



The Women's Forum barometer on gender equity

Focused on business, climate change,
health and tech in the G20 countries

Analysis of Perception versus Reality

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INTRODUCTION

Women's Forum 2021 Barometer

Introduction

Background



**Empirical evidence
is needed to reach
gender equality**

This document presents an extensive analysis of the state of the arts of gender inequalities in the G20 countries. **It highlights the main trend of the most recent data on gender inequality putting them into perspective with the perception of respondents from G20 member countries.** It points out what remains to be done to close the gender gap in these countries.

The pandemic has hit in a particularly violent way the women who experienced even more than before the pressure of the multiple roles assigned to them and the fragility of their socio-economic condition, revealing how gender inequalities remain vivid in countries where many people thought they were surely on the way to disappear.

Yet this crisis offers a unique opportunity to take stock of the reality of gender inequalities in our societies and economies. In addition, it should help to build back better, acknowledging a new role for women that would benefit everyone.

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 inequity, providing accurate and relevant data is essential. Therefore, to reach this objective, the Women's Forum in 2021 launched the Barometer on Gender Equity focused on Business, Climate Change, Health, and Tech which are the strategic sectors at the basis of the most promising jobs of the future.

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 conducted in the G20 countries clearly shows that gender inequality remains deeply entrenched and strongly widespread in the world in its richest countries that represents 85% of global GDP, 75% of international trade and two-thirds of the world's population. Furthermore, the results underline an important homogeneity in the answers regardless of age, gender, socio-professional categories and place of residence.

Introduction

Key Findings

An urgent call to action

In line with the main results of the G20 Barometer, **84% of people living in the G20 countries consider that closing gender gap and designing an inclusive economic recovery should be an important priority**. Among them, 43% even thinks it should be a “very important” priority (up to 68% in India, 66% in Turkey, 67% in Brazil, 66% in South Africa and 61% in Mexico).

Furthermore, 76% believes quotas for women within the management boards of companies are required, because things do not change on their own (81% of women and 71% of men), despite their possible negative side effects.

More broadly, all the other measures tested that could be put in place in favour of women are approved by a large majority of people, both men and women and across all continents, and in all fields. A larger part of the respondents favour measures in the field of education and training, but also a more coercive approach if needed: putting in place constraints by legislation such as imposing a compulsory paid paternity leave (81%) and having them enforced, for example by imposing very large fines to firms having important salary gaps between men and women (79% approve it).

Gender inequalities remain widespread in the G20. Indeed, two-thirds of the people living in these countries consider that women have fewer chances than men in at least one important area (i.e. business, artificial intelligence, the most sought-after professions of the future).

These inequalities are so vivid, that more than one person in 3 think that full equality between men and women will never be achieved in their country, almost one in 2 when they think globally (48%).

Yet a vast majority consider that if women had the same opportunities as men in their professional life, it would benefit everybody. Thus, 80% think there would be positive consequences on society as a whole (75% of men and 85% of women); 78% positive consequences on economic growth; 78% positive impact on employment and; 76% positive consequences on overall wages.

Introduction

In addition, the populations of the G20 countries have been violently affected by the consequences of the pandemic, women even more than men: 79% of women report being afraid of the future (compared to 70% of men); 69% of them have experienced burnout, anxiety or depression (compared to 58% of men); 66% of mothers report a considerable increase of their workload they found hard to cope with; 58% of women report feeling no one was helping them, compared to 52% of men and; 54% report they have lost confidence in themselves.

Furthermore, it is important to highlight the fact that a majority of people in the G20, especially women, are convinced that the pandemic and its consequences will increase inequalities already widespread.

On top of the direct impacts of the Covid-19 on women's physical condition, the pandemic and its heavy constraints have not helped women to take care of their own health. Thus, the lack of time is considered the main obstacle for women to take care of their health in the G20 even before the financial obstacle; Indeed, 61% of women in the G20 reports they have not taken enough time to make sure they were in good health since the beginning of the pandemic while 32% of the population in the G20 think that health conditions specific to women are not addressed properly in their country.

These answers, once again, underline the relevance of the Women's Forum's proposals to develop a better understanding of specific female health issues and to reform the health system (i.e. broaden the female population that receives health care coverage, improve the access to health care specialists and prevention policies, improve the quality of health care for women, give more care to women, decrease the cost of health care, etc.).

Indeed, they are favoured by the vast majority of respondents who want to see these measures in place for 90% and 89% of them respectively.

Acknowledgment

This report was prepared under the leadership of Chiara Corazza Special Representative to the G7 and G20 of the Women's Forum for the Economy and Society and Audrey Tcherkoff, Managing Director of the Women's Forum for the Economy and Society by Nadia Caïd, Scientific Director of the Women's Forum for the Economy and Society. Particular thanks are due to the dedicated team of Ipsos (Amandine Lama - Research Manager, Etienne Mercier - Public Opinion Department Director), and to Matteo Cadenazzi, Public Policy Advisor Women's Forum for the Economy and Society as well as the entire team of the Women's Forum for the Economy and Society.

Introduction



Methods

The questionnaire was addressed to a sample of **9500 respondents in the 19 countries of the G20 (Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, South Korea, Turkey, UK, US) 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.



Data Source

Around one hundred 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.

— Perception

More than one third of the people living in the G20 countries think full equality between men and women will never be achieved in their country, almost one in two are hopeless when they think global.



35%

THINK IT WILL NEVER HAPPEN
29% according to men
41% according to women

In average, people who think it will happen estimate it will take
16 YEARS
14 years according to men
19 years according to women



48%

THINK IT WILL NEVER HAPPEN
44% according to men
51% according to women

In average, people who think it will happen estimate it will take
26 YEARS
25 years according to men
26 years according to women

In your opinion, how long will it take for men and women to be totally equal in terms of salary, professional responsibilities and domestic chores? You can write 0 if it is already the case.

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POLITICS

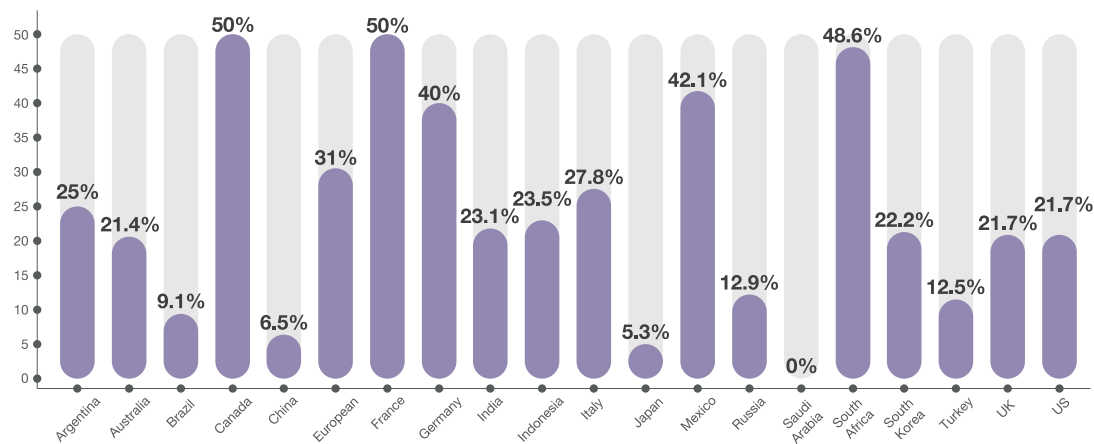
Reality

What do the data tell us?

Politics

Reality

Women in Ministerial Positions



Source: OECD Gender, Institutions and Development Database, 2021.

What do the data tell us?

Further progress had occurred in some countries towards closing the gender gap in politics.

- However in 2021, Germany was the only country within the G20 group headed by a woman.
- France and Canada are equal world champions in terms of the percentage of female ministers (50%) followed by South Africa (48.6%).

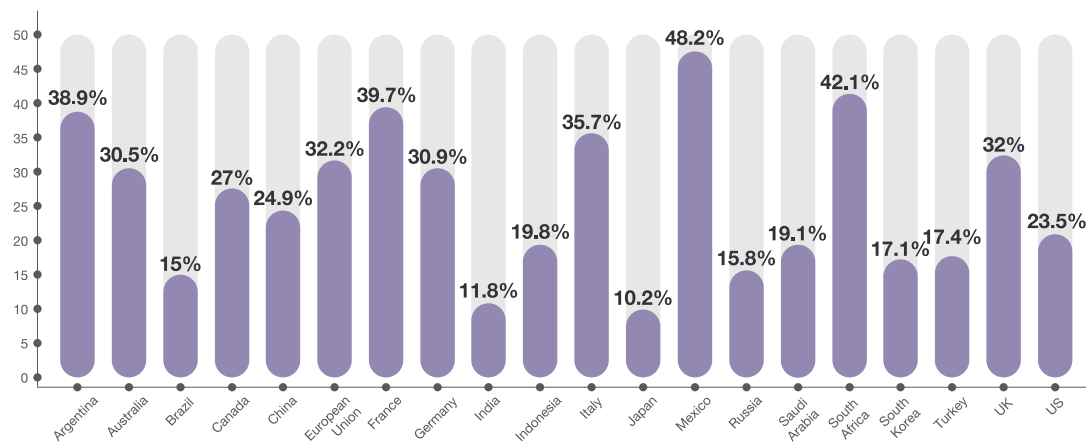
In addition, they mainly occupy key "régalien" positions such as those of defence,

- Japan (5.3%) and China (6.5%) are the countries where women are not sufficiently represented politically and for the case of Saudi Arabia not represented at all.

Politics

Reality

Percentage of Women in Parliament



Source: OECD Gender, Institutions and Development Database, 2021.

What do the data tell us?

- As regards the female representation in parliament, Mexico takes the lead within the G20 countries with 48.2% followed by South Africa (42.1%). France comes third with 39.7%.
- Gender imbalance seems to prevail in Japan's Political Representation by Women which has the lowest rate within the G20 countries (10.2%).

The proportion of female members in national parliaments around the globe has increased from 11.3% in 1995 to 24.3% in 2020 while Japan remains below the 1995 level and one of the lowest in the industrialized world.

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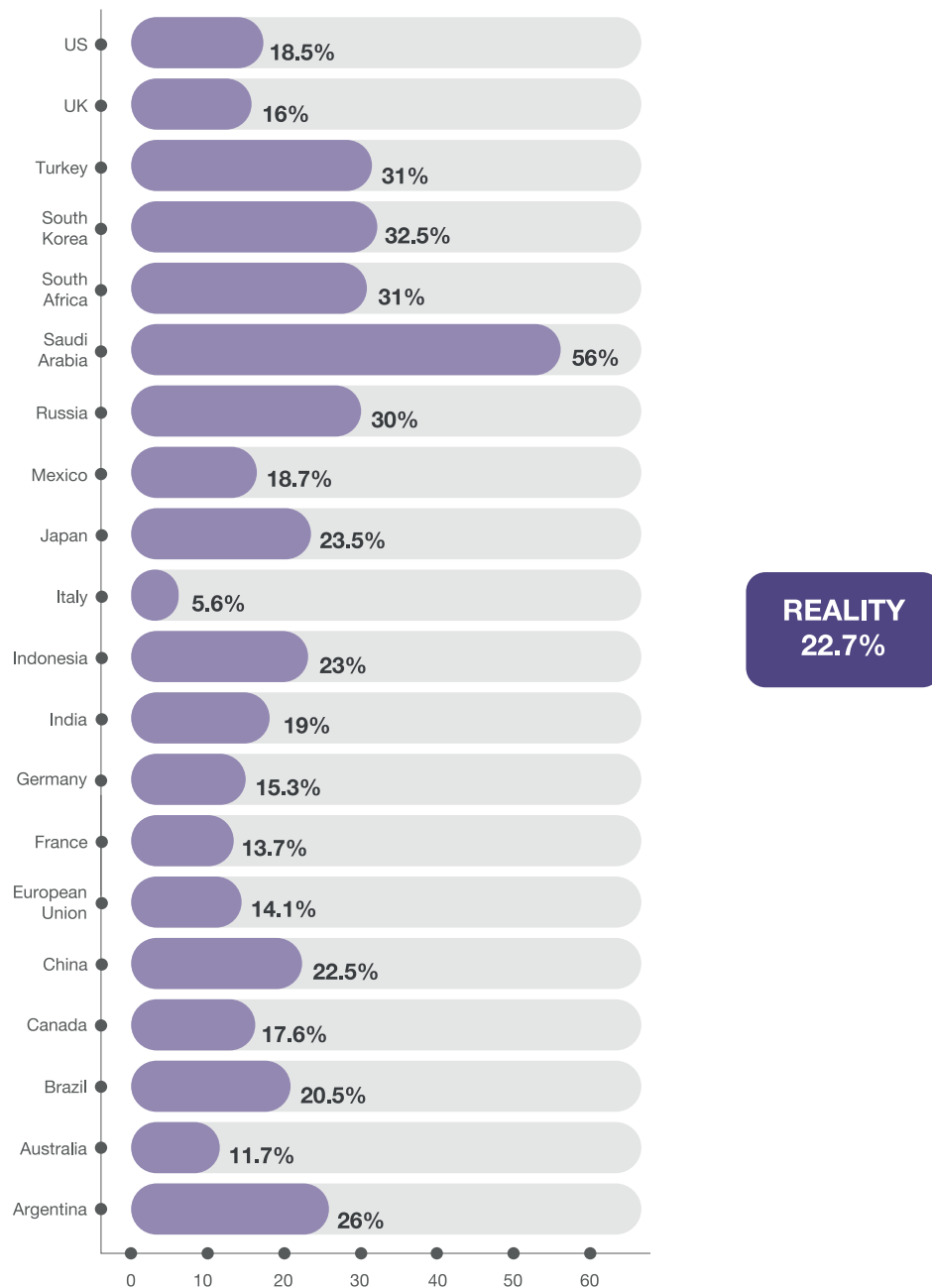
EMPLOYMENT

Reality versus perception

What do the data tell us?

— Employment

Gender Wage Gap



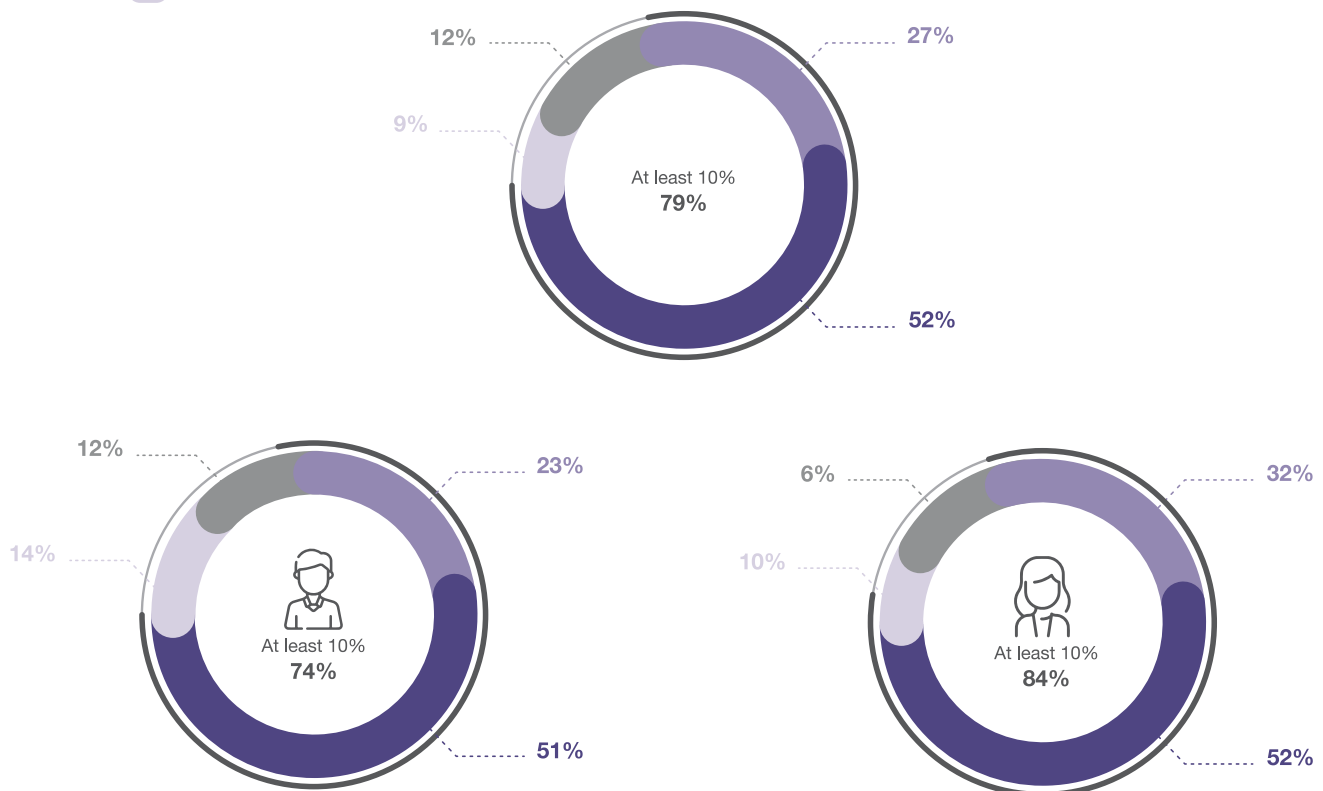
Source: OECD Gender, Institutions and Development Database, 2021.

— Employment

A majority of people in the G20 are aware the gender wage gap in their country is higher than 10%.

According to you, what is the level of gender wage gap in your country?

- Above 30%
- Between 10% to 29%
- Between 5% to 9%
- Less than 5%



PERCEPTION
At least 10%

— Employment

The results of the survey underline the fact that respondents - in the majority - think that the gender pay gap is above 10%.

- The analysis of the most recent data confirms this perception since women continue to have a substantial wage gap than men in most G20 countries. In terms of median full time earnings, women earn between 30-35% less than men in Korea, South Africa and Turkey. In Saudi Arabia, the gender wage gap is as high as 56%.
- Indeed, the gender wage gap is still predominant in the G20 countries with an average of 22.7% - with two exceptions: Italy performed well with the lowest gender wage gap of the G20 (5.6%), followed by Australia that ranks second with 11.7%. **This shows that countries that have implemented laws against the pay gap have reached the objective to substantially narrow this inequality.**

The Barometer Call to Action

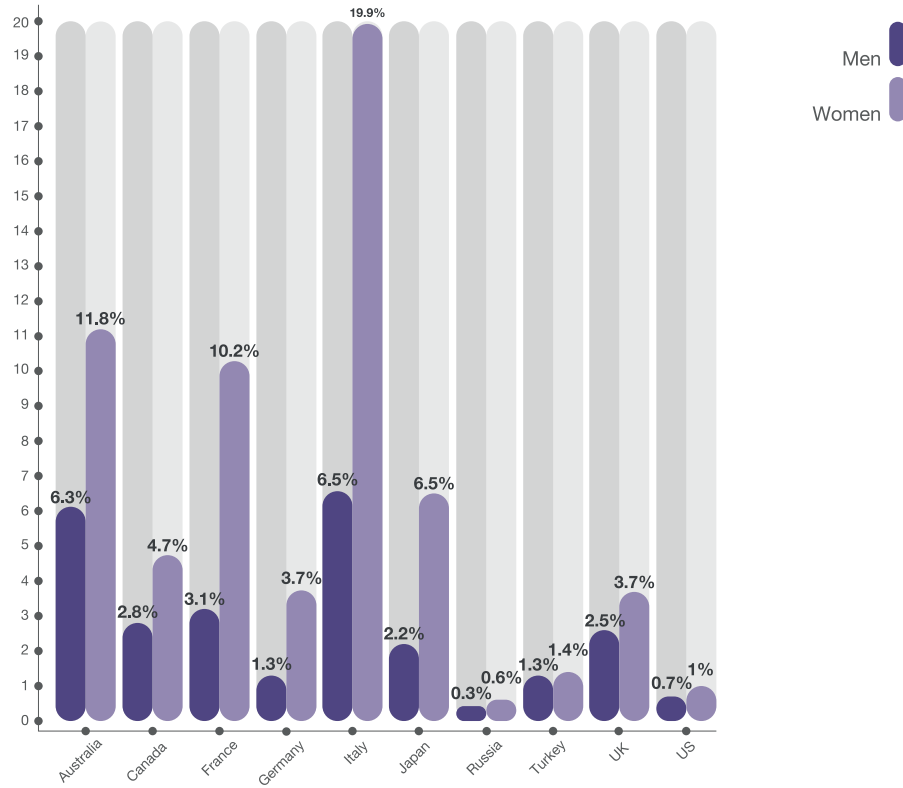
As a concrete measure against that scourge of gender inequality in the world of work, 78% of the respondents from the G20 countries would like the names of firms with a salary gap between men and women - for similar positions and competencies - to be published. Furthermore, 79% of the respondents would like very large fines to be imposed on firms having important salary gaps between men and women. Lastly, 79% of them also highly rated the setting up of a mandatory committee in every firm with the objective to look at gender equality in the workplace.

Policy Recommendation

To cope with this burning issue the Women's Forum recommends establishing a compulsory gender equality index at the national level in order to achieve equal pay and fair career opportunities.

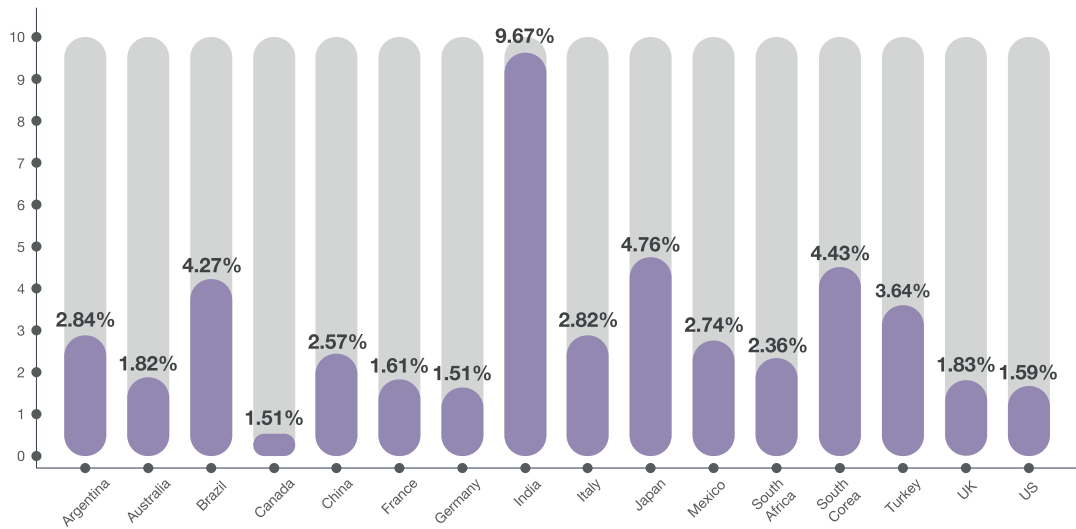
Employment Reality

Share of Employed in Involuntary Part-time Employment



Source: OECD Gender, Institutions and Development Database, 2021.

Proportion of Unpaid Work per Day



Source: OECD Gender, Institutions and Development Database, 2021.

Employment

Perception

Many people understand that women spend a lot of time in unpaid care.

According to you, how many unpaid hours per week do women spend on taking care of disabled or sick family members, neighbours or friends that are under the age of 75 in your country?



— Employment

What do the data tell us?

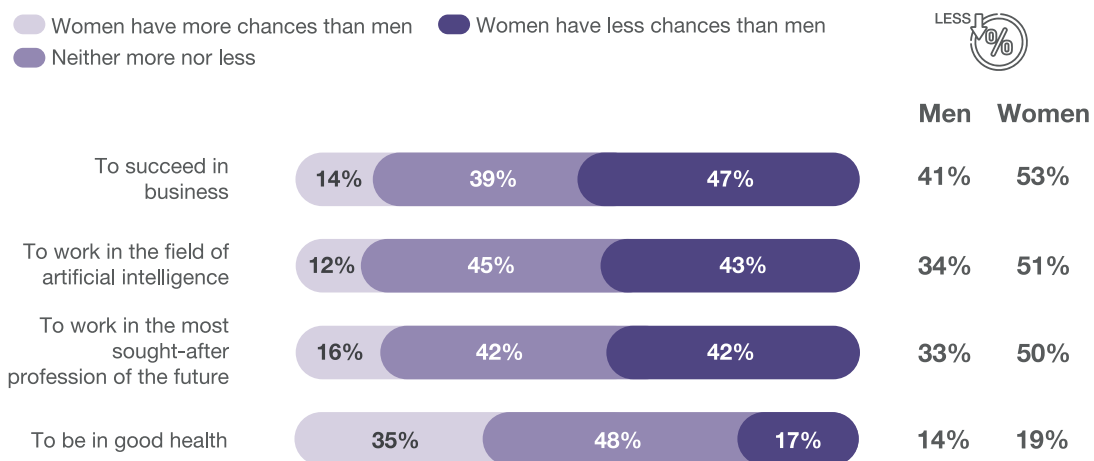
- The analyse of the share of employed in involuntary part-time employment is highly relevant since it points out - once again - the inequality between women and men within one of the most important sectors in life - the world of work.
- In Italy this difference between gender is impressive since 19.9% of women is forced to accept part-time employment compared to 6.5% of men.
- Only Russia has a minor share of women (0.6%) in this professional situation which is not very far from one of the men (0.3%).

As regards the proportion of unpaid work per day the figures are highly overestimated by the respondents. This underlines once again that women are assigned to a traditional model by the respondents.

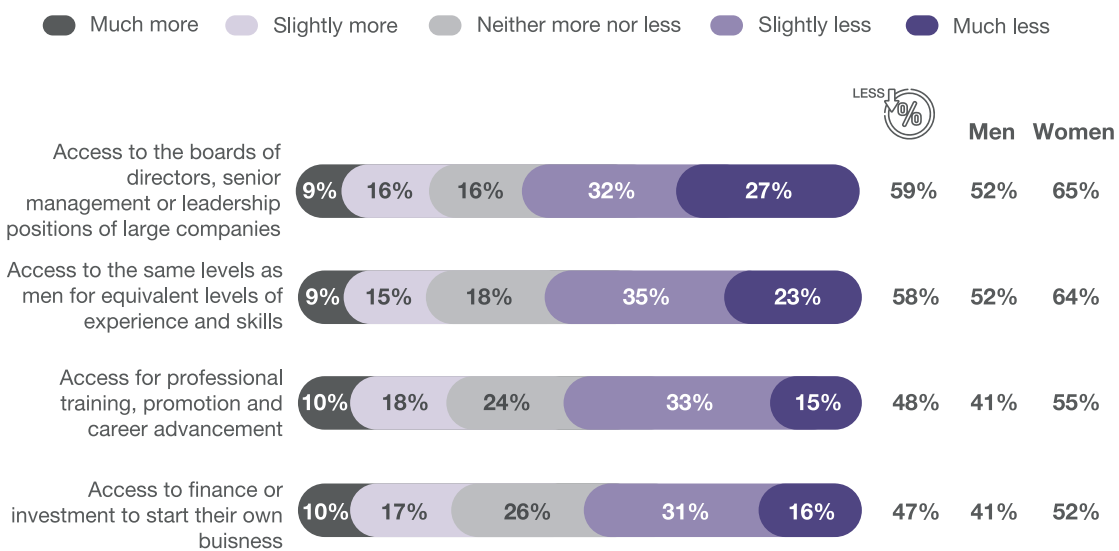
- In 2019, India had the largest share of women with 9% of their day spent in unpaid work, followed by Japan with 4.7%.

Employment Perception

Two-thirds of the people living in the G20 countries consider women have fewer chances than men in at least one important area: succeeding in business, working in the professions of the future or being in good health.



A majority of the respondents consider that women have less access than men to leadership positions, or even to the same salary levels for equivalent levels of experience and skills.



— Employment

Perception

The responses of the G20 respondents fully confirm the analysis of the data. Indeed, two-thirds of the people living in the G20 countries consider that in their country, women have fewer chances than men in at least one important area among the following:

- 47% of the population think they have fewer chances to succeed in business (53% of women think so) – a view particularly widespread in Italy (70%), Germany (63%), Japan (63%) and China (62%).
- 43% that they have fewer chances to work in the field of artificial intelligence (51% of women); up to 63% in China, but also 56% in Italy.
- 42% fewer chances to work in the most sought-after professions of the future (50% of women); up to 59% in Italy and 58% in Germany.

These inequalities are so vivid, that more than one person in 3 think that full equality between men and women will never be achieved in their country, almost one in 2 when they think globally (48%).



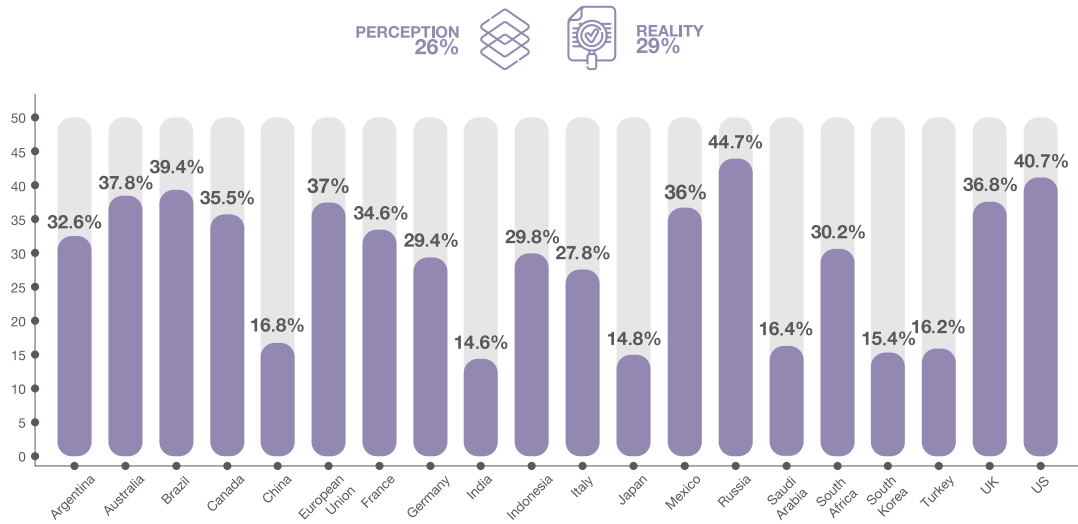
LEADERSHIP

Reality versus perception

What do the data tell us?

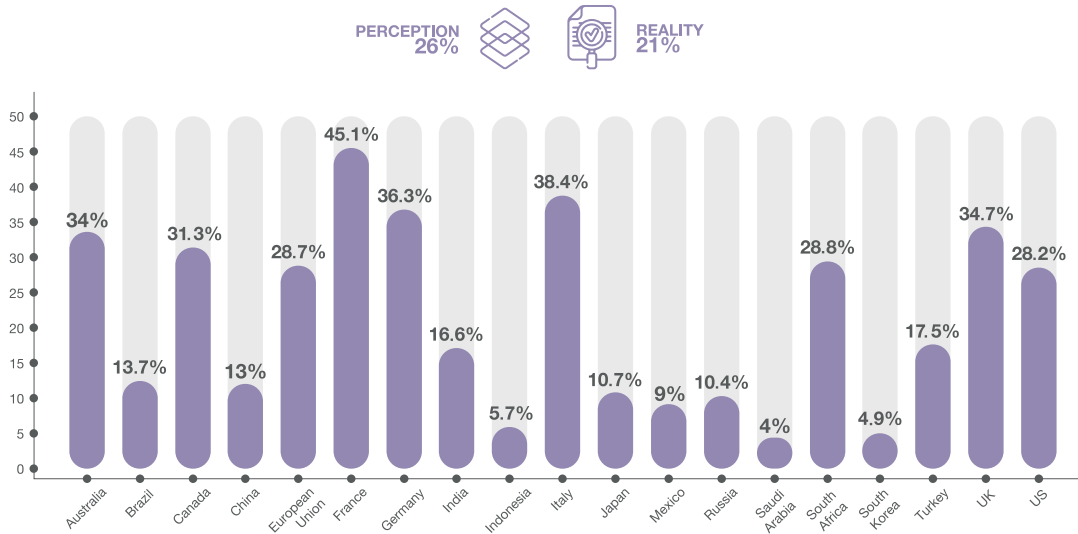
Leadership Reality

Share in Female Senior Managers



Source: OECD Gender, Institutions and Development Database, 2021.

Share of Female on Board of the Largest Companies



Source: OECD Gender, Institutions and Development Database, 2021.

Leadership

What do the data tell us?

Women make up about one-third of managers in the G20 countries.

- In 2019, Russia ranks first as regards the share of female senior managers (44.7%) followed by the US in the second position with (40.7%) and Brazil (39.4%).
- In 2020, France had the highest share of women on boards within the largest publicly listed companies (45.1%) followed by Italy (38.4%) and Germany (36.3%).

It has to be underlined that none of the G20 countries reaches the target of 50% of women in senior and middle management positions which would have fulfilled the indicator 5.5.2 of the Sustainable Development Goals (SDG). Although, a study underlines the fact that companies with at least 15% of female senior managers had a net profit 50% higher than those with only 10%. Therefore, the G20 countries have a strong imperative to implement initiatives that empower and promote women in the corporate area.

Policy Recommendation

Based on these low figures related to the place of women in senior and middle management positions, the Women's Forum recommends to reach at least 40% of women in all public and private governance bodies by 2030.

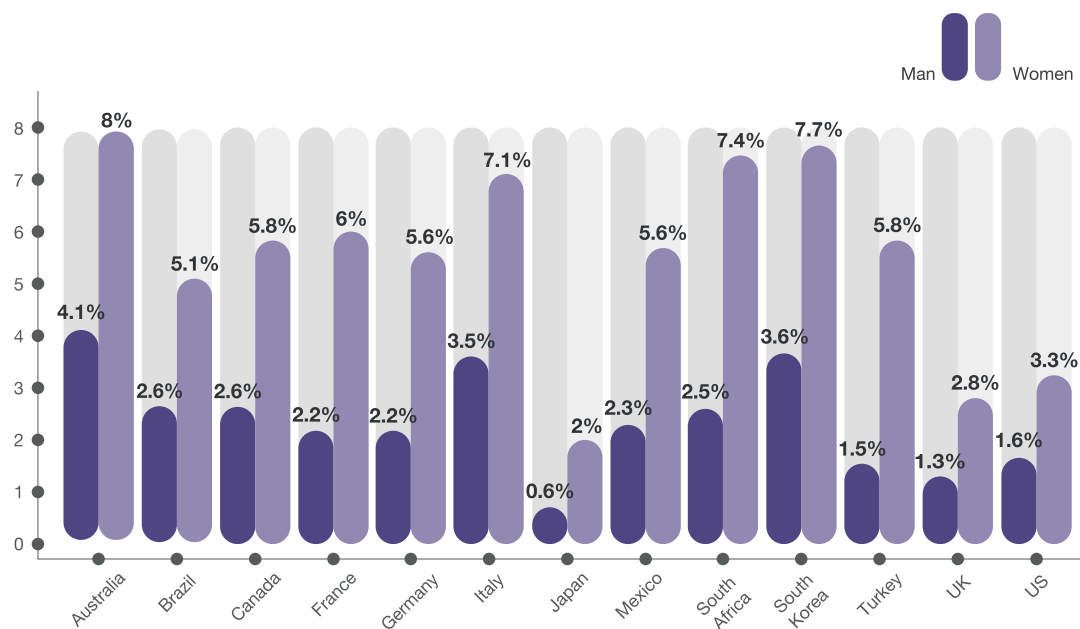
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BUSINESS

Reality versus perception

What do the data tell us?

Share of Women Self-employed who are Employers



Source: OECD Gender, Institutions and Development Database, 2021.

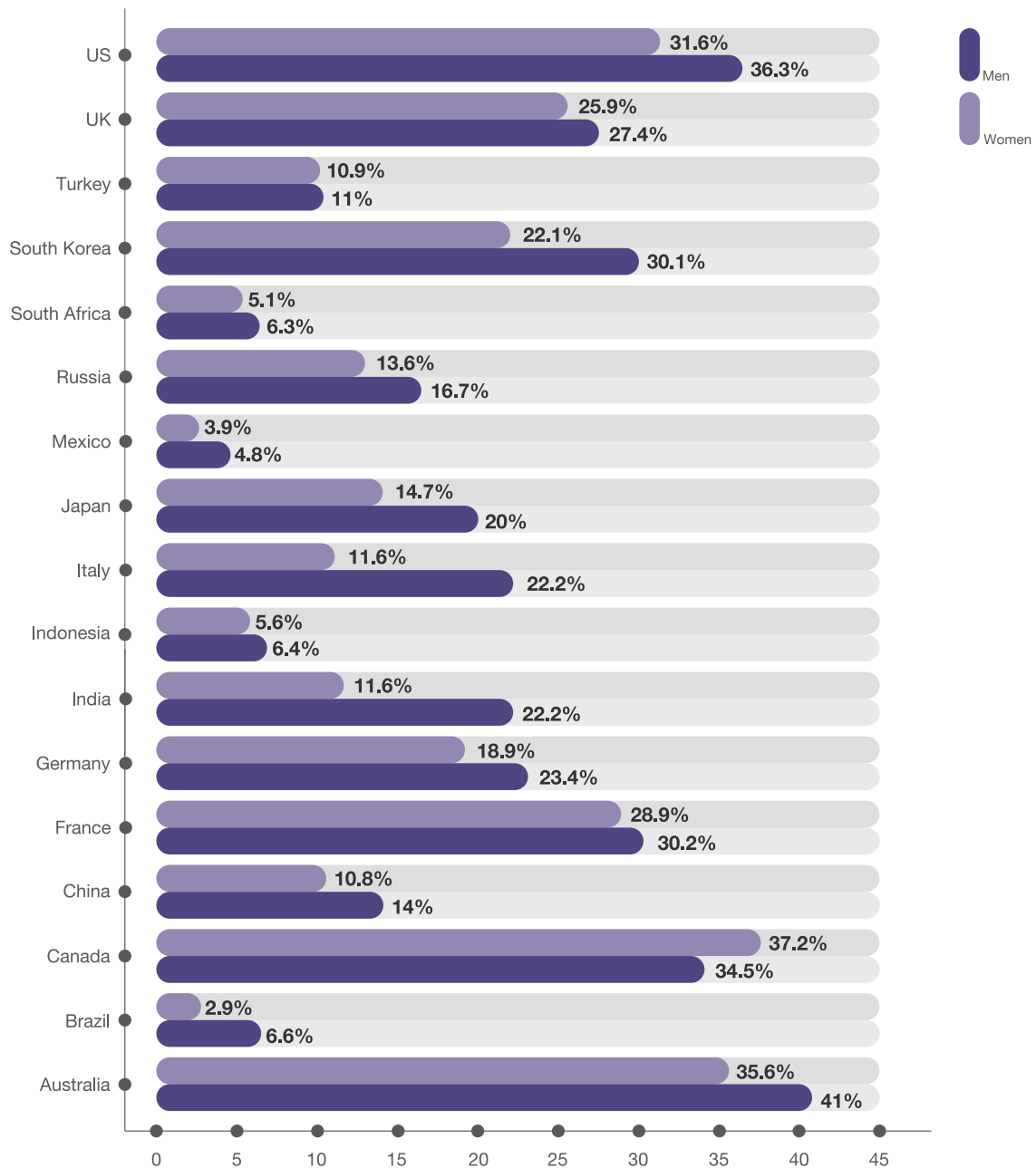
What do the data tell us?

The share of self-employed women who are employers is very low in the G20 confirming the perception that the respondents have related to this issue.

- In 2019, Australia ranked first with 4.1% of women who are self-employed and employers followed by South Korea with 3.6% and this proportion has only marginally increased over the past decade.
- However, the total share of self-employed is very low as Australia - the country with the highest share of self-employed men - has only 8%.

Business Reality

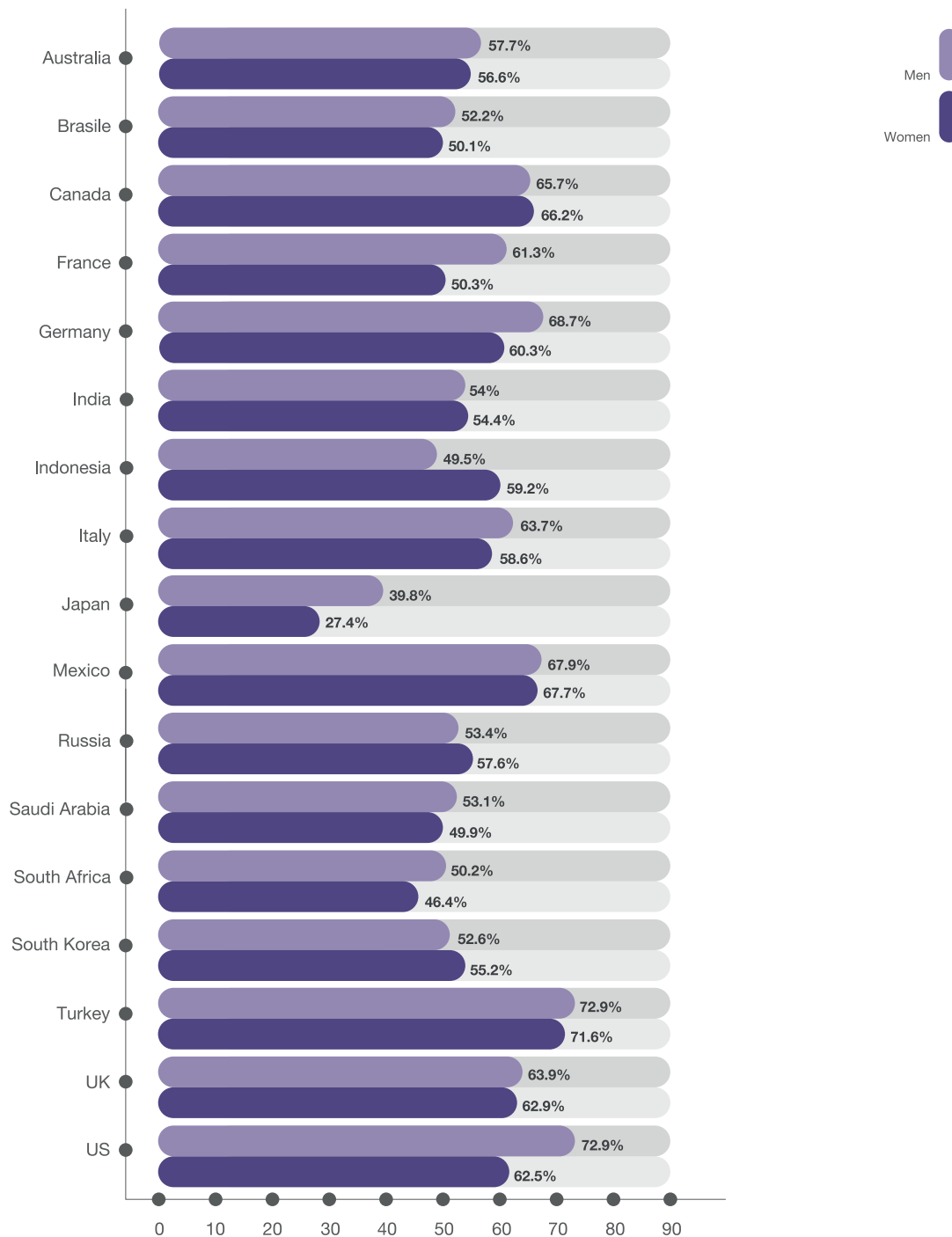
Share of the Population who Report Borrowing Money to Start a Business



Source: OECD Gender, Institutions and Development Database, 2021.

Business Reality

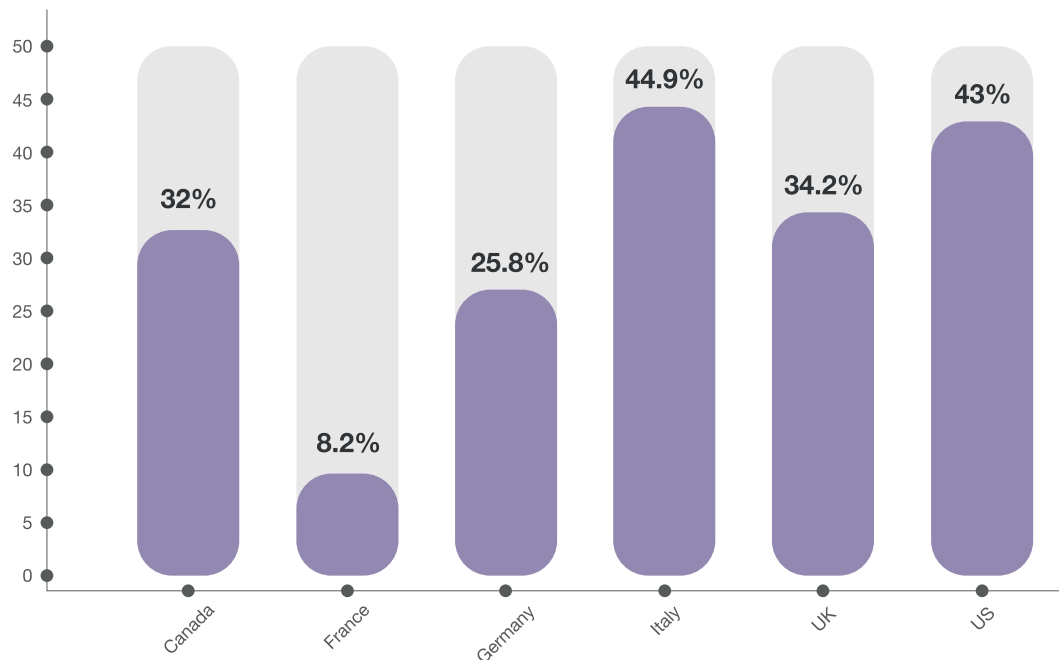
Positive Current Business



Source: OECD Gender, Institutions and Development Database, 2021.

Business Reality

Gender Gap in Self-Employed Earnings



Source: OECD Gender, Institutions and Development Database, 2021.

What do the data tell us?

- Canada is also the only country where the proportion of women who reported having borrowed money to start a business is higher than the one of men. This underlines the fact that they are not afraid to take risks and to start their own business.

However, it has to be pointed out that the financial system helps them take these risks by giving them confidence.

- Indeed, 37.2% of Canadian women versus 34.5% of men used loans to finance their business. Australia comes in the second position with a more than honourable score. Indeed, 35.6% of women borrow to start their business. The performance of Brazil is very low with only 2.9% of women that have sufficient access to funds and resources to start their own business.

Business

Reality

As regards the positive business, there are five countries where business is more positive for women than for men in the G20, Canada, India, Indonesia, Korea and Russia.

- In 2019, in Canada, 66.2% of women-owned businesses had positive results versus 65.7% of men-owned businesses. Regarding Indonesia, in 2019, 59.2% of women obtained positive results from the business they founded versus 49.5% of men. Finally, in Russia, 57.6% of women had a positive status versus 53.4% of men. The country where women are the most likely to have a positive outcome of their business is Turkey with 71.6% of the businesses created by women having a positive outcome.
- As regards the gender gap in self-employed earnings Italy, has the largest score with a difference of 44% of earnings between men and women.

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, policy makers can do much more to unleash the potential of women entrepreneurs, job creation and sustainable development.

Business Perception

For both men and women, the main motivation to develop one's own business would be pride in one's accomplishment and a better work-life balance.

What would be your main motivation in developing your own business?



The replies of the G20 respondents show that creating their own business can also prove challenging for women:

- Women are not less interested in the possibility of creating their own firm than men. Indeed, only 16% of them say they cannot imagine at all creating their own business (14% of men).
- The main motivation to create one's own business – for both men and women – would be to have a better **work-life balance (18%)** and to be **proud of what one has accomplished in their life (18%)**.
- Men cite a bit more than women “earning more money” (17% compared to 13% for women) however being one own boss appeals to both (15% of men and 14% of women).

Business

Perception

- However, 47% of the people surveyed believe that women have less access to finance or investment to start their own business than men, and up to 67% in Japan, 60% in Turkey but also a majority in France (54%), Germany (54%), Italy (52%) or Canada (53%).
- As a response to these alarming figures, a large majority of respondents (82%) of the G20 respondents want to see data disclosure creation to allow visibility and promotion of women-owned businesses and 88% among them welcome the development of innovative policies to provide equal access to public and private financing for women entrepreneurs.

Policy Recommendation

In order to help to empower women in business the Women's Forum proposes to: i) grant extra points to companies respecting gender equality in public procurement; ii) to promote women entrepreneurship in public procurement by dedicating an annual public budget for the development of women-owned businesses; iii) implement a reporting obligation on the respect of gender criteria when fulfilling public contracts; and iv) integrate a gender dimension in designing public tenders and take into account women's perspectives at all levels.

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CLIMATE CHANGE

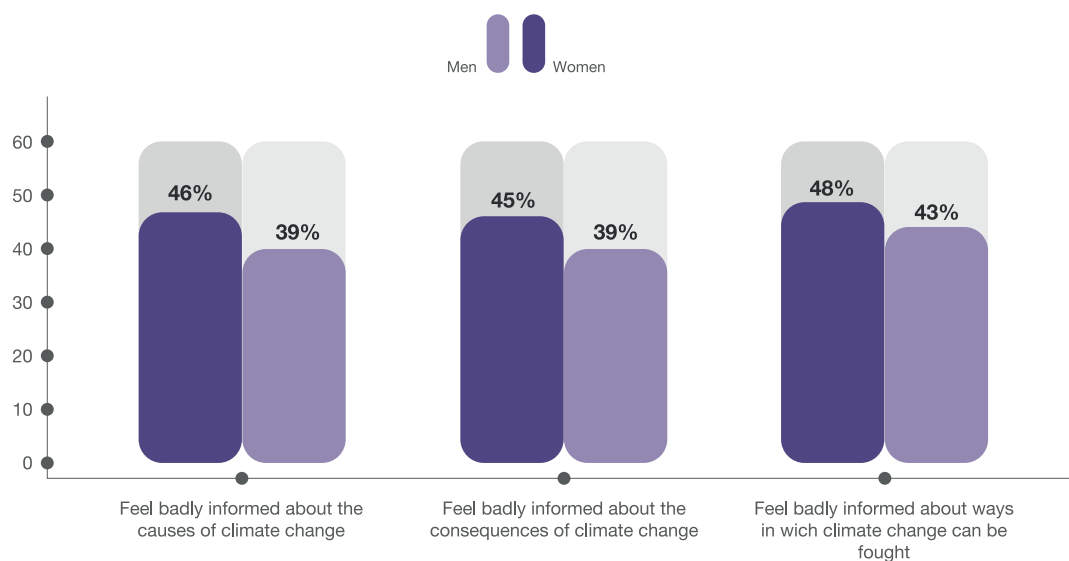
Reality versus perception

What do the data tell us?

Climate Change

Reality

Level of Information about Climate Change by Gender



Source: Special Eurobarometer 313.

What do the data tell us?

When climate change issues are analysed in a gender equality lens, numerous factors should be taken into consideration:

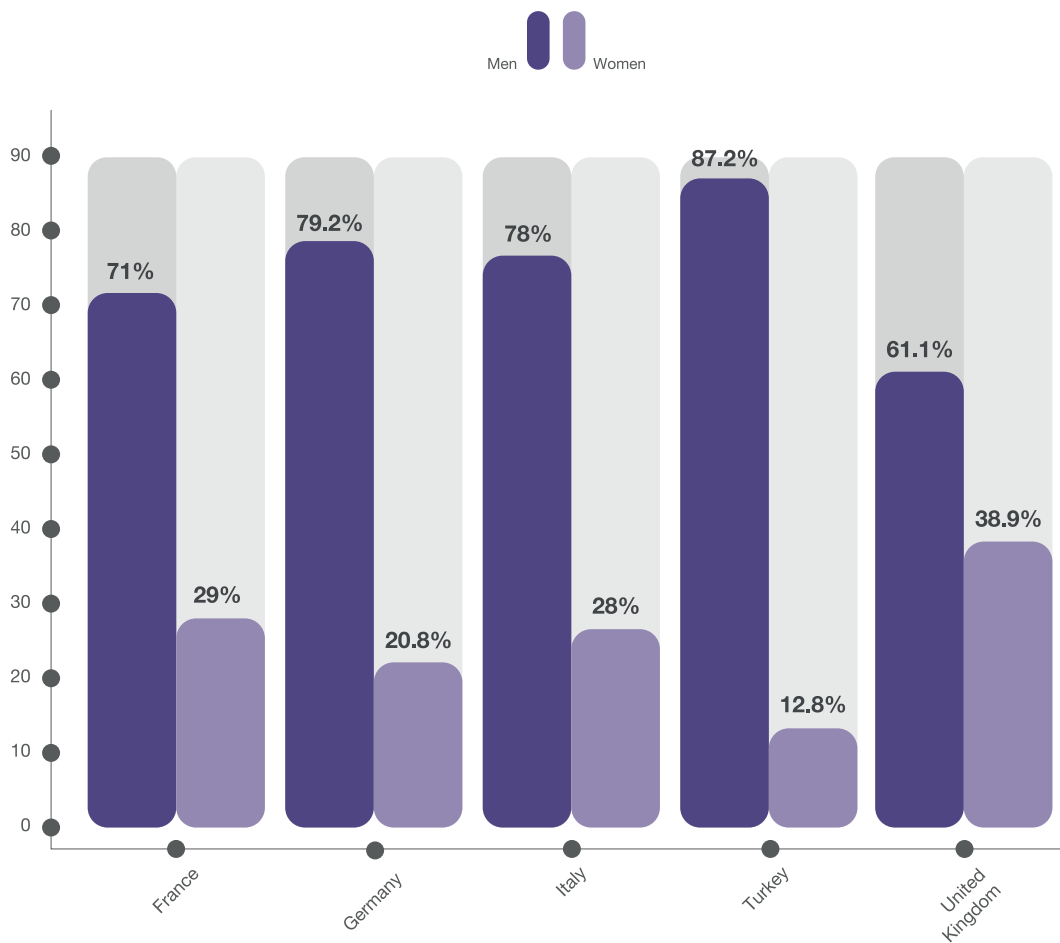
- What is the gender composition of the institutions in charge of this key topic?
- Do technical and executive positions related to the development of mitigation policies are equally occupied by women and men?
- Who are the leaders during the international negotiations?

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.

Climate Change

Reality

Share of women and men amongst highest-ranking civil servants in Ministries (Environment, Transport and Energy)

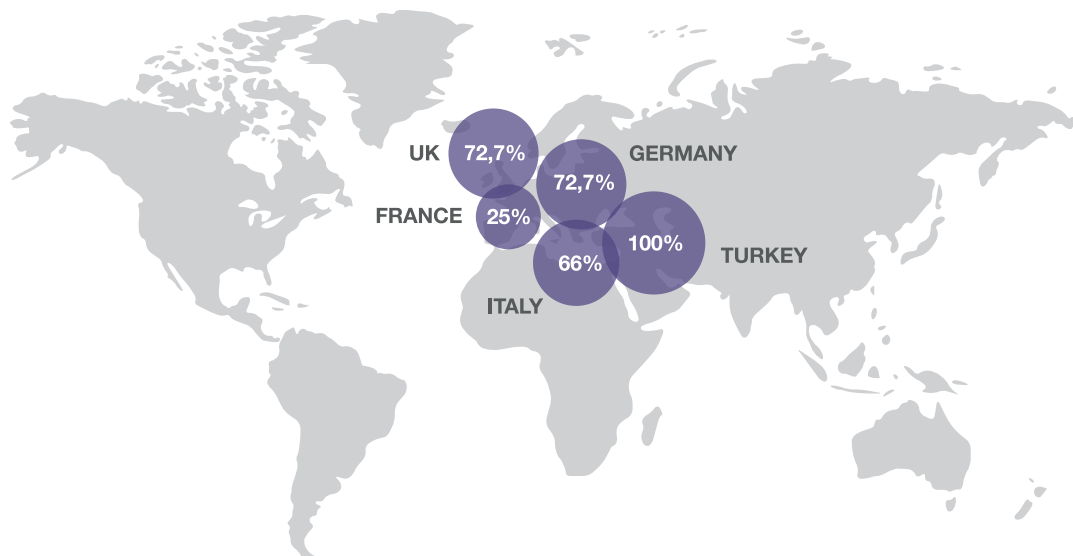


Source: European Institute for Gender Equality (EIGE) Database, 2021.

Climate Change

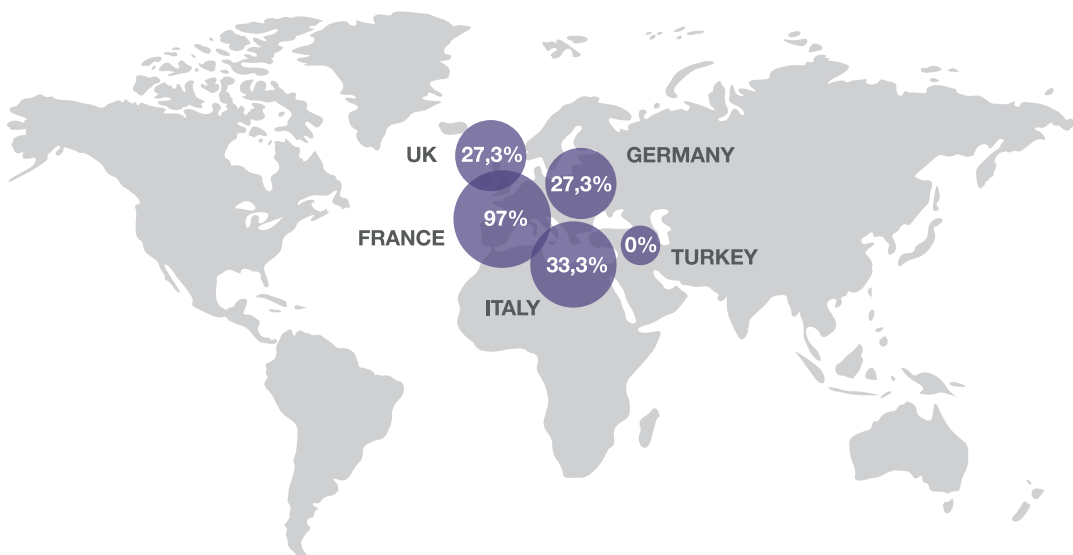
Reality

Male ministers dealing with environment and climate change



Source: European Institute for Gender Equality (EIGE) Database, 2021.

Female ministers dealing with environment and climate change

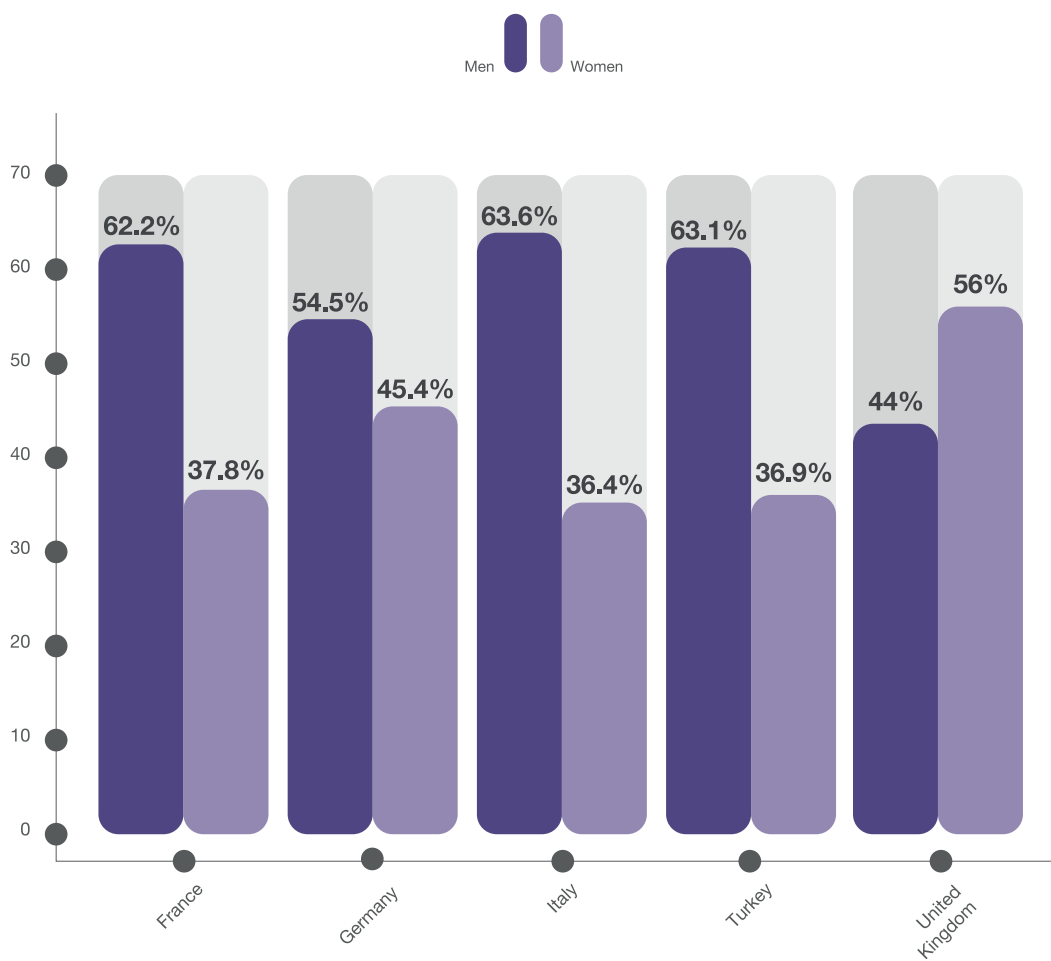


Source: European Institute for Gender Equality (EIGE) Database, 2021.

Climate Change

Reality

Delegations to the UNFCCC Conference of the parties



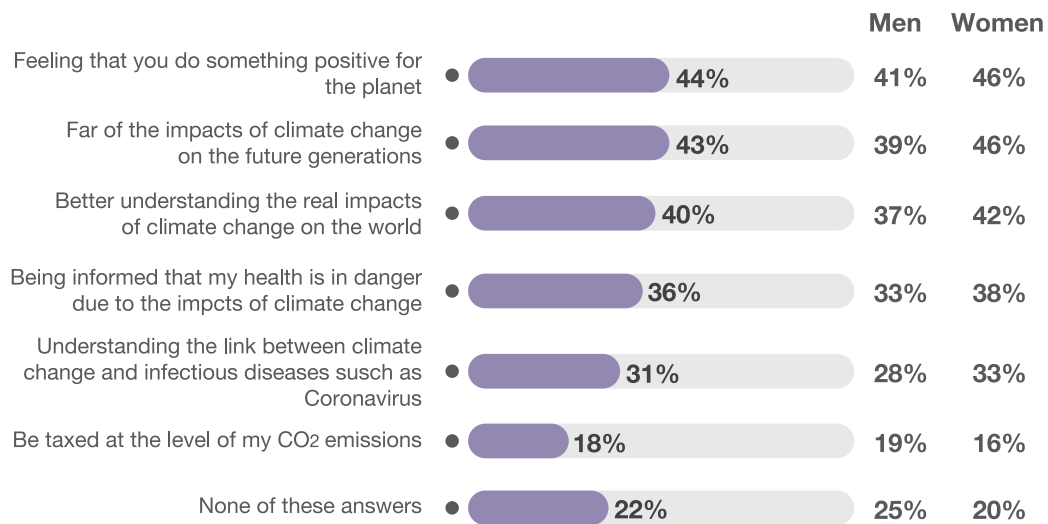
Source: European Institute for Gender Equality (EIGE) Database, 2021.

Climate Change

Perception

For the majority of the respondents, the greatest motivation to decrease their CO₂ emissions is the feeling of doing good for the planet.

What could motivate you to decrease drastically your CO₂ emissions (transport, waste, etc.)?



What do the data tell us?

- In 2020, the UK had the larger share of women amongst the highest-ranking civil servants within ministries with competencies in the environment, transport and energy with 38,9% but has decreased compared to 2019 (55.6%) and was followed by Italy with 28% with a share that has slightly increased compared to 2019 (27.3%).
- In 2020, as regards the share of women working within the government or political executive ministries dealing with environment and climate change, France ranked first with 75%. The other G20 countries are far behind this figure.

Climate Change

Perception

- The positions of administrators within ministries dealing with environment and climate change 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%.
- The percentage of women working within Delegations to the UNFCCC Conference of the parties is slightly higher but yet not reach a level of equality. In 2019, the UK took first place with 56% of women followed by Germany with 45.5%.

Once again, the analysis of the data highlights the fact that women are not in enough decision-making positions to influence the crucial decisions regarding climate change at the global level. Women who otherwise make many climate-positive decisions and who - as the results of the G20 barometer show - are far more likely than men to reduce their CO₂ levels in order to do good for the planet.

- The results of the G20 Barometer once again underline the importance of enabling women to take up leadership positions in the decision-making bodies dealing with climate change.
- Indeed, the main motivation to reduce their CO₂ consumption is to feel that they are doing good for the planet (46%). On the other hand, the fear that future generations will suffer the consequences is also one of the main reasons why they decrease their CO₂ consumption (43%).
- Furthermore, 79% of the G20 respondents are in favour of more communication on the connections between gender inequality and the effects of climate change be enhanced and 83% of them would like to see women appointed to key positions with responsibility for climate action.

Policy Recommendation

In order to increase women's role in environmental policy-making bodies and their influence in this key area, it is proposed to: i) create the International Women Climate Fund; ii) invest in performant sustainable projects led by women; iii) include a gender perspective in green and ethical finance; iv) launch on the financial market specific products; vi) drive public and private resources towards initiatives tackling the negative consequences of climate alteration on women.

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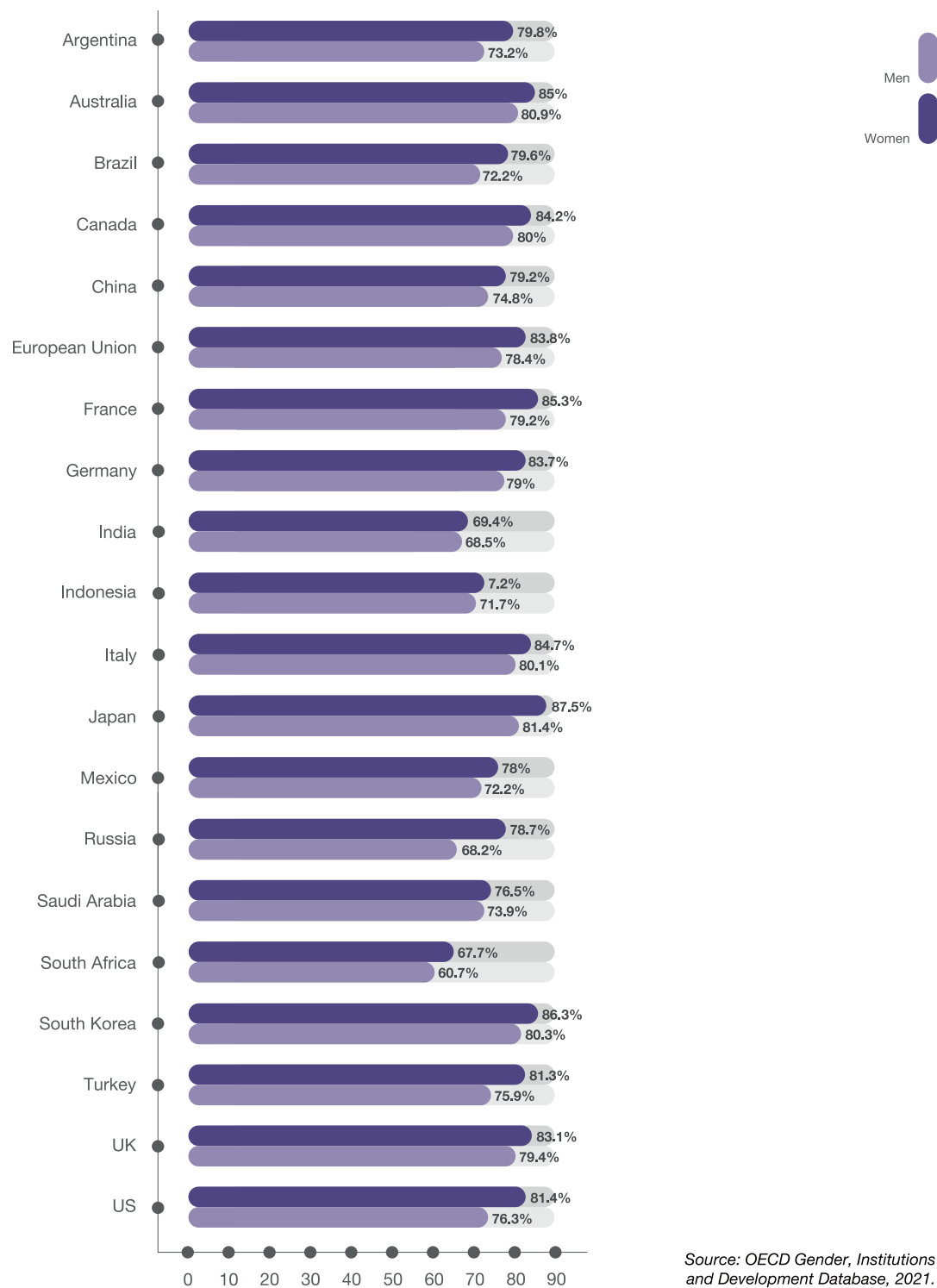
HEALTH

Reality versus perception

What do the data tell us?

Health Reality

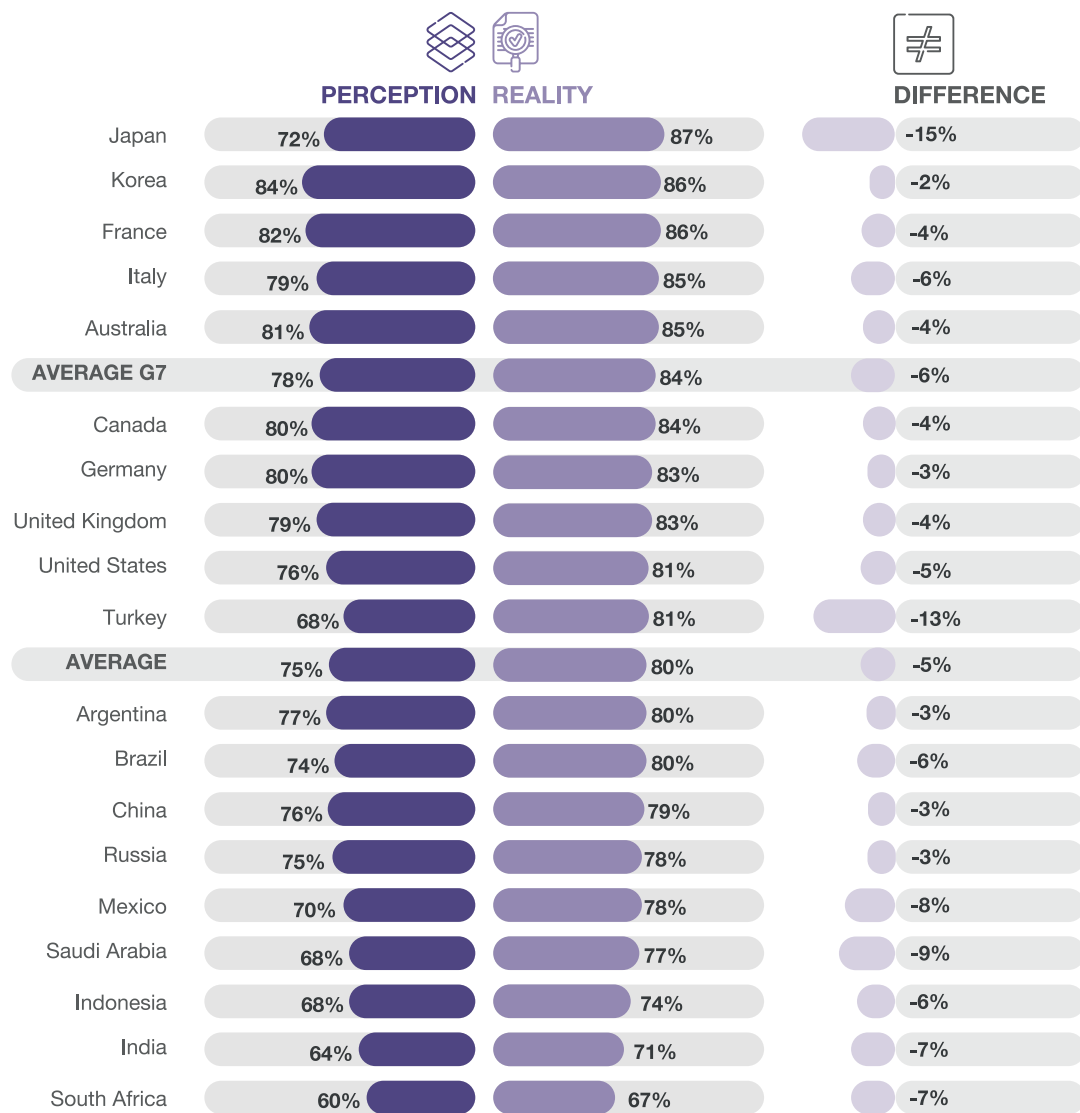
Life Expectancy of Female and Male at Birth



Health Perception

Life expectancy of female at birth: slightly underestimated in all the countries of the G20

In your opinion, what is the life expectancy of female at birth in your country?

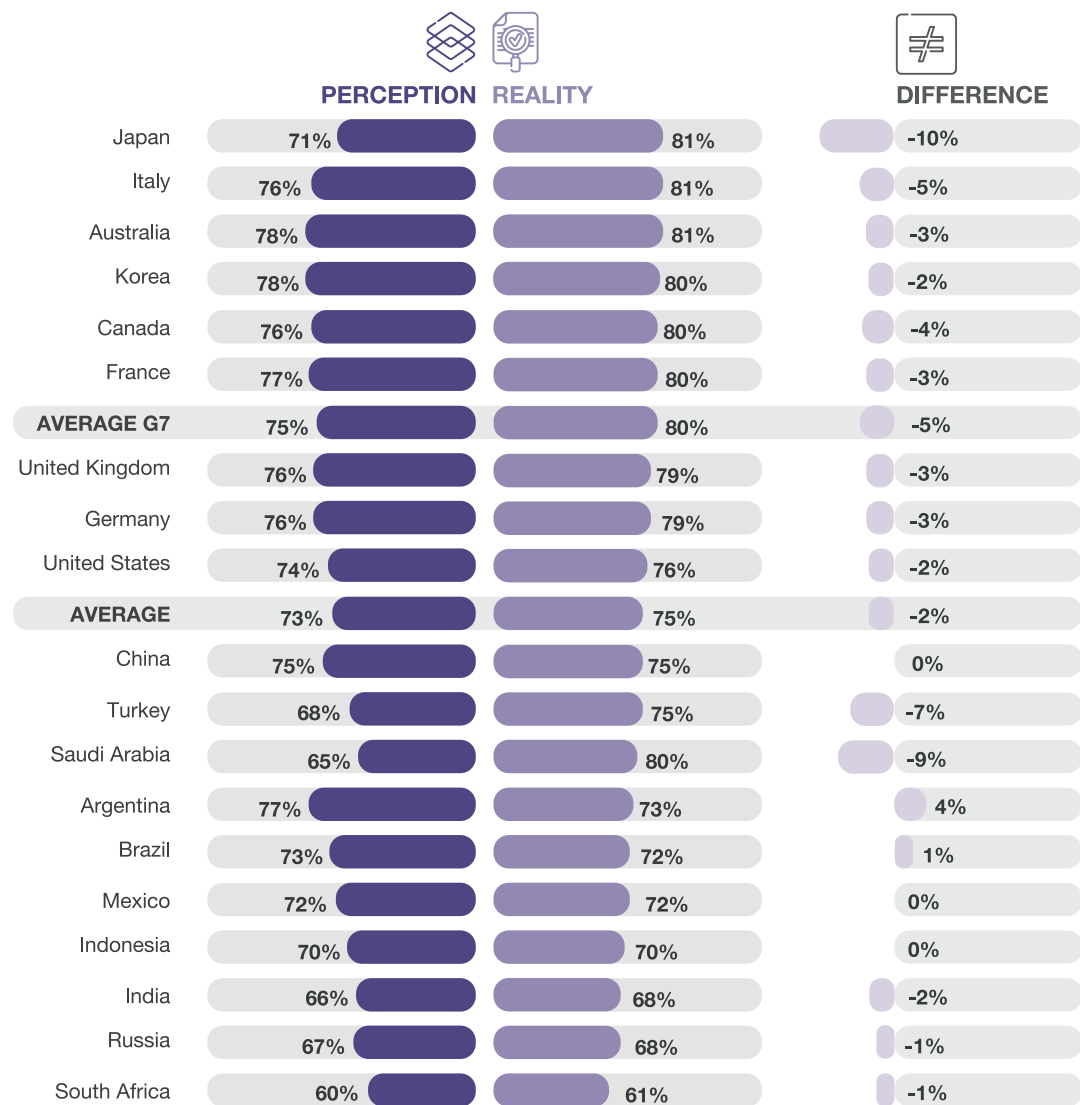


PERCEPTION 75 years  REALITY 80 years 

Health Perception

Life expectancy of male at birth is also slightly underestimated

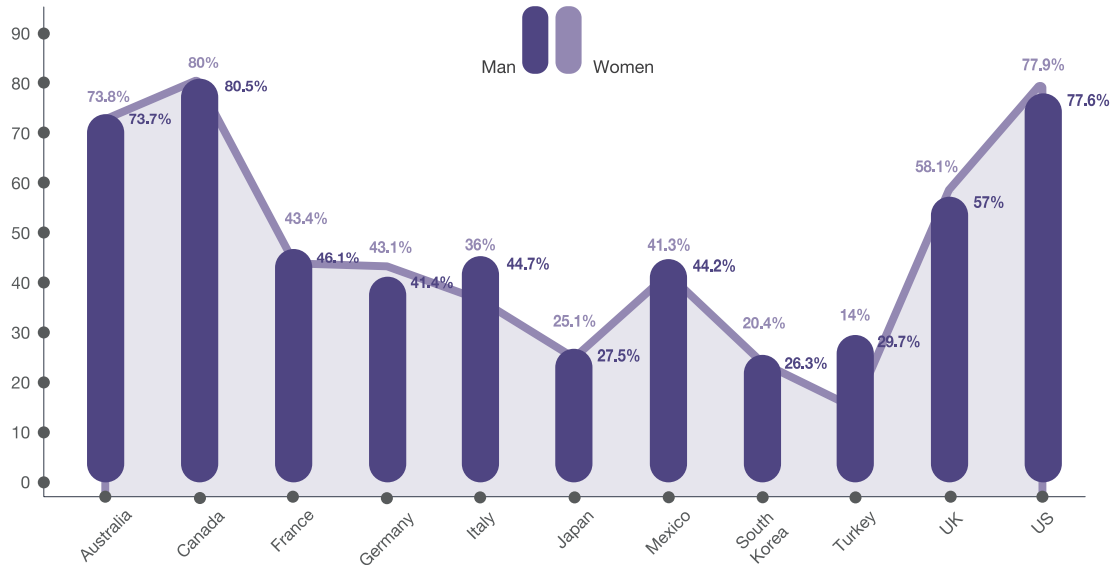
In your opinion, what is the life expectancy of male at birth in your country?



PERCEPTION 73 years  REALITY 75 years 

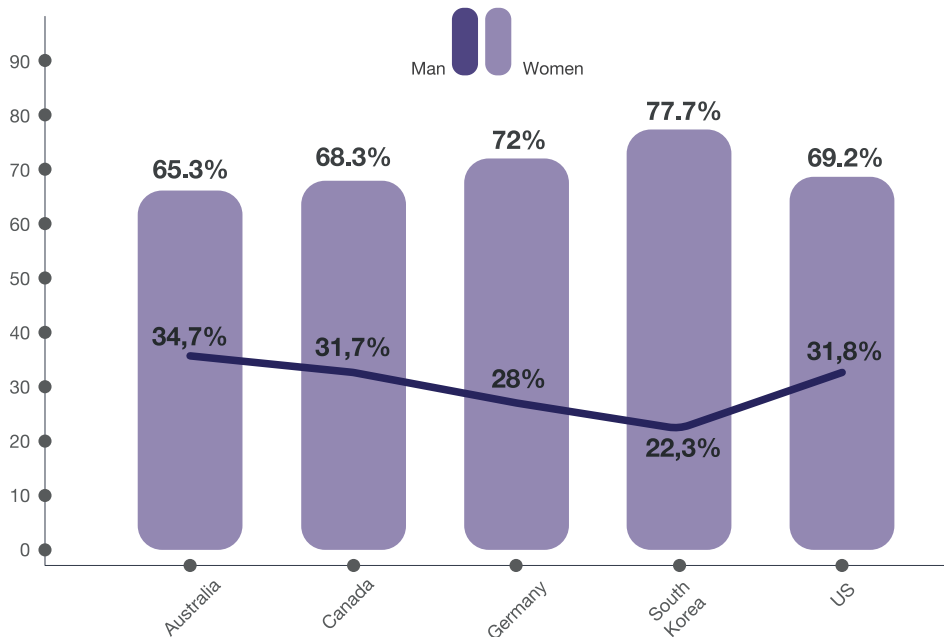
Health Reality

Good Health Status of People over 65 years Old



Source: OECD Gender, Institutions and Development Database., 2021.

Long term Care Residential in Institutions aged 65 years old and over (other than hospitals)

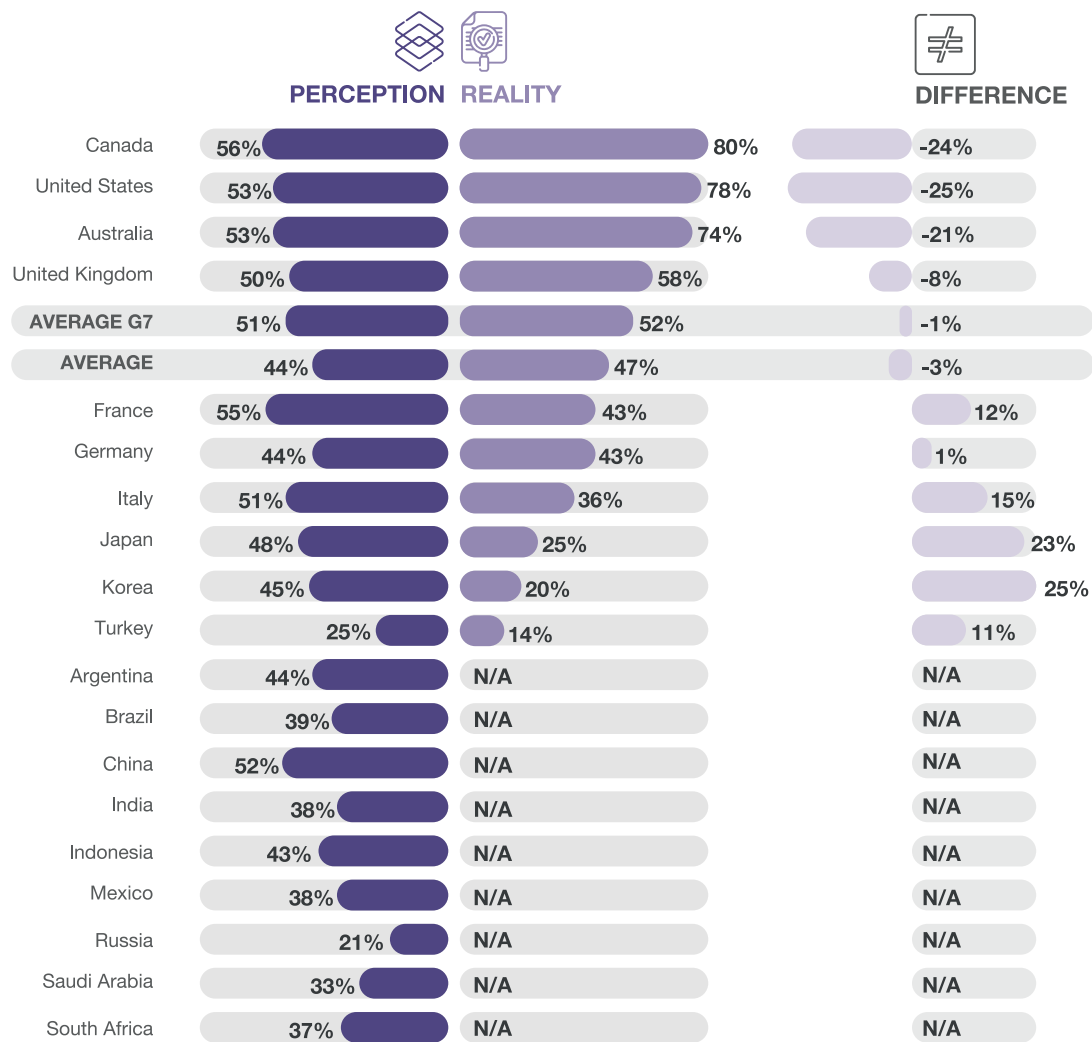


Source: OECD Gender, Institutions and Development Database, 2021.

Health Perception

Percentage of women in good health over 65: largely overestimated in Korea, Japan, Turkey, Italy and France.

In your opinion, what is the percentage of women in good health over 65 in your country?



PERCEPTION
73 years



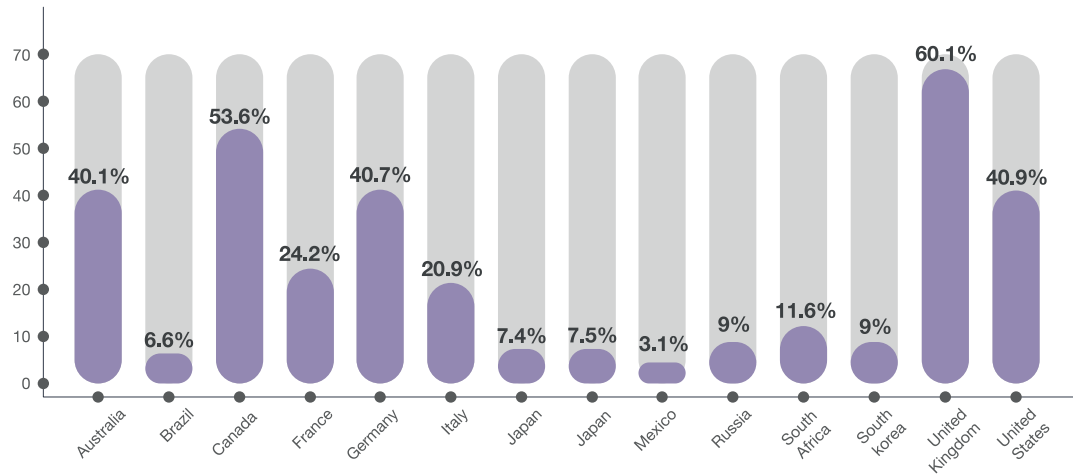
REALITY
75 years

Health

Reality

Mental and Behavioural Disorders

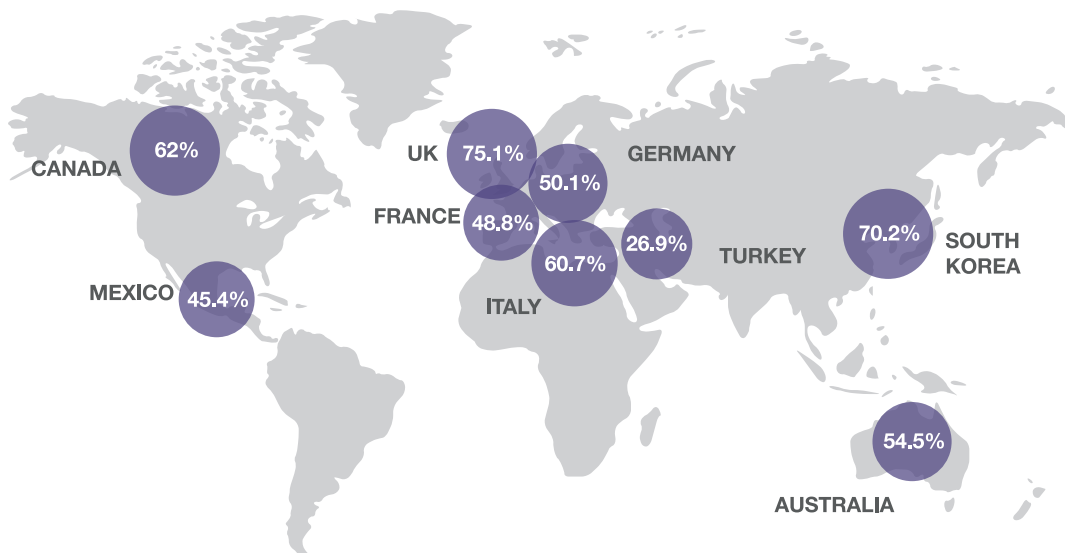
Deaths per 100 000 females



Source: OECD Gender, Institutions and Development Database, 2021.

Breast Cancer Screening

(% of females aged 50-69 screened)



Source: OECD Gender, Institutions and Development Database, 2021.

Health

What do the data tell us?

- At present, the only proven successful strategy to reduce breast cancer deaths is early detection through mammography and as regards this prevention action, UK ranks first within the G20 countries with 75.1% of females aged 50-69 that are doing this medical imaging, followed by Korea (70.2%).
- At any age, men have higher rates of mortality, but the evidence shows that women get older with poorer health.
- Women are facing a double ageism standard in healthcare and this situation is also worsened by the increase of older women as a proportion of the population.
- 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. Adapting health systems to meet the needs of older women is an essential question for our economies and societies.

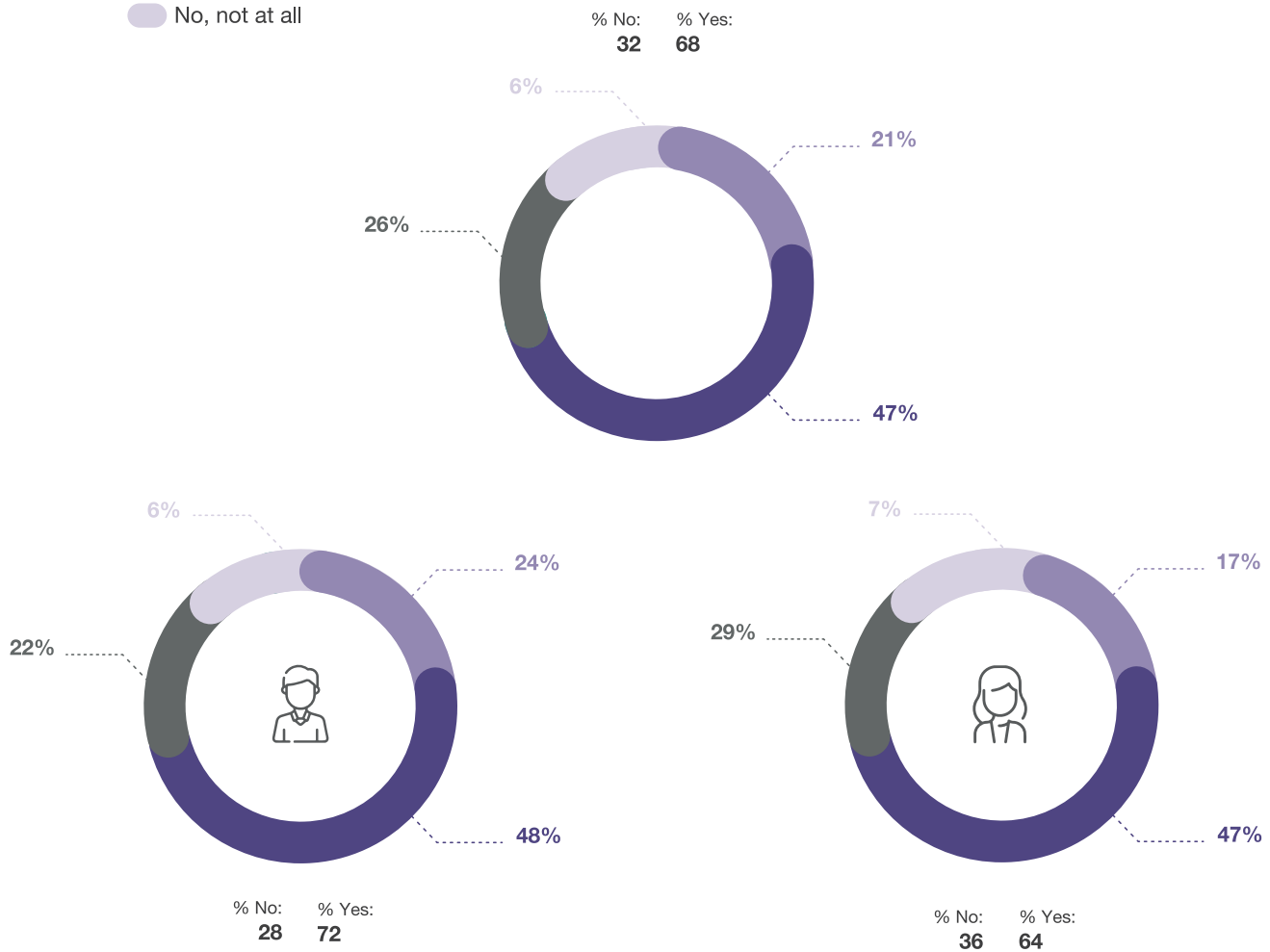
Thus, the priority is to enhance the capacity of aged persons to live this important part of their life in the best health possible. Indeed, the non-communicable diseases that affect mainly older women could be severely reduced by making healthy choices throughout their entire lifetime.

Health Perception

More than a third of women consider health conditions specific to women are not adequately addressed in their country.

Do you think that health conditions specific to women are adequately addressed in your country?

- Yes, totally
- Yes, somewhat
- No, not really
- No, not at all



Health

What do the data tell us?

Without any surprise, the analysis of data shows that female life expectancy is higher than the one of males. As regards all respondents of the G20 countries, they slightly underestimated the life expectancy of females at birth.

- In Italy, women can expect to live until 84.7 years whereas men would reach on average 80.1 years - around 4.6 years of difference.
- After 65 years old, only 20.4% of South Korean women feel healthy which is a low percentage considering that in Canada 80.5% of women within the same age range feel in a good shape.
- In 2019, the global picture shows that women over 65 years old had a poorer perception of their health status than men and the gender gap is particularly large in Italy where only 36% of women feel healthy compared to 44.7% of men in good health.
- Indeed, the proportion of women over 65 years old care residential in institutions is much higher than the one of men. For instance, in 2019, 77.7% of the total recipients in Korea were women versus 22.3% of men.
- When it comes to the analysis of the trend of mental diseases and behavioural disorders, the share of death per 100 000 females is impressively high within the G20 countries. Indeed in 2019, it was the cause of the death of 68.1% of women in the UK and 53.6% in Canada.
- The leadership of women is essential to break the cycle and help create an age-friendly environment where women can thrive at all stages of life. Health outcomes for older women – and men – can significantly improve by enabling women to have a significant voice in the policies and decisions that impact their well-being.

Health

What do the data tell us?

- In a large majority (87%), the G20 respondents are in favour of the transformation of health care systems to be inclusive and tailored for older women; 89% of them would like to have a reform of the health system (i.e. broaden the female population that receives health care coverage, improve the access to health care specialists and prevention policies, improve the quality of health care for women, give more care to women, decrease the cost of health care, etc.) and; 90% to a better understanding on specific female health issues be developed.

Policy Recommendation

In light of these strong demands, the Women's Forum proposes to: i) allocate 10% of health national budgets to the research related to specific female diseases; ii) reform medical studies by including high-level courses to enhance women-specific diseases within each medical speciality; iii) increase the representation of women in clinical trials on medical procedures and health products to ensure that a gender dimension is fully taken into account; iv) ensure that the research related to all diseases, including mental health, integrates female characteristics to develop appropriate and targeted diagnosis and therapies; v) raise public awareness on the diseases that particularly affect women and develop large-scale communication plans benefiting everyone.

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**IMPACT OF
THE COVID 19**
Reality versus perception

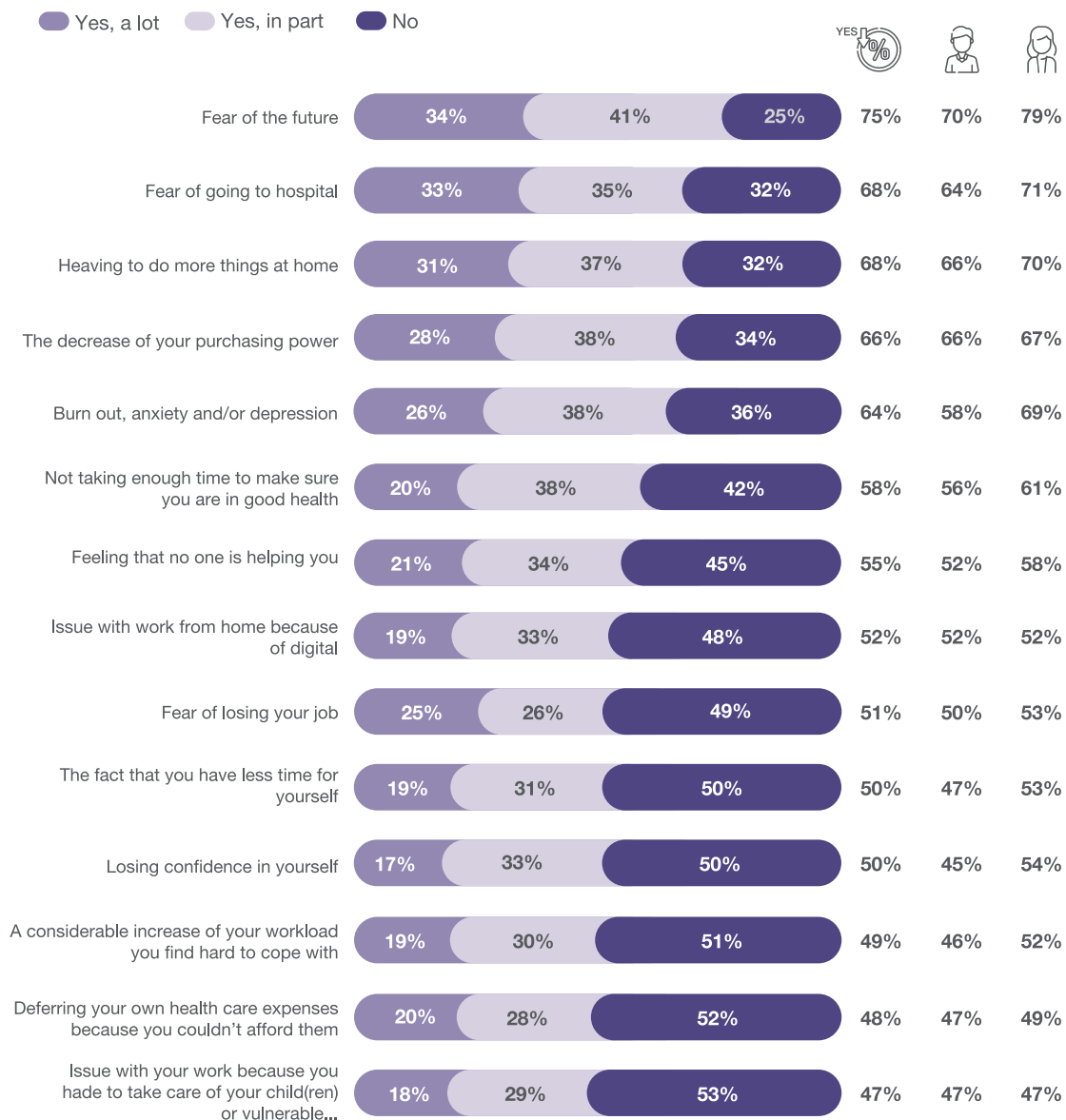
What do the data tell us?

Impact of the covid 19

Perception

Populations of the G20 countries have been badly affected by the Covid-19 pandemic, women even more than men.

Since the beginning of the Covid-19 pandemic, have you experienced any of the following situations because of its consequences?



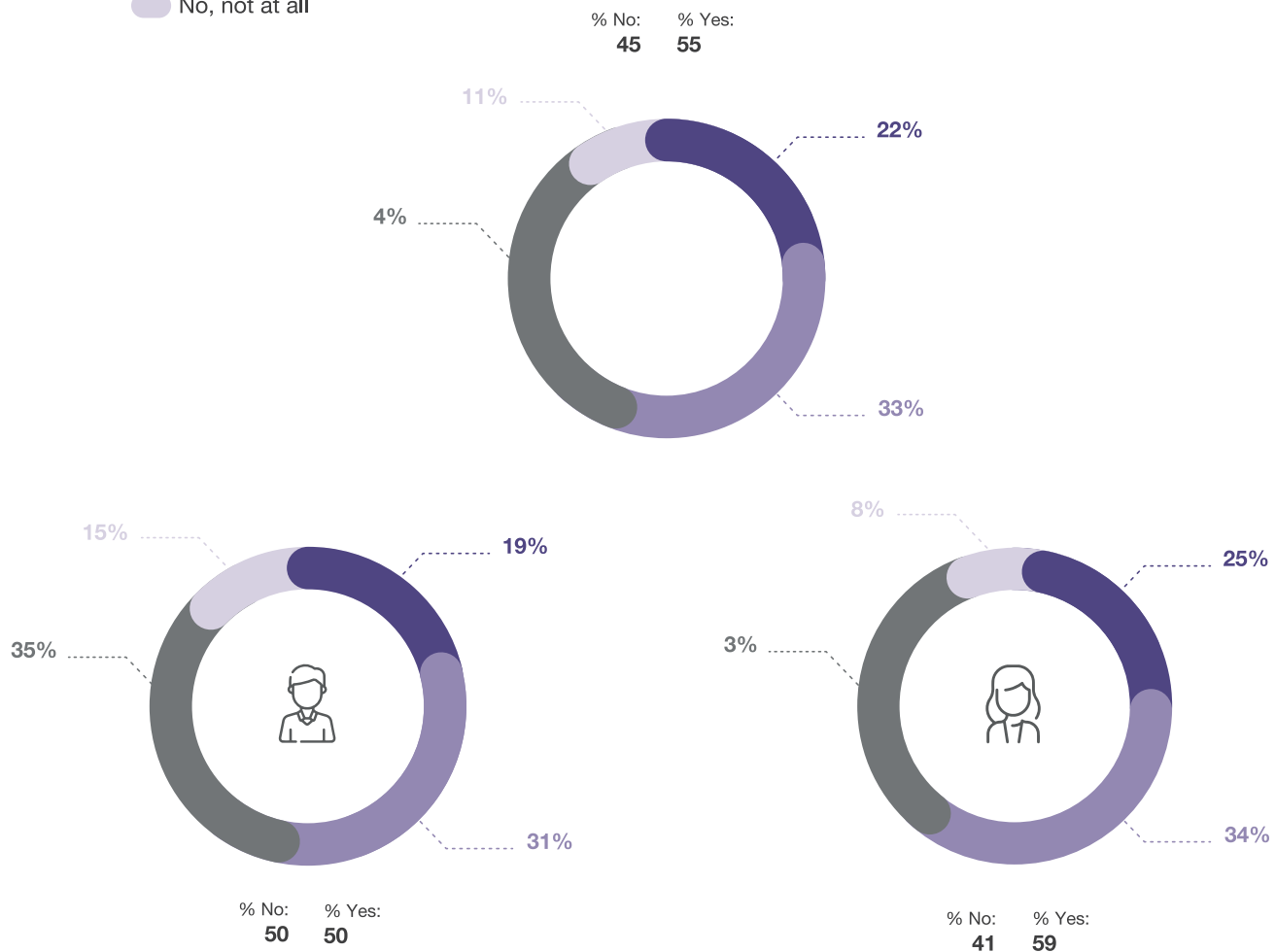
Impact of the covid 19

Perception

A majority of people in the G20, especially women, are convinced the pandemic and its consequences will increase gender inequalities in their country.

Do you think that the pandemic and its economic and social consequences will increase gender inequalities in your country?

- Yes, a lot
- Yes, a little
- No, not really
- No, not at all



— Impact of the covid 19

What does perception tell us?

The Covid crisis has had devastating effects, especially on women:

- 79% of women report being afraid of the future, compared to 70% of men – 9 points more. The women who experienced the worst situation are Asians (85%) and South Americans (81%).
- 69% of women in the G20 have experienced burnout, anxiety or depression, compared to 58% of men: 11 points more. Women in Asia and South America are the ones reporting these problems the most (respectively 74% and 82%).
- 66% of mothers report a considerable increase of their workload they found hard to cope with (up to 76% of women with at least one child below 6 years old) and 67% of working mothers had issues with their work because they had to take care of their children or vulnerable people around them (up to 74% with a child below 6 years old).
- 58% of women report feeling no one was helping them, compared to 52% of men – 6 points more - especially in South America (66%) and Asia (63%). This was especially the case for single mothers (73%), but also to a large extent for women in couples with children (65%).
- 54% report they have lost confidence in themselves, compared to 45% of men – 9 points more, and up to 58% in Asia and 62% in South America).

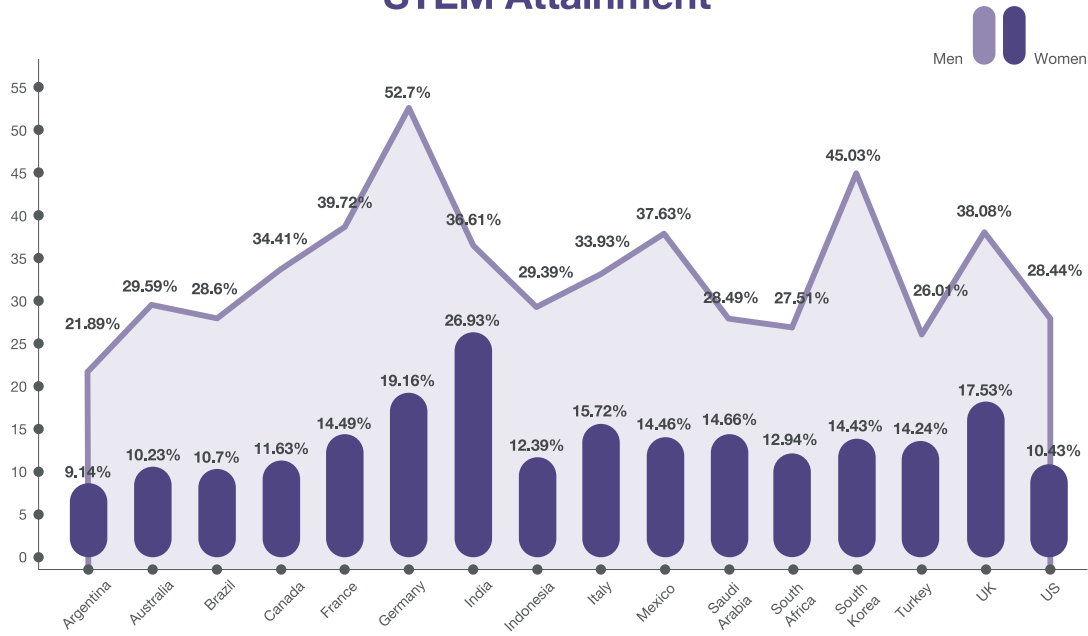
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TECH

Reality versus perception

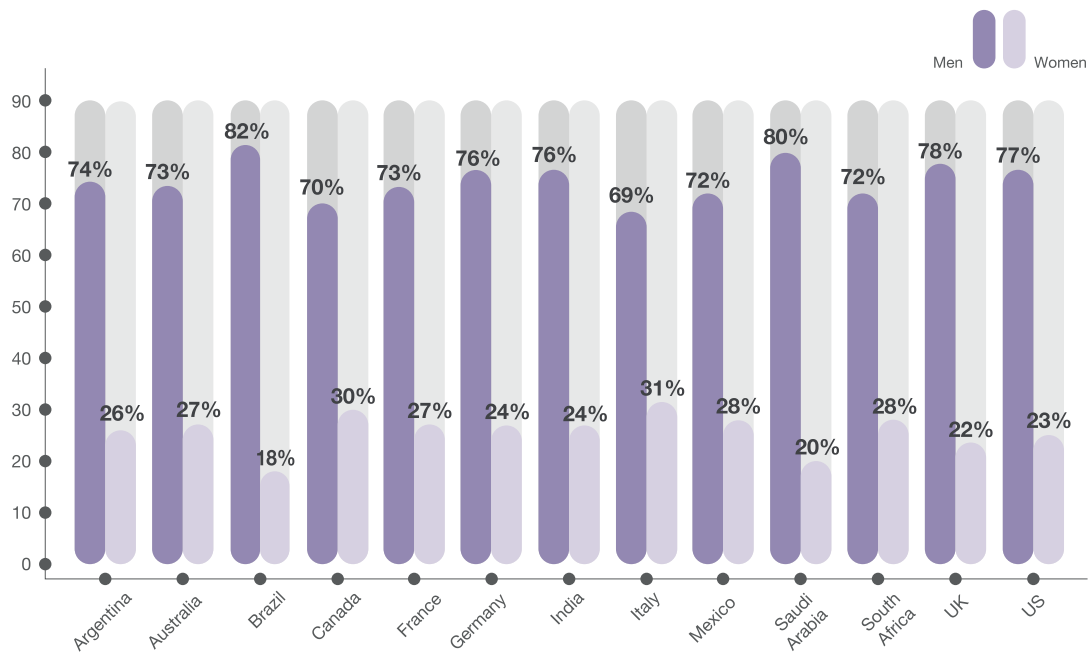
What do the data tell us?

STEM Attainment



Source: UNESCO, Education database, 2021.

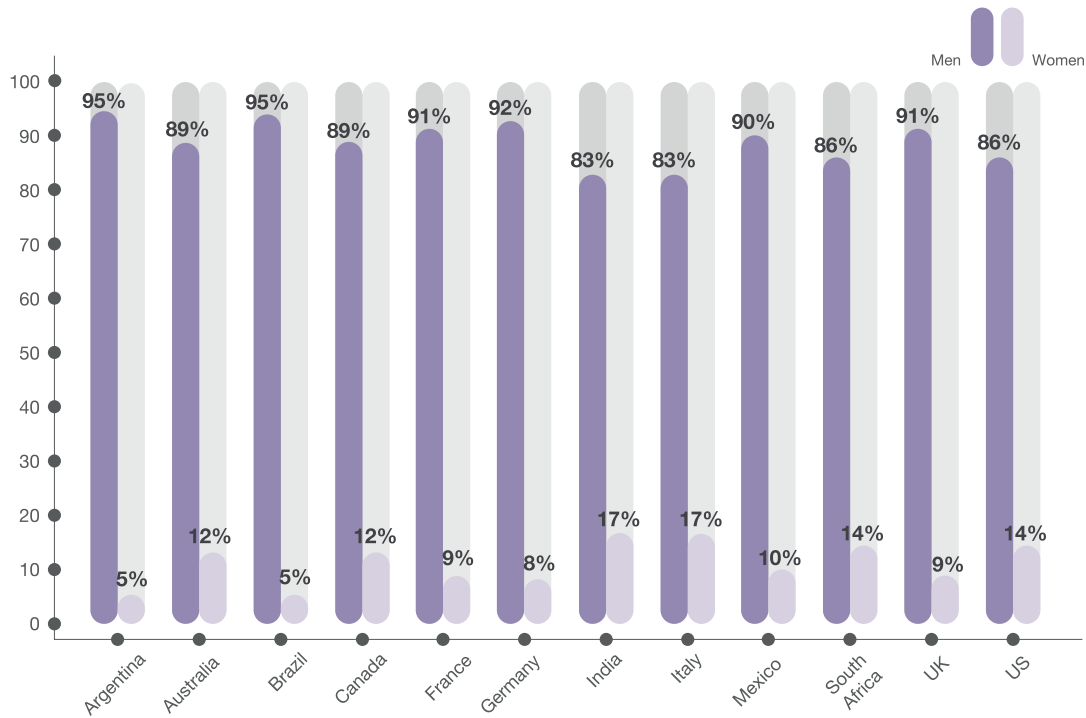
Share of Women Working in Data and AI Sectors



Source: UNESCO, Education database, 2021

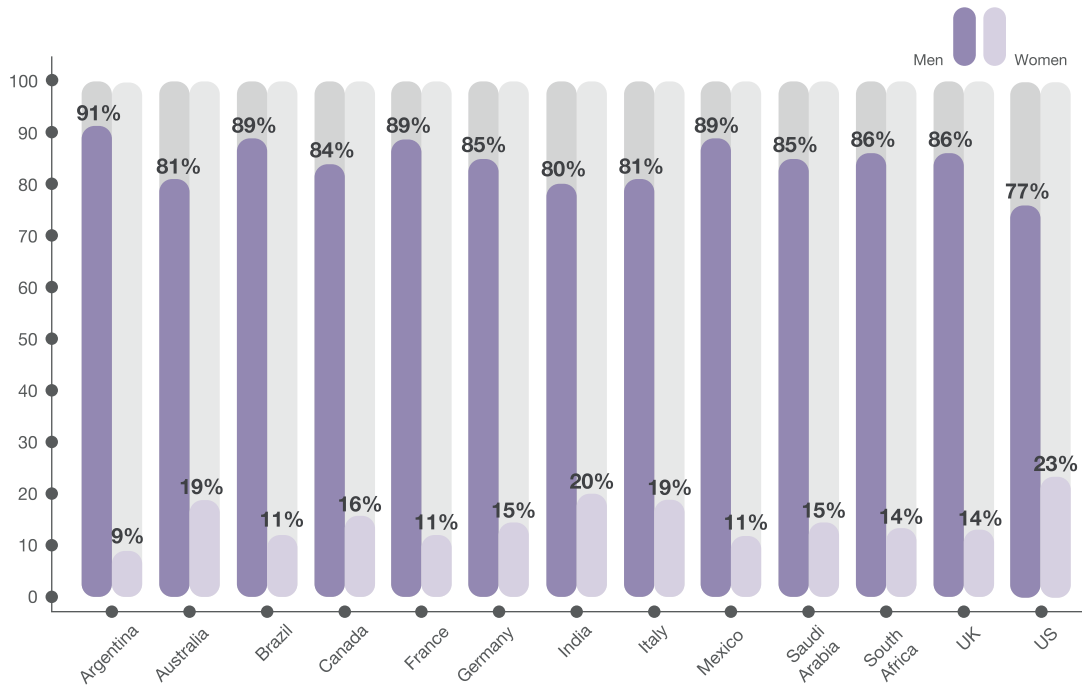
Tech Reality

Share of Women and Men in Cloud Computing



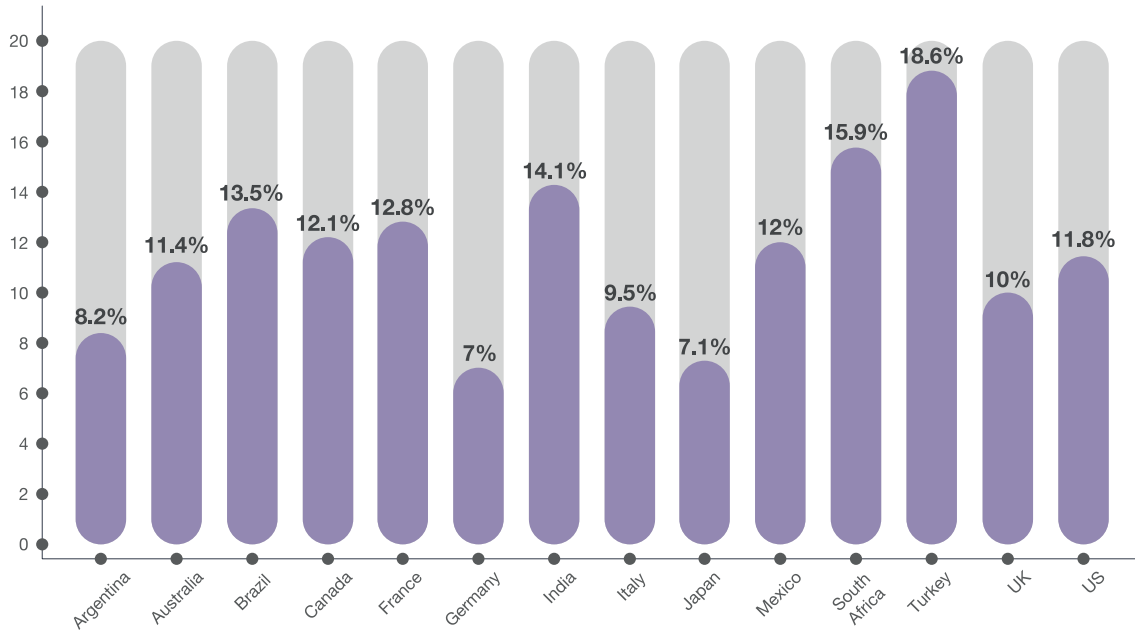
Source: UNESCO, Education database, 2021.

Share of Women and Men in Engineering



Source: UNESCO, Education database, 2021

Share of Female Inventors

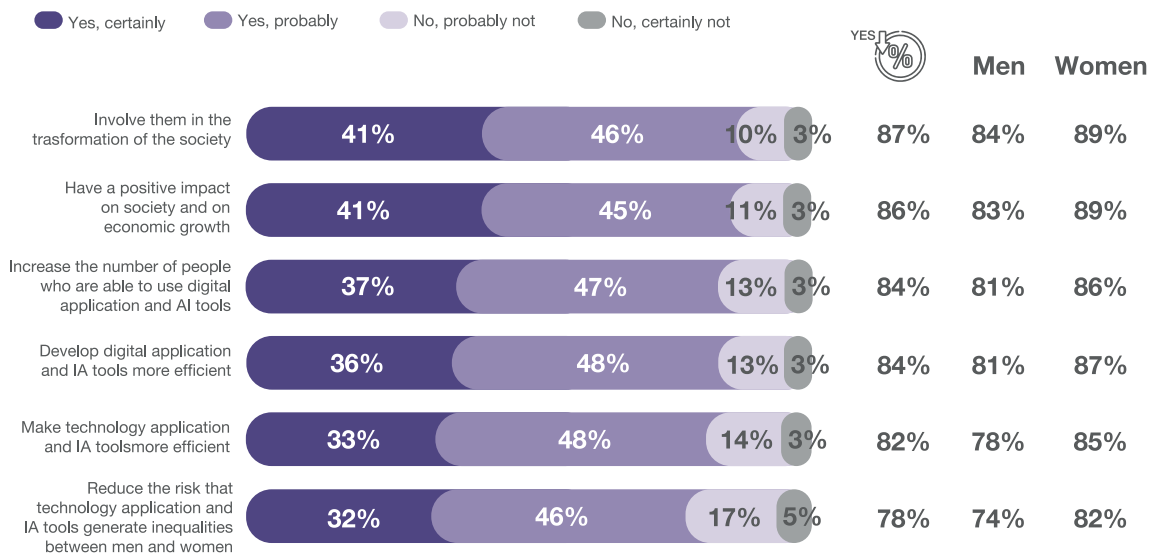


Source: OECD Gender, Institutions and Development Database, 2021.

Tech Perception

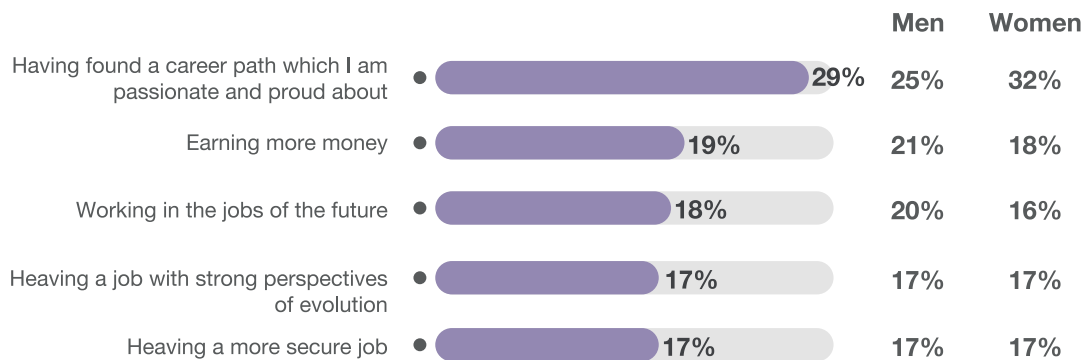
A vast majority consider a better access of women to jobs in STEM would be beneficial in multiple ways.

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:



The main motivation for women to embrace a STEM career is to find a path which lead them to feel passionate and proud about, much more than money.

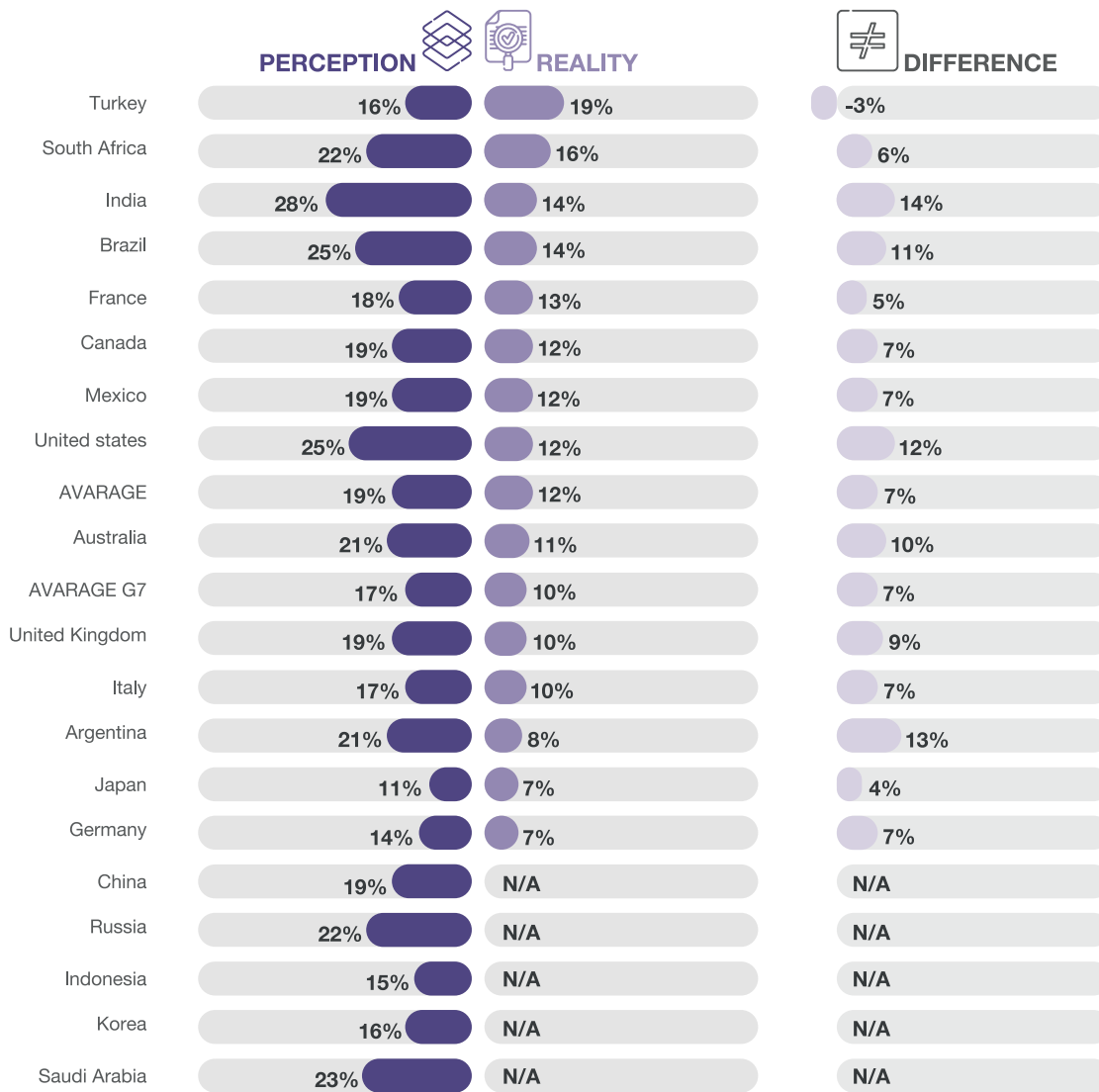
What would be (or would have been) your main motivation for embracing a STEM career?



Tech Perception

What would be (or would have been) your main motivation for embracing a STEM career?

In your opinion, what is the percentage of female inventors in your country?



Tech

What do the data tell us?

- In 2018, India was the leading G20 country in terms of the percentage of women in graduates from STEM 26.93% followed by Germany (19.16%).
- In 2018, Italy took first place within the G20 countries as regards the share of women working in data and AI (31%) and the second rank was occupied by Canada (30%).
- The share of women working in Cloud Computing was low with Italy and India ex-aequo (17%).
- The analysis of data shows that women and men working in engineering is also minor. Again, India holds the first position with 20% followed by Italy and Australia (19%).
- In 2017, Turkey had 18.6% of female inventors and was followed by India (14.1).

Yet the G20 respondents of the Barometer although aware that women are in the minority amongst inventors, still overestimate them.

- Around 47% of jobs would disappear in the digital revolution and most of these jobs (65%) are currently held by women.
- The new jobs that would be created would be focused on the STEM sectors where male students are still largely predominant we have to prepare the pipeline for the jobs of the future.

Women who represent 51% of the world population and more than 60% of graduates should no longer have to look for equality in the workplace and be fully involved in the positive transformation of the world.

Policy Recommendation

Taking into account these alarming data the Women's Forum proposes to dedicate 3% of the 15% of the global corporate tax decided by the G20 in 2021 to invest in gender equality in STEM education. It represents USD 4.5 Billion per year for at least 10 years to fight against stereotypes and attract girls in STEM.



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