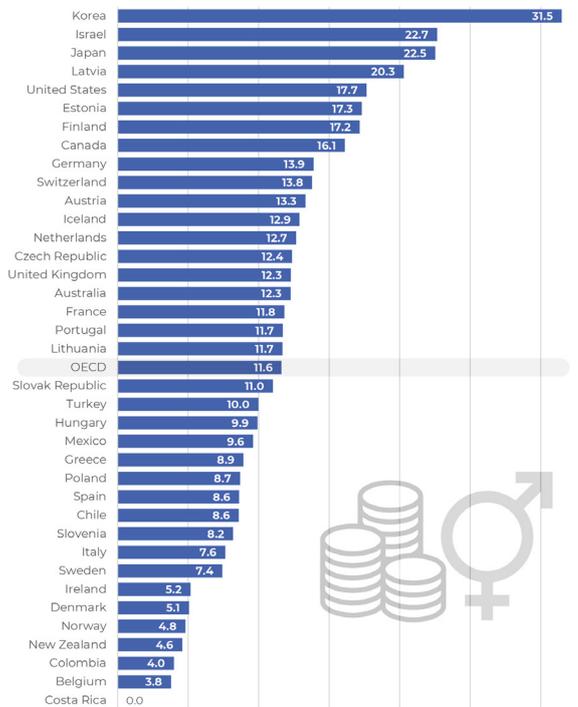


Gender Equality



Gender pay gap in OECD countries

Difference between median full-time earnings of men and women, as % of median earnings of men.



Note: Data refer to 2020 or latest year available. The OECD average is provisional, using 2020 estimates for Austria, Greece, Hungary, Portugal and Switzerland.

Source: OECD Gender data portal - www.oecd.org/gender/data



Greater gender equality is not just a moral imperative, but is also key to the creation of stronger, more sustainable and more inclusive economies. The OECD has placed gender equality at the top of its agenda and actively promotes policy measures embedded in the 2013 and 2015 OECD Recommendations on Gender Equality in Education, Employment, Entrepreneurship and Public Life. For example, measures to ensure access to good quality education for boys and girls, policies to improve the gender balance in leadership in the public sector and providing fathers and mothers equally with financial incentives to use parental leave and flexible work options. The OECD was also instrumental in defining the target adopted by G20 Leaders at their 2014 Brisbane Summit to reduce the gender gap in labour force participation by 25% by 2025. The OECD continues to work closely with G20 and G7 presidencies on monitoring progress with reducing gender gaps such as these.

The OECD engages experts and policy makers to deliver better policies for better lives. As just one example, in December 2021, the OECD released "Eliminating Gender-based Violence: Governance and Survivor/Victim-centred Approaches", which explores how public governance systems can better respond to the needs and experiences of survivors/victims, and improve their access to justice. The OECD also hosts working groups with a specific focus on gender, such as GENDERNET – the international forum for gender experts from DAC development co-operation agencies and foreign ministries – and the Working Party on Gender Mainstreaming and Governance.



EPIC
Equal Pay International Coalition
EQUAL PAY FOR WORK OF EQUAL VALUE

OECD's work in support of the 2030 Agenda for Sustainable Development includes the updating and further development of the Social Institutions and Gender Index (SIGI). The SIGI is used as an official source for data on legal frameworks and non-discrimination on the basis of sex, collected in partnership with the World Bank Group and UN Women (SDG5.1.1). Together with the ILO and UN Women, the OECD is also one of the constituting international organisations of the Equal Pay International Coalition (EPIC) – a multi-stakeholder coalition that was launched in September 2017 and aims to contribute to progress on SDG 8.5, which calls for equal pay for work of equal value by 2030. The OECD's work with the coalition involves knowledge sharing, capacity building, technical advisory services, and data analysis and monitoring.

OECD Gender Data Portal

The OECD Gender Data Portal contains a series of cross-national indicators that shed light on gender inequalities in education, employment, entrepreneurship, governance, health and development. The data highlight progress and good performance, but also show how far we are from achieving gender equality and where action is needed most. The data cover OECD member countries, as well as partner economies including Brazil, China, India, Indonesia, and South Africa.

[Read more: www.oecd.org/gender](http://www.oecd.org/gender)



The OECD Development Centre's Social Institutions and Gender Index (SIGI) measures discrimination against women in social institutions across 180 countries. By accounting for laws, social norms and practices, the SIGI captures the underlying drivers of gender inequality aiming to provide the data necessary for transformative policy-change. The next SIGI is due in 2023 (see www.genderindex.org).



Summary of OECD work on **GENDER**



- ♂ OECD Recommendation - Gender equality in education, employment and entrepreneurship (May 2013)
- ♀ OECD Recommendation - Gender equality in public life (December 2015)

Corporate governance

- ♂ Integrating a Gender Perspective into Supply Chain Due Diligence (2021)
- ♀ The FDI Qualities Policy Toolkit (2021)

See more: www.oecd.org/gender/ongoingwork

Development

- ♂ Man enough? Measuring masculine norms to promote women's empowerment (2021)
- ♀ DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance (2019)

Education

- ♂ Why do more young women than men go on to tertiary education? (2021)
- ♂ The future at five: Gendered Aspirations among Five-Year-Olds (2021)
- ♀ Education at a Glance 2021: OECD Indicators (2021)

Employment and Well-Being

- ♂ Caregiving in Crisis: Gender inequality in paid and unpaid work during COVID-19 (2021)
- ♀ Pay Transparency Tools to Close the Gender Wage Gap (2021)
- ♂ The Role of Firms in Wage Inequality (2021)
- ♀ Bringing Household Services Out of the Shadows: Formalising Non-Care Work in and Around the House (2021)

Entrepreneurship

- ♂ The Missing Entrepreneurs 2021 (2021)
- ♀ Entrepreneurship Policies through a Gender Lens (2021)

Environment

- ♂ Gender and the Environment: Building Evidence and Policies to Achieve the SDGs (2021)

Health

- ♂ Rising from the COVID 19 crisis: Policy responses in the long-term care sector (2021)

Public governance

- ♂ Policy Framework for Gender-sensitive Public Governance (2021)
- ♀ Gender and Capital Budgeting (2021)

OECD Regional Initiatives

- ♂ Strengthening Women's Entrepreneurship in Agriculture in ASEAN (2021)
- ♀ Gender Gaps in Eurasia: The daunting effects of COVID-19 (2021)
- ♂ Gender Equality in Chile - towards a better balance in paid and unpaid work (2021)

Science and digitalisation

- ♀ OECD Science, Technology and Innovation Outlook 2021 (2021)

Transport

- ♀ Gender Equality, the Pandemic and a Transport Rethink (2021)

Taxation

- ♂ Tax Policy and Gender Equality: A stocktake of Country Approaches (2022)

