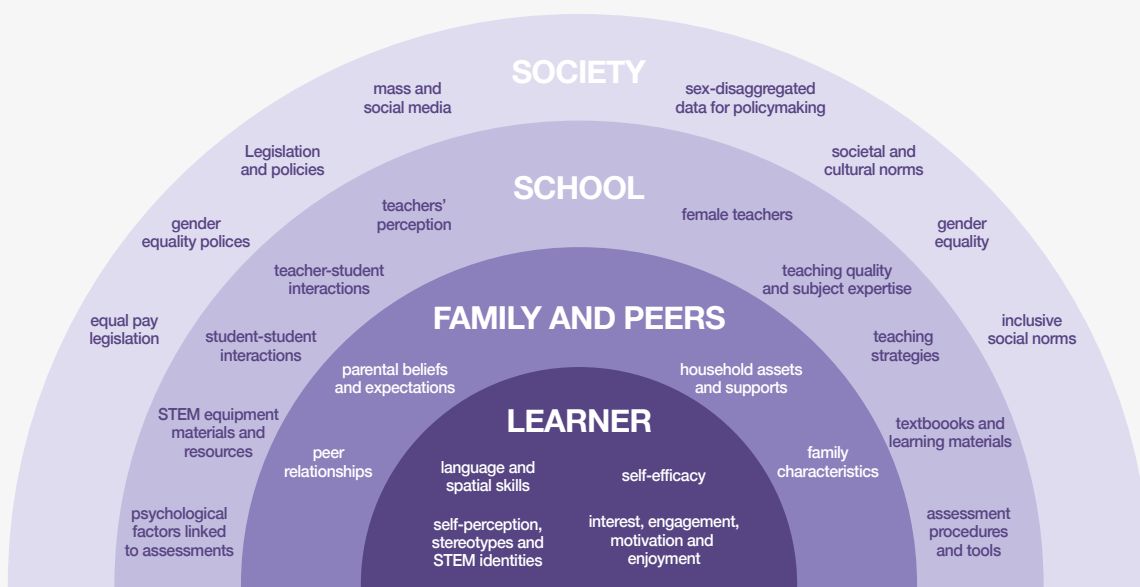
**In 2020, the US took the first place within the G7 countries as regards the share of women working in data and in AI (32%) and the second rank was occupied by Italy (31%).**

**A study within the OECD countries has found that only a low share of girls aged 15 years (0.5%) wish to become ICT professionals, compared to 5% of boys. As regards the positions such as engineers, scientists or architects, twice of boys than girls are willing to embrace these careers (OECD, 2018b; OECD, 2018c).**

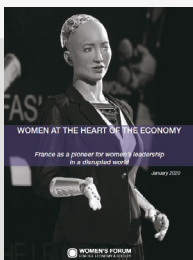
A report of the UNESCO published in 2017 presented the various factors which influence the interest and degree of the involvement of young girls in STEM studies and the regular female advancement within these careers. The figure below summarises the different levels including numerous and distinct factors that are interrelated with a high degree of complexity (UNESCO, 2017). They encompass individual, family, institutional and societal levels.

The first factor presented is the biological heritage and is related to the natural competencies of a human (e.g. brain structure and function, hormones, genetics, and cognitive heritage). Psychological factors such as natural incline and predisposition are also included. The second level presents the influence of family belief and peer-level (e.g. parental beliefs and expectations, parental education and socioeconomic status, as well as peer influences). The third level embraces the learning environment and finally, the last level is devoted to the influence of the society through among others the social and cultural norms related to gender equity and gender stereotypes in the media.

**Figure 17. Ecological framework of factors influencing girls' and women's participation, achievement and progression in STEM studies**



Source: Unesco, 2017.



## The Report “Women at the heart of the Economy”

After the G7 chaired by France in Biarritz in August 2019, Ms Chiara Corazza, Managing Director of the Women’s Forum, has been commissioned by the French Ministers of Economy and Finance, of Gender Equality and of Digital to provide critical policy recommendations to foster the attractiveness of STEM skills for girls and women throughout their lives.

The Women’s Forum presented 27 proposals to the French Government on February, 5th 2020, in the Report “Women at the heart of economy”. These recommendations aim at developing a national mobilisation plan in favour of STEM professions and to empower women leadership in proactively engaging within the economy of the future. This Report is going to contribute to the law for women’s economic empowerment that the French Government has submitted in 2020.

**The lack of female participation of women in STEM studies and in its careers is a burning issue worldwide.** Indeed, STEM is essential to achieve the Sustainable Development goals allowing to shape innovative solutions to solve the challenges of the 21 Century such as among others emergent and re-emergent infectious diseases. Female and young girls’ involvement in that sector should be a priority to allow them to take full advantage of this fruitful sector and to play a major role in it in the future.

The key instrument that may enable this change is education. STEM skills are a source of innovation, creativity, and competitiveness (Women’s Forum, 2020a and 2020b). It is drastically changing the labour market. **Indeed, 85% of the jobs of 2030 do not exist yet. Acquiring STEM skills is a lifelong learning journey.** It leads to women’s empowerment within the labour market. Therefore, it is essential to fight STEM stereotypes, ideological beliefs and unconscious biases of judgement. Indeed, building the scientific identity of young girls starts at an early age, from primary school onwards.

## The STEMKEY initiative

With this project, the Women’s Forum for the Economy & Society aims to attract girls between 12-16 years old to STEM, motivating them in particular thanks to a community of women committed to STEM, the STEMSISTERS.

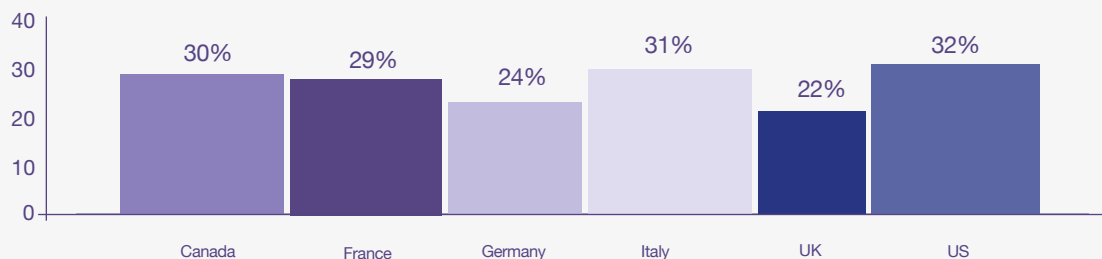
The STEMKEY initiative is being developed with the Women4STEM Daring Circle led by Google, with the participation of other partners of the Women’s Forum, such as Publicis Groupe, Microsoft, BCG, BNP Paribas, L’Oréal, P&G, Shearman & Sterling, Orange, Lenovo, ESA and Politecnico di Milano, and in collaboration with Inspiring Girls International.



The low share of females in STEM is not due to a lack of cognitive competencies but to the cultural environment and social heritage which include beliefs, behaviours, and choices (UNESCO, 2017). Significant efforts need to be made to reverse the trend and allow to increase drastically the presence of young girls and women in STEM. The key instrument that may enable this change is education. However, change has to be undertaken in the learning and teaching processes in order to better meet the particular needs of girls' education and to fully take into account the gender dimension.

Moreover, a recent study has been carried out for investigating the number AI female researchers through the number of articles they have published (Nesta, 2019). The main conclusion is that there is a high gender diversity gap in AI research, with only 13.83% of female authors. This conclusion is consistent with the numerous other studies that underlined the fact that the diversity issues in AI are systemic, with women being underrepresented in most fields related to Computer Science. Notwithstanding, these previous date 25.4% of the AI publications have been co-authored by a woman.

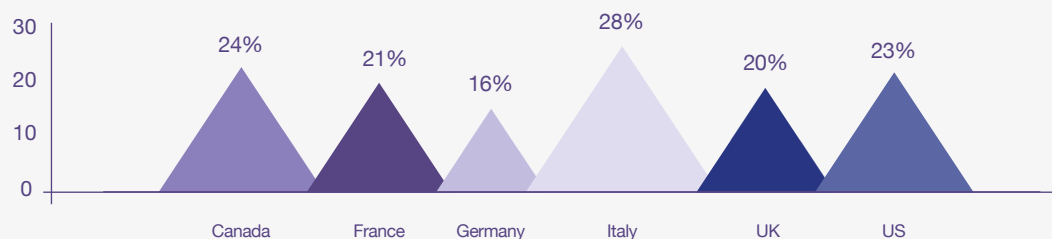
**Figure 18. Share of women working in data and AI, 2020**



Source: World Economic Forum.

**The share of women with Artificial Intelligence skills in the labour field is minor. In 2017, Italy ranked first with a share of 28% followed by Canada (24%).**

**Figure 19. Share of women with Artificial Intelligence skills in the labour field, 2017**



Source: LinkedIn

## The Call to Action Women4AI

The Women's Forum proposes calls on organisations of all sizes, sectors, and from all countries, to apply a gender lens to their AI development and deployment. We believe that women's increased participation, visibility and influence in AI systems, will benefit society at large.

We call on organisations to make a one-year commitment to address the implementation gaps above and other issues of choice, ensuring that gender is considered in AI development and deployment within their institutions.

1. Responsible AI training for all functions.

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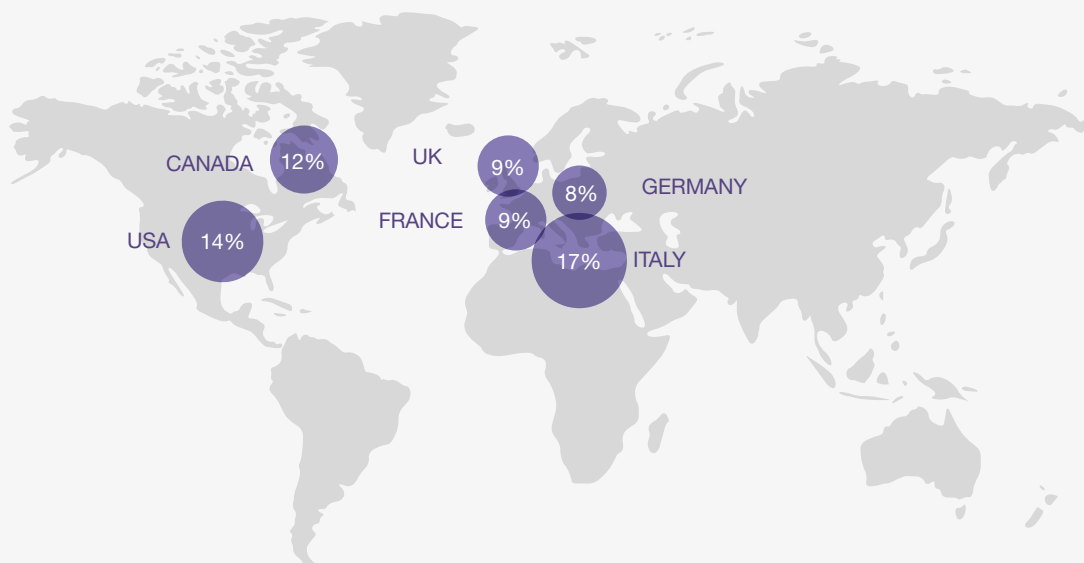
2. Formal assessment of the impact of AI practices in relation to gender, including through analytics.

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3. Procedure and governance of responsible AI within the organisation.

**The analysis of data shows also that the share of women working in cloud computing is low. Italy holds the first position with 17% followed by the United States (14%).**

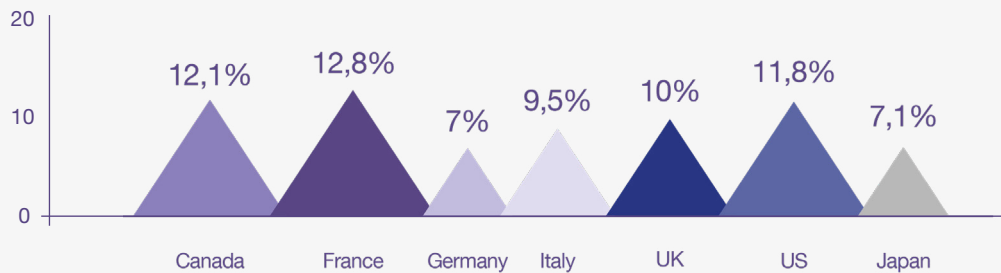
Figure 20. Share of women working in cloud computing, 2020



Source: World Economic Forum 2020.

As regards the share of women working in cloud computing the analysis of data shows that is low. France holds the best position with 12.8% followed by Canada (12.1%).

Figure 21. Share of female inventors, 2017



Source: OECD Gender, Institutions and Development Database.

A research carried out by the IMF has found that on average - across all sectors and positions - women are performing more tasks that are likely to be performed by automation than men (IMF, 2018b). Around 26 million female jobs in 30 countries (28 OECD member countries, Cyprus, and Singapore) are estimated to be at a high risk of being replaced by technology over the next twenty years. **In general, female positions are at a higher risk of automation compared to male jobs. Indeed, around 11% of female positions versus 9% of the male ones.**

**Over 47% of jobs would disappear in the digital revolution, and most of these jobs (65%) are currently held by women** (OECD, 2018a). The new jobs that would be created would be focused on the STEM sectors where male students are still predominant.

*Therefore, many efforts should be undertaken and concrete actions implemented to ensure that gender inequality does not aggravate in the future, and that women, who represent 51% of the world population and more than 60% of graduates, will no longer have to look for equality in the workplace*



**Female positions are at a higher risk of automation compared to male jobs**

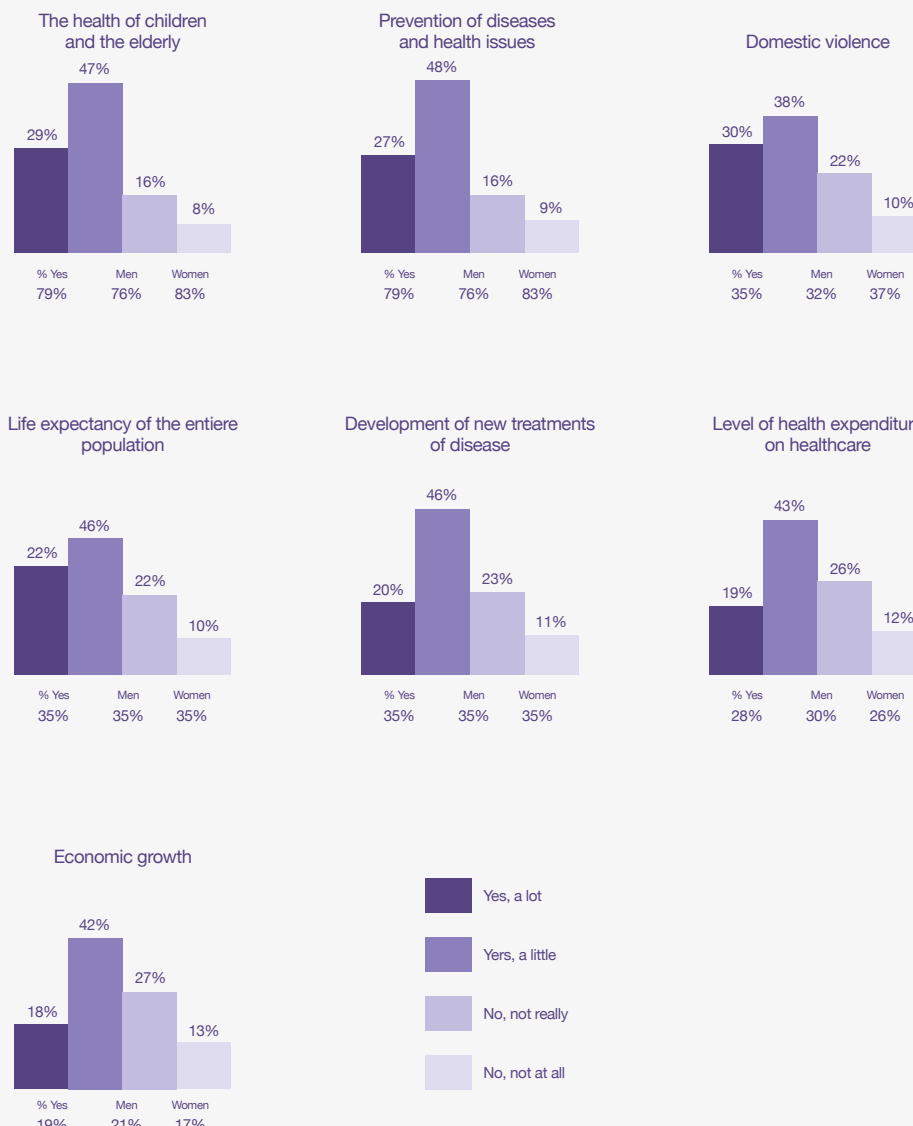


## — Health indicators of the gender gap

The results of the survey show that the majority of the respondents within the G7 countries believe that women have not more health problems and difficulties to access healthcare than men however they are convinced that better access to healthcare for women would have strong positive impacts in many areas.

**Figure 22. Perception of the impacts of improvements of the access to health for women**

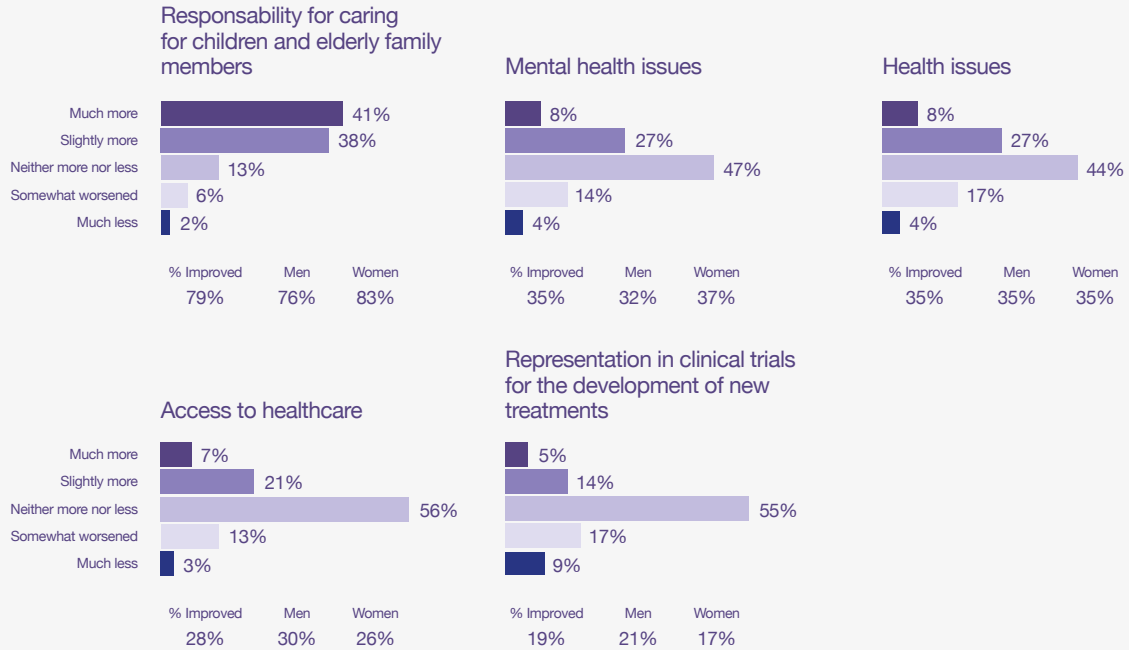
**If women had better access to health services, do you think this would help to improve the situation regarding:**



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

**Figure 23. Perception of the access to health for women**

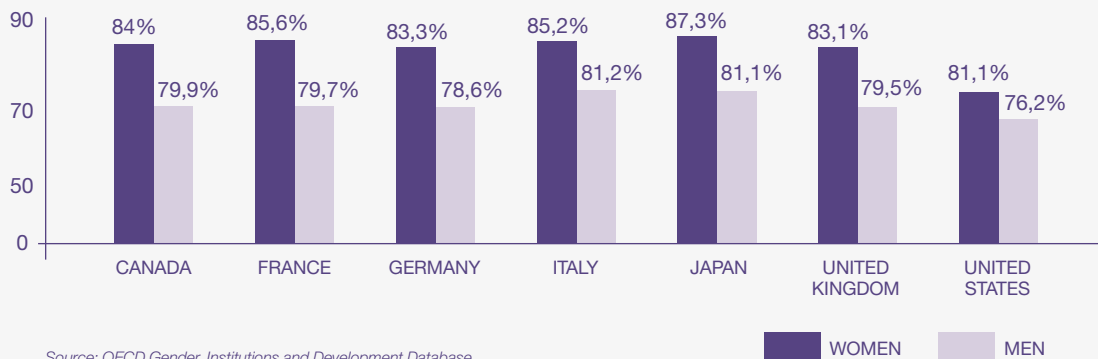
**In your opinion and in your country, women have more, less, or neither more nor less than men:**



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

Today, the majority of the population of the world can expect to live beyond their sixties and the structure of the population has therefore changed. Without any surprise, the analysis of data shows that female life expectancy is higher than the one of male. **There is a difference of around 6 years between the life expectancy of women and one of the men within the G7 countries. Indeed, in Japan women can expect to live until 87.3 years whereas men would reach in average 81.1 years.**

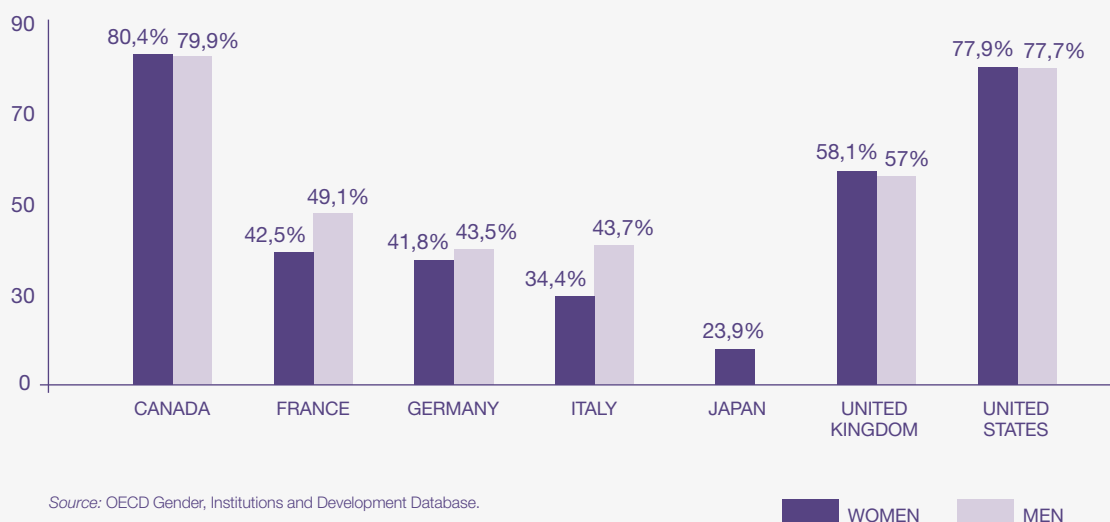
**Figure 24. The life expectancy of female and male at birth, 2018**



Source: OECD Gender, Institutions and Development Database.

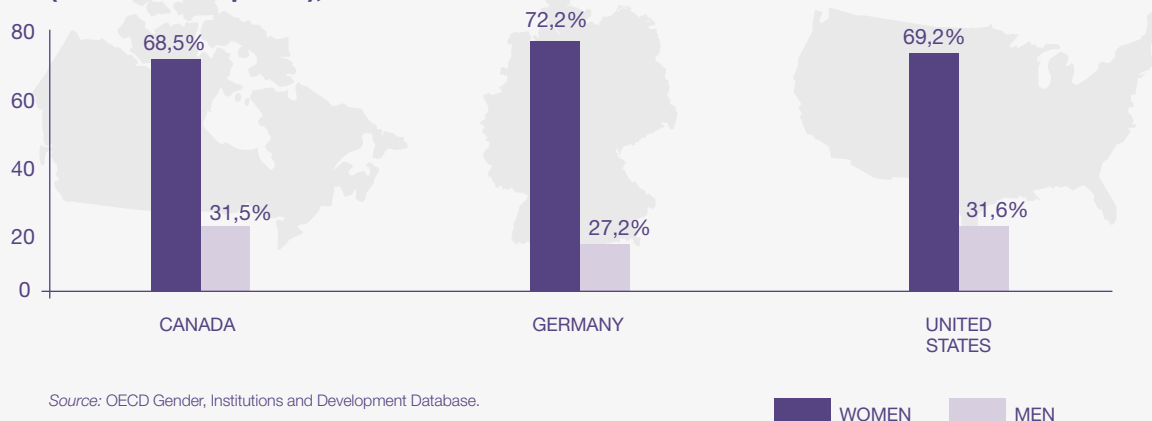
However, after 65 years old, only 42.5% of French women feel healthy. This percentage is low considering that 80.4% of women within the same age range feel in a good shape in Canada. In 2018, women over 65 years old had a poorer perception of their health status than men and the difference is particularly noticeable in Italy where only 34.4% of women feel healthy compared to 43.7% of men having the same feeling.

Figure 25. Perceived good health status over 65, 2018



The proportion of women over 65 years old treated in hospitals for long-term care is much higher than the one of men. For instance, in 2018, 72.2% of the total recipients in Germany were women versus 27.8% of men for the same year. Therefore, there is a need to transform health systems so that unpaid caregivers are included in a new inclusive care economy for all, and socio-economic recovery plans must be designed with a focus on women's lives and futures.

Figure 26. Long term care residents in hospital aged 65 years old and over (% of total recipients), 2018



**When it comes to the analysis of the trend related to mental diseases and behavioral disorders, the share of death per 100 000 females is impressively high within the G7 countries. In 2017, it was the cause of the death of 68.1% of women in the UK and 53.1% in Canada.**

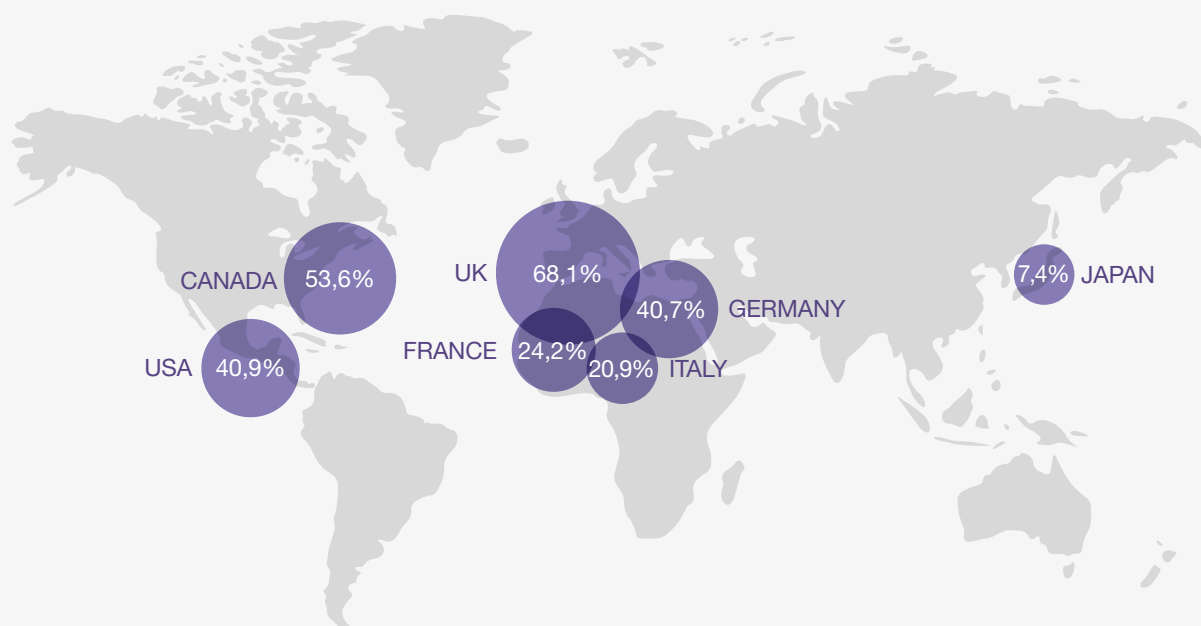
Indeed, many older adults are at risk of developing mental and neurological disorders. The most common mental and neurological disorders in this age group are dementia and depression, which affect approximately 5% and 7% of the world's older population, respectively. As a matter of fact, mental and neurological disorders among older adults account for 6.6% of the total disability (disability adjusted life years (DALYs)) for this age group, and approximately 20% of adults aged 60 and over suffer from a mental disorder.

Mental health problems, which are different from psychiatric disorders, vary across genders. Women suffer from higher rates of depression and anxiety, and men have higher rates of substance abuse and antisocial disorders (European Parliament, 2016).

These disparities of mental health issues between women and men lead to direct impacts on the workplace. They affect the rates of disclosure of mental health issues, as well as the number of sick days taken due to stress and anxiety. In the UK in 2019, the costs to employers of poor mental health cost up to GBP 45 billion (Deloitte, 2020). **Due to a variety of factors, primarily concerning different gender roles and gender inequalities, depression is approximately twice as prevalent among women as men.** The results of the Barometer underline the fact that a large majority of the respondents (85%) are in favor of the development of a better understanding on mental health issues

*To respond to these specific needs, strategies should draw on the competencies and the expertise of varied stakeholders promoting a multi-sectoral approach.*

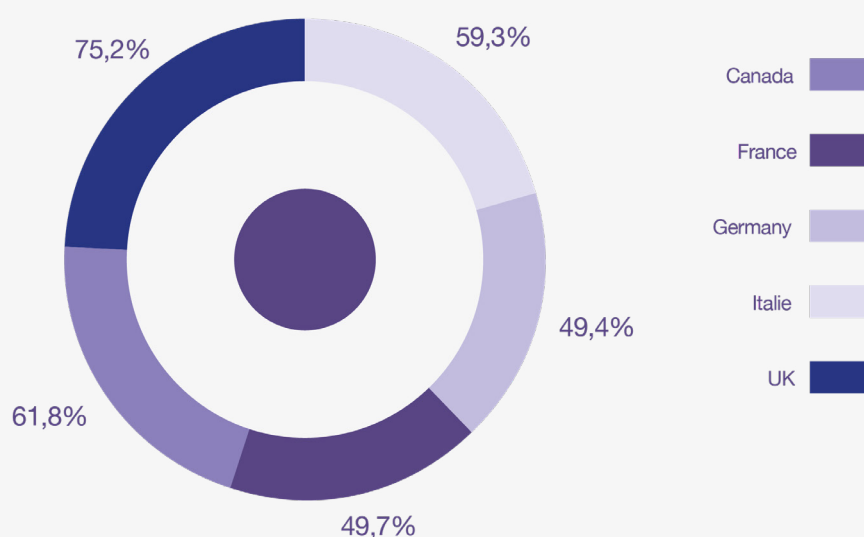
**Figure 27. Mental and behavioural disorders (deaths per 100 000 females), 2017**



Source: OECD Gender, Institutions and Development Database.

**At present, the only proven successful strategy to reduce breast cancer deaths is early detection through mammography. As regards this prevention action, UK ranks first within the G7 countries with 75.2% of females aged 50-69 that are doing this medical imaging.**

**Figure 28. Breast cancer screening (% of females aged 50-69 screened), 2019**



Source: OECD Gender, Institutions and Development Database.

**Adapting health systems to meet the needs of older women is an essential question for our economies and societies.** Thus, to improve the access to health for women the priority is to enhance the capacity of age persons to live this important part of their life in the best health possible. The health needs of older women can be - in some cases - more complex than those of younger groups. For example, around the **age of 65, 39% of women suffer from osteoporosis and only 15% of men. This proportion rises to 70% at 80 years old.**

Though women live longer than men, they face different and, in many cases, more severe health challenges.

Indeed, the non-communicable diseases that affect mainly older women could be severely reduced by making healthy choices throughout the entire lifetime. The barriers and enablers of choosing these positive options at each step of a woman's life are very important and will be a determining factor of her health condition once she reaches a later age.

Designing, developing, implementing and strengthening a world where aging women have access to the healthcare they need requires a contribution from multiple sectors and different types of organisations.

***The leadership of women is essential to break the cycle and help create age-friendly environments where women can thrive at all stages of life. By enabling women to have a significant voice in the policies and decisions that impact their well-being, health outcomes for older women – and men – can improve. Indeed, female leadership is crucial in developing and maintaining systems that are efficient and fully tailored for older women that enable them to age in good health.***



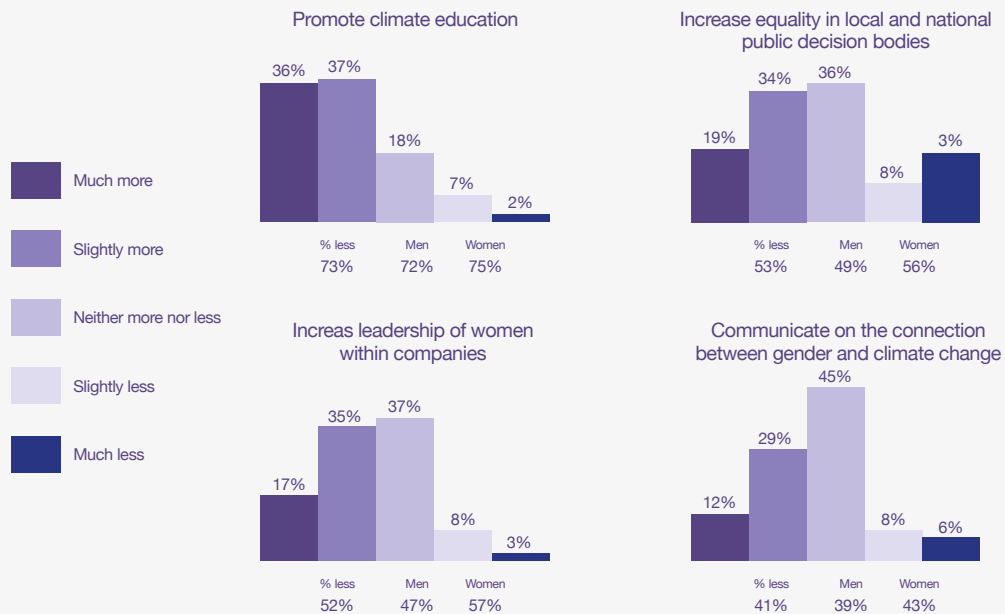


## — Climate change indicators of the gender gap

In order to fight climate change, the respondents of the survey think climate education should be the priority. In addition, almost one man out of two and a majority of women also think that promoting gender equality in public decision bodies would help.

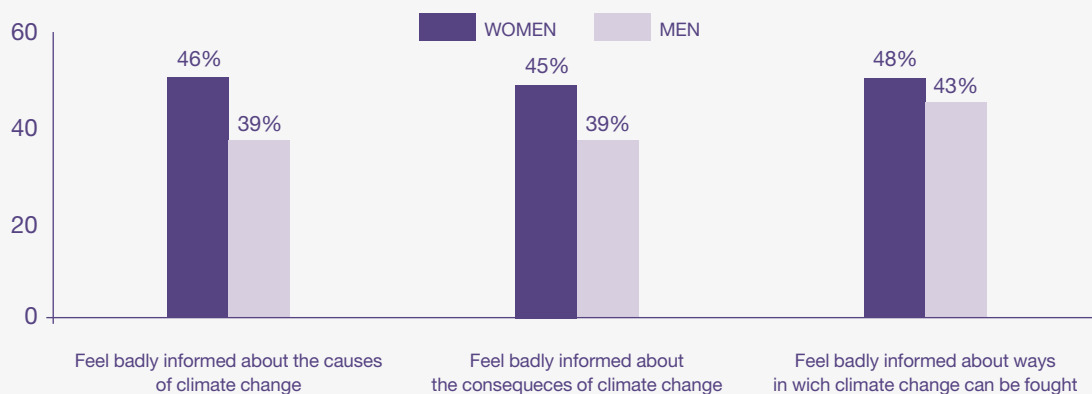
**Figure 29. Perception of the impacts of actions to fight climate change**

**To fight the impacts of climate change, do you think that the following actions would help to improve the situation:**



Source: Women's Forum, The Women's Forum First Barometer on Gender Equity focused on Business, Climate Change, Health and Tech in the G7 countries, November 2020.

**Figure 30. Level of information about climate change by sex**



Source: Special Eurobarometer 313.

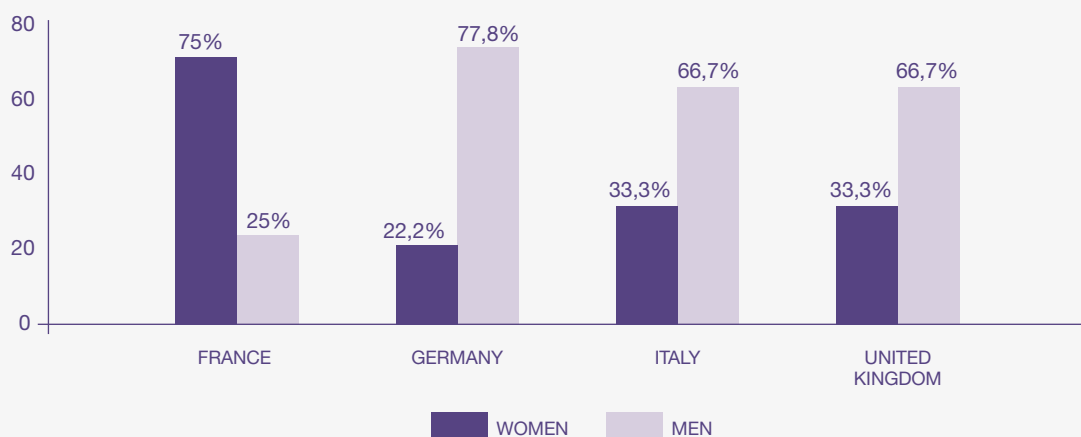
When climate change issues are analysed in a gender equality lens, numerous factors should be taken into consideration (EIGE, 2012). The first one is the role to be played by women within the decision-making process. What is the gender composition of the institutions in charge of this key topic? Do technical and executive positions related to the development of mitigation policies are equally occupied by women and men? Who are the leaders during the international negotiations?

Different stages should be examined for a proper understanding of the degree of gender equality of the decision process ranging from research, technical, and development of policy recommendations. Having equal male and female decision-makers is an insurance that the high value and richness of diversity, the different perceptions, and attitudes in front of the same problem, the different sensitivities will be included in the development of solutions.

The analysis of the data shows that the G7 countries are far behind an equal representation between women and men within international negotiations or participatory processes related to Climate Change. This contributes largely to direct negative impacts on the shapes of the policy recommendations and solutions developed since they are not including proper variables of this crucial differentiation.

**As regards the share of women working within the government or political executive ministries dealing with environment and climate change, in 2019 France ranked first with 75% and the other G7 countries are far behind this figure.**

**Figure 31. Members of the government or political executive in ministries dealing with environment and climate change, 2019**



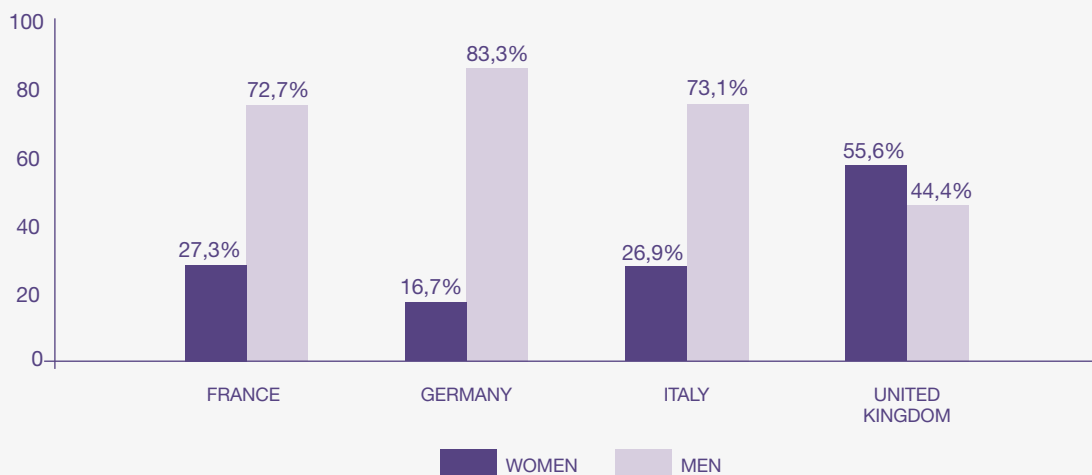
Source: EIGE Database.



**In 2019, only the UK had a share of 55.6% of women as administrators,**

The positions of administrators within ministries dealing with environment and climate change still remains largely dominated by men. In 2019, only the UK had a share of 55.6% of women as administrators, while the share of Germany was 16.7%.

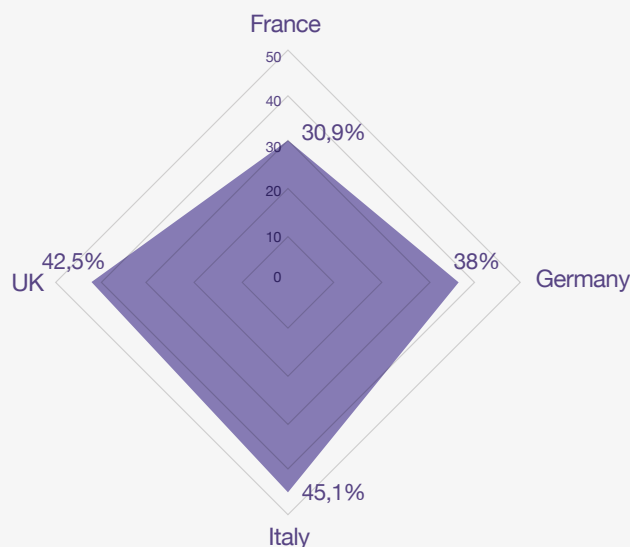
Figure 32. Senior administrators within ministries dealing with environment and climate change, 2019



Source: EIGE Database.

The percentage of women working within the COP is slightly higher but yet not reach a level of equality. In 2019, Italy took the first position with 45.1% of women followed by the UK with 42.5%.

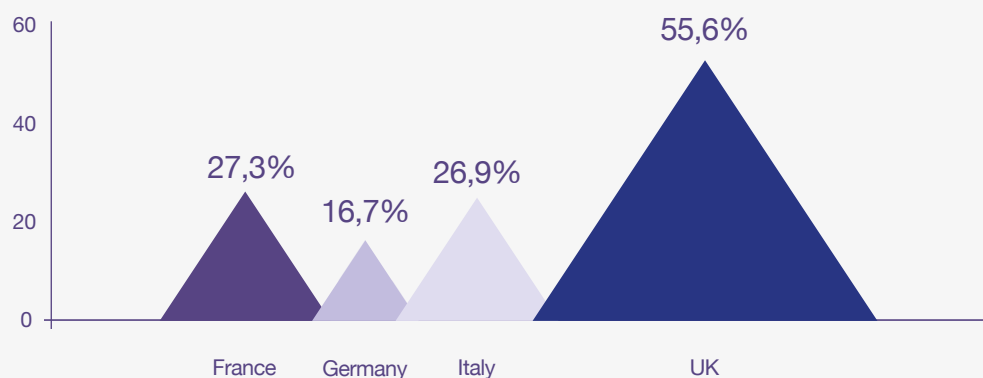
Figure 33. Share of women in the Conference (COP) of the Parties over 5 years, 2019



Source: EIGE Database.

In 2017, of the world's largest 300 cities only 25 were governed by women. In 2019, the UK had the larger share of women amongst the highest-ranking civil servants within ministries with competences in the environment, transport, and energy with 55.6% and was followed by Italy with 27.3%.

Figure 34. Share of women amongst highest-ranking civil servants in ministries with competences in environment, transport and energy, 2019



Source: EIGE Database.



### Charter for Engagement: Women leading climate action

At the eve of the G20 summit in Osaka in 2019, the Women's Forum for the Economy & Society gathered in Kyoto to launch the Charter for Engagement on climate, demonstrating the impact of women's leadership in the fight against climate change. This Charter highlights and promotes equal access of women and men to leadership, education, and means of actions, representation and opportunities as key levers to accelerate the sustainability transition at the pace required by the challenges ahead.

This Charter, already signed by committed CEOs of important companies and politicians, is an initiative by the Women4Climate Daring Circle, led by BNP Paribas, with the participation of other partners of the Women's Forum, such as L'Oréal, Microsoft, ENGIE, Icicle, Bouygues, Colas, KPMG, C40, R20, OECD, HEC and We Mean Business



**Women are under-represented in positions of responsibility.**

### **Women added-value is crucial for a She-covey for all**

The analysis of the most recent data related to gender equity data points out the relevance of the Women's Forum Barometer results. Thus, women are under-represented in positions of responsibility. With equal competences and skills they are earning 16% less than their counterparts. Even when they want to, it is very difficult for her to set up and develop a business. They are facing numerous barriers among others a lack of financial resources to develop research, innovation, to change scale and export.

As far as the Tech sector is concerned, they are under-represented in these occupations and when they are present, the wage gap is even greater than in any other sectors. Regarding their health, women live longer than men, but these extra years gained are not lived in good health.

The respondents of the Women's Forum Barometer are strongly in favour of better education on specifically female pathologies and better care. Finally, in the area of climate change, women - the first victims of natural disasters - are the most likely to help to mitigate climate change. They are willing to change their consumption patterns, etc. Yet they are under-represented in key government positions related to the environment and energy that could possibly make the difference and help in the fight against climate change.

**The Barometer underlines the extent to which the general public is ready to initiate a major change. It calls on G7 leaders to take strong actions to tackle gender inequality and empower women to reach a She-covey for all.**



# 04 — Women's Forum Call to Action to the G7 Leaders

– Women's role in Tech, Business, Health and Climate Change

In 2020, the Women's Forum addressed a call to action "Beyond recovery: designing an inclusive world" to the G7 leaders Head of States and Governments. The main recommendations were included within the Women's Forum Barometer in order to measure their public acceptance. As it has been underlined in the previous part, the results of the Barometer point out the fact that a large majority of the G7 respondents are convinced that effective actions must be taken and voted in favour of them. The following calls to action have been acclaimed by a large majority of people pooled in the G7 countries.

## BUSINESS

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- 84% of the respondents are in favour of developing innovative policies to provide an equal access to public and private financing for women entrepreneurs: **The G7 Leaders should make sure that women can fully benefit from the public and private funding allocated in recovery plans and have access to financing.**

- 80% of the respondents are in favour of establishing clear targets in order to ensure gender diversity in private companies' supply chains and ensure that public authorities use all the available tools to promote gender equality in public procurement: **The G7 Leaders should engage to promote women-owned and women-led businesses, including in the supply chain. They should lead by example, using public procurement as a leverage to support women entrepreneurs.**

## TECH

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- 69% of the respondents are in favour of establishing a target for universities to enrol at least 40% girls on their STEM (science, technology, engineering, mathematics) courses: **The G7 Leaders should implement a strategy to engage girls in STEM skills and education to ensure that women are at the heart of the jobs of the future and can benefit from them.**

- 86% of the respondents are in favour of creating lifelong opportunities for everyone to access STEM (science, technology, engineering, mathematics) skills training: **The G7 Leaders should aim to attract girls and women in a lifelong journey in STEM, from schools to boardrooms, and launch plans of action to develop reskilling, cross-skilling and upskilling programs for women in STEM fields.**



**The G7 Leaders should create a friendly environment where women will have **an equal lifelong access to care service****

## HEALTH

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- 79% of the respondents are in favour of transforming health care systems to be inclusive and tailored for older women: **The G7 Leaders should create a friendly environment where women will have an equal lifelong access to care service and therefore will benefit from a healthier and autonomous ageing.**
- 85% of the respondents are in favour of developing a better understanding on mental health issues: **The G7 Leaders should also address mental health issues as a critical disease and a pressing social and economic challenge.**

## CLIMATE CHANGE

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- 83% of the respondents are in favour of introducing legislation that ensures women have equal access to social and economic capital (e.g. rights to land, access to finance): **The G7 Leaders should ensure equal access to essential and productive resources, technologies and capital to fully engage women in positive and powerful climate action.**
- 76% of the respondents are in favour of appointing women to key positions with responsibility for climate action: **The G7 Leaders should acknowledge women as key actors in the fight against climate change and reinforce a gender lens in environmental strategies in light of the lessons learned from the COVID-19 crisis.**

# — Conclusion

The Women's Forum Barometer provides an exhaustive framework to support G7 countries reshape, develop and implement comprehensive strategies and policies that – on one hand - encourage gender equality and on the other hand – foster sustainable, inclusive, and stronger economic growth. This report brings an overview of the perception that a global audience has of gender diversity compared to the reality of the most recent data in the areas of business, climate change, health, and tech. Conclusions can be drawn related to the progress made in gender equity and those that still have to be accomplished by the G7 countries.

Although to different degrees, gender gaps prevail across these countries particularly in Tech, access to health, business and in the wage gap. Indeed, the analysis pointed out that a high gender wage gap remains within the G7 countries. Furthermore, the fact that women have an important share of unpaid housework and care work has negative consequences for them minoring their role within the economy and society (OECD, 2017 and 2012).

Some of the G7 countries have made progress in terms of the share of women in politics, which is a key driver of future progress towards gender equality. Yet progress is slow in changing the mind of the global audience to girls' access in STEM and AI fields. Indeed, they continue to be under-represented in these cornerstone fields that will play also a major role in the economic recovery.

Despite the fact that paid parental leave has increased, in practice stereotypes related to it remain strongly ingrained. Another important result drew from the Barometer is that wider gender gaps persist when it comes to equal access to the labour market as parents. Since stereotyping may be subtle and unconscious often the majority of people do not realize their real nature. However, respondents seem to be not misguided by stereotypes.

Thus, the analysis of the Women's Forum Barometer shows that mixed progress in gender equity has been made by the G7 countries. Although strong stereotypes and gender gap are still prevailing in employment, Tech, and entrepreneurship an overwhelming majority of citizens of the G7 countries want that efficient action and strong measures to be taken to eliminate gender inequity. There is a widespread desire to see the improvement of the situation. Indeed, 91% of the people surveyed believe that reducing gender inequalities is important. This expectation can be seen in every country.



However, since a high level of gender gap remains in the most developed countries of the world, it will take long years to narrow it. In order to be able to accelerate progress providing more disaggregated data and gender indicators is essential. Furthermore, the analysis presented in this report confirms the importance and the pertinence of the Women's Forum recommendations "Beyond recovery: designing an inclusive world" which were addressed to the G7 leaders and that were acclaimed by a large majority of people pooled in the G7 countries. Therefore, it would be important in the coming months to monitor the implementation of the Women's Forum recommendations within the G7 countries and where it is appropriate to adapt and amend them to the different characteristics of the countries.



# — 2021 Roadmap

The 2021 Daring Circles Workshops & Sessions

The 2021 Rising Talents Promotion

The 2021 CEO Champions Initiative

The Women's Forum Barometer G7 & G20

Virtual sessions "In Her Words" in partnership with the New York Times

Women's Forum High-Level Signatures Roundtables

Women's Forum Asia, Singapore, September 2021

Women's Forum G20 Italy, Milan, 17-19 October 2021

Women's Forum Global Meeting, 14-18 November 2021



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