IN PROGRESS REPORT

STATISTICS AND ADVANCEMENTS IN GENDER EQUITY

2012 - 2024

W2 WOMEN 2024 BRASIL

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INTRODUCTION

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The commitment to gender equality assumed a central role in global discussions following the Brisbane Action Plan[1], launched in November 2014 during the G20 Summit in Brisbane. This plan, supported by international organizations such as the International Labor Organization (ILO) and the Organization for Economic Co-operation and Development (OECD), set the objective of reducing the disparity in participation between men and women in the labor force by 25% by 2025.

The plan highlighted the importance of promoting greater female participation in the labor market, while improving the quality of employment, contributing to stronger and more inclusive economic growth.

This report, titled Statistics and Advancements in Gender Equity, aims to provide a detailed analysis of the progress of G20 member countries across four key pillars: Employment Rate, Global Gender Gap, Care Work and Violence Against Women. The inclusion of women in the areas of STEM (Science, Technology, Engineering and Mathematics) is a highlight, given its relevance for the economic and technological future.

1. _2014-11-18__G-675_G20_Leaders_launch_Brisbane_Action_Plan_for_Growth_and_Quality_Jobs[1].pdf

This report was prepared to support the discussions of the W20 (Women 20) delegations at the meeting on October 2, allowing participants to assess both progress and outstanding challenges over the last twelve years. It should be noted that the report is in the working process phase, which means that the information and analyzes contained herein may be revised as new data becomes available or political changes occur.

Using data from trusted global sources such as the Global Gender Gap Report, the International Labor Organization (ILO), the Organization for Economic Co-operation and Development (OECD), the United Nations Educational, Scientific and Cultural Organization (UNESCO), and World Bank.

The report aims to provide a solid and in-depth foundation for more effective policy discussions in favor of gender equity. The document not only reflects the economic and social advances promoted by the greater inclusion of women in the workforce and in leadership positions, but also identifies critical areas that still require attention.

This G20 meeting will be an opportunity to review and adjust global strategies, ensuring that the goal established in Brisbane is met by 2025, thus contributing to inclusive and sustainable economic growth at a global level.

BRISBANE GOAL

Analysis - Labor Force Participation - Brisbane Target

> **GOAL: REDUCE THE GENDER PARTICIPATION GAP** **25%** UNTIL 2025

The Brisbane target, set in 2014, aimed to reduce the gender gap in labor force participation by 25% by 2025. We've brought you a summary of the official Brisbane report, which serves as the main tool for monitoring progress towards this target . Entitled Women at Work in G20 Countries: Progress and Policy Action in 2023[1], it follows political actions and progress achieved to date.

Furthermore, this document used data and analyzes from renowned international organizations, such as the International Labor Organization (ILO) and the Organization for Economic Co-operation and Development (OECD), as a reference basis, strengthening the depth and precision of assessments. presented.

[1]Women at Work in G20 Countries: Progress and Policy Action in 2023: https://www.ilo.org/media/583121/download

The Brisbane target, set in 2014, aimed to reduce the gender gap in labor force participation by 25% by 2025. However, the COVID-19 pandemic initially set back this progress. The impact of the crisis has affected women most profoundly, particularly through the loss of jobs in sectors dominated by female workers and increased responsibility for unpaid care work.

Despite this setback, the robust recovery of the job market helped offset the losses. The "Active Workers" table reflects a significant increase in the female labor force participation rate in several G20 countries such as Canada, Australia and France. These countries have managed to align themselves again with the pre-pandemic (2012-2019) declining trend in the gender gap.

On the other hand, countries like Brazil and Indonesia remain significantly behind the target, with a reduction in the participation gap well below expectations. Additionally, countries such as Italy, Mexico, and Turkey are also failing to achieve the necessary reduction, with the participation gap more than 3 percentage points below the Brisbane target. In contrast, Saudi Arabia has shown remarkable progress since 2018, driven by economic reforms that have increased female participation, bringing the country closer to the target.

While most countries have overcome the initial impact of the pandemic, the analysis shows that additional progress is still needed to reach the Brisbane target by 2025, particularly in economies such as India and Indonesia, where the gap remains considerable.

FEMALE ENTREPRENEURSHIP
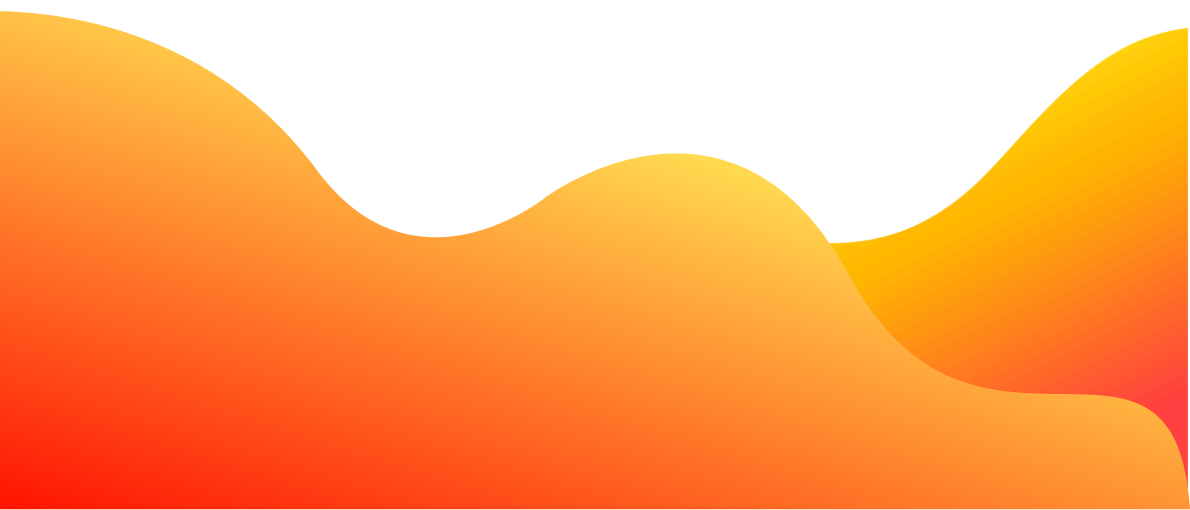
FEMALE ENTREPRENEURSHIP

Percentage of the female population <u>between 18 and 64</u> years old that is a start-up entrepreneur or owner-manager of a "new business", divided by the equivalent percentage for their male colleagues

Countries	2013	2023	Variation	OBSERVATION
Argentina	0,67	0,81*	0,1	DATA FROM 2018
South Africa	0,73	0,76	0,0	
Germany	0,65	0,64	0,0	
Saudi Arabia	NA	NA	NA	
Australia	0,65*	0,72*	0,1	DATA FROM 2014 AND 2019
Australia	1,01	0,64	−0,4	
Canada	0,68	0,63	−0,1	
China	0,77	1,16	0,4	
South Korea	0,40	0,61	0,2	
United States of America	0,69	0,84	0,2	
France	0,50	0,72	0,2	
India	0,49	0,64	0,2	
Indonesia	0,96	1,3*	0,3	DATA FROM 2022
Italy	0,43	0,61	0,2	
Japan	0,55	0,39*	−0,2	DATA FROM 2022
Mexico	0,77	0,91	0,1	
United Kingdom	0,63	0,78	0,2	
Russia	0,86	0,65*	−0,2	DATA FROM 2021
Turkey	NA	NA	NA	

1. Source:https://www.gemconsortium.org/data/key-aps

FEMALE ENTREPRENEURSHIP

Analysis - General Panorama of Female Entrepreneurship in G20 Countries

In recent years, female entrepreneurship has emerged as a powerful driver of economic growth and innovation, particularly in G20 countries. However, the rate of female entrepreneurial participation, measured as the percentage of women entrepreneurs compared to their male counterparts, reveals a complex and evolving landscape. While some nations have made significant strides, others have seen a decline or stagnation, indicating that structural barriers still impede progress in certain regions.

Progress and Setbacks in Female Entrepreneurship
Recent data shows that, despite various efforts to promote female entrepreneurship, the picture is far from uniform across G20 nations. In China, for example, female entrepreneurs now outnumber their male counterparts by a ratio of 1.16, representing a 0.4 increase since 2013. This notable progress suggests that China's policies aimed at supporting women in business are yielding positive results. Similarly, Indonesia saw one of the highest increases, with women now 1.3 times more likely to be entrepreneurs compared to men, up from 0.96 in 2013.

1. Source: https://data.uis.unesco.org/#f |

On the other hand, Brazil—a country once recognized for its high rate of female entrepreneurship—has experienced a sharp decline. In 2013, women entrepreneurs in Brazil outnumbered men by a ratio of 1.01, but by 2023, this figure dropped to 0.64, reflecting a concerning 0.4 decrease. This downward trend may indicate broader socio-economic challenges or a lack of sustained support for female entrepreneurs. Japan has also witnessed a decline in female entrepreneurship, with the ratio dropping from 0.55 in 2013 to 0.39 in 2023.

Conversely, several developed nations have demonstrated moderate but steady improvements. In the United States, the ratio of female entrepreneurs rose from 0.69 in 2013 to 0.84 in 2023. Similarly, the United Kingdom and France have both seen an increase of 0.2 points in their respective ratios, suggesting that efforts to promote gender equality in business are gradually taking effect in these economies.

Financial Barriers and Support Mechanisms
While participation rates provide insight into female entrepreneurial activity, access to financing remains a significant barrier for women-led businesses. Across G20 countries, the availability of venture capital for female entrepreneurs continues to lag behind that of their male counterparts. However, some nations have introduced policies aimed at addressing this imbalance. In India, the Stand Up India initiative provides financial support specifically for women entrepreneurs, reflecting a broader commitment to fostering gender equality in business.

Indonesia's impressive rise in female entrepreneurship could be partially attributed to its targeted financial support programs, while China continues to invest in women-led businesses through government-backed initiatives. These examples highlight the critical role that tailored financing programs can play in promoting women's entrepreneurship and ensuring sustainable growth.

Economic Contributions and Future Potential

Female entrepreneurs are increasingly recognized for their potential to drive innovation and economic growth, particularly in high-growth sectors such as technology and healthcare. In China, women now represent 25% of startup founders in the technology sector, underscoring their growing influence in traditionally male-dominated industries. According to a report by McKinsey, closing the gender gap in entrepreneurship could add trillions of dollars to global GDP by 2025, making the case for greater investment in women-led businesses more compelling than ever.

Despite these gains, challenges remain. The shift towards digital and STEM-related industries presents both opportunities and obstacles for women. Countries like Brazil, where female entrepreneurship has declined, and Japan, where women face deep-rooted cultural barriers, must strengthen their support systems to ensure that women can fully participate in the economic transformation underway.

The data on female entrepreneurship across G20 countries tells a story of both progress and persistent challenges. While countries like China and Indonesia are setting an example with significant increases in female entrepreneurial activity, others, such as Brazil and Japan, are struggling to maintain their previous levels of participation. To fully unlock the potential of female entrepreneurs, G20 nations must continue to address the systemic barriers that women face—particularly in access to financing and business networks. Through sustained efforts, these countries can not only achieve gender parity in entrepreneurship but also drive substantial economic growth and innovation on a global scale.

2. https://www.weforum.org/agenda/2024/03/women-startups-vc-funding/#:~:text=Want%20to%20know%20more%20about,one%20in%20four%20women%20globally

CARE ECONOMY

MATERNITY AND PATERNITY LEAVE - PAID

COUNTRY	MATERNITY AND PATERNITY LEAVE	
	WEEKS FOR WOMEN	WEEKS FOR MAN
South Africa	17	1,4
Germany	14	0
Saudi Arabia	10	0,6
Argentina	13	0,4
Australia	18	2
Brazil	17	0,7
Canada	16	0
China	14	0
South Korea	13	1,4
United States of America	0	0
France	16	4
India	26	0
Indonesia	13	0,4
Italy	22	2,1
Japan	14	4
Mexico	12	0,7
United Kingdom	39	2
Russia	20	0
Turkey	16	0,7

Analysis - Care economy: Maternity and Paternity Leave in G20 countries.

Maternity leave forms the basis of all care leave policies and is present in all G20 countries. However, there are marked differences in duration, benefits and sources of financing. While Germany and Italy have ratified ILO (International Labor Organization) Convention No. 183, which establishes minimum protection standards, countries such as Brazil, France, India, Japan, Russia, South Africa and Turkey are aligned with the three minimum requirements: duration, value of cash benefits and source of financing. In contrast, the United States is the only G20 country that does not have legislation for paid parental leave.

Analysis of the table shows that five G20 countries, including Argentina, Indonesia, Mexico, South Korea and Saudi Arabia, offer less than 14 weeks of maternity leave. In contrast, countries such as Australia, India, Italy, Russia and the United Kingdom guarantee more than 18 weeks. In most countries, the value of cash benefits during furlough varies, with 10 countries offering 100% salary replacement, while others adopt mixed schemes or pay below two-thirds of previous earnings.

In terms of financing, maternity leave is supported by social protection in 14 G2O countries, while in two (Indonesia and Saudi Arabia) it is financed through the responsibility of employers. In countries such as Germany and South Korea, the financing scheme is mixed, combining social protection mechanisms and employer contributions.

Paternity leave is an essential step towards involving fathers in childcare from birth, challenging the traditional norm that women are the primary caregivers. As noted, 12 G2O countries, including Brazil, France, Indonesia, Italy, Japan, Mexico, South Korea, Saudi Arabia, South Africa and the United Kingdom, offer paternity leave rights with an average duration of 8.07 days.

Parental leave, which is granted to both parents or caregivers to care for children after maternity and paternity leave ends, is becoming increasingly common. In the G20, 12 countries (such as Canada, Germany, France and Japan) offer this license, but not all countries guarantee financial benefits during this period. In nations like Australia and France, the benefit is paid at a flat rate, while in others, like Canada and Japan, it is a combination of a flat rate and a percentage of previous earnings.

A notable point is the gender gap in the use of parental leave, where men continue to represent a minority. Data shows that, even in countries with progressive policies, male participation in parental leave is still low compared to women.

Care work: Maternity and Paternity Leave European Union

According to the table, maternity leave in EU countries varies between 14 and 58 weeks. Bulgaria stands out as the country with the longest maternity leave at 58 weeks, followed by Ireland and Hungary, which offer 42 and 43 weeks respectively. These countries guarantee an extended period for mothers to recover from childbirth and care for their newborns.

Although European countries are a reference in gender equity indicators when we talk about gender equality, these nations still face challenges with equalizing paternity or second caregiver leave.

On the other hand, countries like Denmark and Sweden offer shorter leaves of 14 weeks each. However, it is important to highlight that in many of these countries, extended parental leave compensates for the relatively short maternity leave, allowing for a more balanced division of caring responsibilities between parents or caregivers.

The average maternity leave in the European Union is approximately 23.6 weeks, reflecting a global trend to ensure sufficient time for mothers to care for their children and recover adequately.

provides the longest leave for men or second caregivers, with 28.1 weeks, reflecting a progressive policy that encourages fathers to actively participate in child care. Spain also stands out, with 16 weeks of paternity leave, one of the longest in the region.

However, there are countries where paternity leave is significantly shorter. Ireland, for example, offers only 0.7 weeks for men or second caregivers, while Malta and Denmark provide just 0.1 and 1.4 weeks, respectively. This reveals a disparity in the distribution of care responsibilities between mothers and fathers, which may perpetuate traditional gender norms.

The average paternity leave in EU countries is approximately 4.0 weeks. While this represents a significant advancement compared to previous decades, there is still a considerable gap compared to maternity leave, highlighting the need for policies that encourage greater male participation in child care.
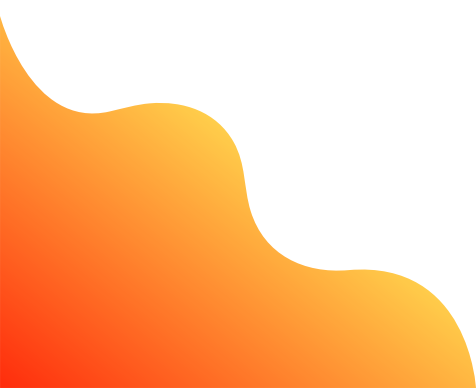
In the global context, most European Union countries comply with ILO standards for maternity protection. However, as previously pointed out, there is still an imbalance in the distribution of leave between men or second caregivers and women. In countries like Germany and Italy, the leave policies align with the minimum requirements of ILO Convention No. 183, while other countries still have policies that do not guarantee full benefits or a more equitable division between genders.

Furthermore, the "gender leave gap" – the difference between the leave time granted to mothers and fathers or second caregivers – remains an important issue.

While countries like Spain and Slovakia move closer to a more equitable division, most nations still offer significantly more weeks for mothers than for fathers, perpetuating the notion that child care is primarily a female responsibility.

Although the European Union has made significant progress in parental leave policies, the disparity between the weeks of leave for men or second caregivers and women still persists.

Progressive policies in countries like Spain and Slovakia provide a path toward a more equitable distribution of care responsibilities, while other nations, such as Ireland and Malta, still need reforms to increase male participation in child care. Strengthening these policies can help reduce the "gender leave gap" and promote greater equality in the labor market.

INFORMAL WORK

In countries like South Africa, women continue to have higher participation in informal employment compared to men. In 2022, the informal employment rate for women was 35%, an increase of 1% from 2012. For men, there was a more significant increase of 4%, reaching 34% in 2022. These data suggest that while women remain more represented in the informal sector, the gender gap in informal employment is narrowing as men's participation rate is rising more quickly.

The situation in Argentina follows a similar pattern, where both men and women have high and close informal employment rates, with 51% for both in 2022, an increase of 3% since 2012. This indicates the continued prevalence of the informal economy as a major source of employment for both genders, with no sharp distinction between men and women in the informal labor market.

In Brazil, however, there was a significant reduction in the participation of both women and men in informal employment between 2012 and 2022. Women's informal employment rate dropped from 43% to 36%, and men's from 46% to 39%. This 7% decrease for both genders suggests a gradual formalization of the Brazilian labor market over the past decade. However, the high participation of both sexes in informal employment remains a structural challenge in Brazil.

In contrast, countries like Germany and Italy have much lower informal employment rates. In Germany, women's participation in informal work dropped from 4% in 2012 to 3% in 2022, while men's participation fell from 3% to 2% during the same period. This demonstrates that in more developed and regulated economies, informal work is much less common, with a small gender gap. Italy followed a similar pattern, with a 2% reduction in female participation and a 1% reduction in male participation, suggesting that policies aimed at formalizing work are effective in reducing informality.

Turkey stands out as a unique case, where the gender gap in informal work is significant. In 2012, 56% of women were employed in the informal sector, but this rate drastically dropped to 36% in 2022, a reduction of 20%. In comparison, men's participation decreased from 33% to 24%, a 9% drop. These figures indicate that Turkey has achieved notable success in reducing informality, especially among women, likely due to reforms aimed at formalizing female labor and integrating them more into the formal market.

India and Indonesia continue to face significant challenges in formalizing the labor market, especially for women. In India, the informal employment rate among women rose from 90% in 2012 to 91% in 2022, while the rate for men increased from 86% to 88%. These alarming figures reflect the persistence of a deeply informal economy, where the majority of the workforce, both male and female, remains outside the reach of formal employment policies.

In Indonesia, although the informal employment rate for women increased from 82% to 86% between 2016 and 2022, male participation in informal employment fell from 83% to 79% during the same period. This difference in trends between the genders suggests that while men have found more opportunities for formal work, women remain trapped in the informal market, reflecting a gender barrier that hinders the formalization of female labor.

In countries like Saudi Arabia, Canada, the United States, China, and Japan, there are no available data on informal employment, which limits the understanding of labor market dynamics in these countries. This may reflect the difficulty of monitoring informal work in highly regulated economies or where formal employment is predominant.

In general, the analysis of data on informal employment reveals that, although some countries have made progress in formalizing their economies, there remains a significant amount of informal work and precarious labor relations for both genders, highlighting the opportunity to invest in public policies.

The gender gap in informal employment is also an important aspect, with women generally facing higher rates of informality, as seen in South Africa and Indonesia, while in more developed countries like Germany and Italy, this difference is much smaller. Informality continues to be a significant obstacle to gender equality and sustainable economic development in many G20 countries.

SALARY GAP

SALARY DIFFERENCE BETWEEN GENDER

COUNTRY	SALARY DIFFERENCE BETWEEN GENDER			
	2013	2024	VARIATION IN PERCENTAGE POINTS	OBSERVATION
South Africa				THERE IS NO DATA AVAILABLE
Germany	14,3	14,4*	0,1	DADO DE 2022
Saudi Arabia				
Argentina	7,9*	6,3	1,6	DADO DE 2017
Australia	18	11,3	−6,7	
Brazil	16,4	10	−6,4	
Canada	20	16,1	−3,9	
China				THERE IS NO DATA AVAILABLE
South Korea	36,6	29,3	−7,3	
United States of America	17,9	16,4	−1,5	
France	9,9*	11,6*	−1,7	DATA FROM 2014 AND 2022
India				
Indonesia				
Italy	6,6*	3,3*	3,3	DATA FROM 2014 AND 2022
Japan	26,6	22	−4,6	
Mexico	15,4	15	−0,4	
United Kingdom	17,5	13,3	−4,2	
Russia				THERE IS NO DATA AVAILABLE
Turkey	6,9*	10,0*	−3,1	DATA FROM 2014 AND 2018

SALARY GAP

Analysis - Salary gap by gender

Several G20 countries have recorded a significant decrease in the gender pay gap over the past decade, which can be attributed to affirmative policies, stricter legislation, and increased awareness of the issue.

Recent progress in G20 countries shows that many nations are making strides toward reducing the gender pay gap, but challenges remain in achieving full pay equality.

United Kingdom: The United Kingdom has made legislative advances through the Gender Pay Gap Reporting initiative, introduced in 2017. Employers with more than 250 employees are required to publicly report their gender pay gaps, with the goal of increasing transparency and accountability. Although this measure has raised awareness, the gap still persists, particularly in higher-paying sectors.

Iceland: Iceland is a global leader in gender pay equality. The country implemented the Equal Pay Certification Law in 2018, which requires companies with 25 or more employees to prove that they offer equal pay for work of equal value. The certification system is a proactive approach, making Iceland the first country to legally enforce equal pay in this way. However, ongoing discussions highlight the need for improvements in how gender roles are evaluated and valued (Oxford Academic).

Norway: Norway has also made significant progress through its Equality and Anti-Discrimination Act, which requires equal pay for work of equal value. Norwegian companies are required to assess and report gender pay disparities, ensuring transparency in compensation. The government also emphasizes policies that promote work-life balance, which helps mitigate indirect factors that contribute to the gender pay gap, such as the unequal distribution of caregiving responsibilities.

Other G20 countries, such as Japan and Spain, have shown increasing commitment to this issue by joining initiatives like the Equal Pay International Coalition (EPIC), which encourages governments and companies to implement measures to reduce pay inequality (International Labour Organization).

Despite the progress, no G20 country has completely eliminated the gender pay gap, and achieving this goal will require continued legislative efforts, as well as changes in workplace practices and social norms.

South Korea saw the greatest progress in reducing the gender pay gap, with a decrease of 7.3 percentage points, dropping from 36.6% in 2013 to 29.3% in 2023. Although it remains one of the countries with the largest gender pay disparities, this reduction reflects the South Korean government's efforts to promote policies that encourage the inclusion of women in sectors traditionally dominated by men, such as STEM (Science, Technology, Engineering, and Mathematics).

Additionally, campaigns to raise awareness among companies about the need for pay equality and initiatives that provide greater support to women in the workforce have contributed to this improvement.

Australia also saw a substantial reduction of 6.7 percentage points, from 18% to 11.3% between 2013 and 2023. This progress can be attributed to the creation of government agencies such as the Workplace Gender Equality Agency (WGEA), which monitors and promotes gender equality in companies. The WGEA requires companies with more than 100 employees to report annually on their pay equity practices, helping to identify and reduce disparities.

In Brazil, the gender pay gap dropped from 16.4% in 2013 to 10% in 2023, a reduction of 6.4 percentage points. This progress can be credited to legislation such as the Equal Pay Law, which mandates companies to ensure equal pay between men and women for equal roles. The work of women's rights movements and public pressure for greater pay transparency have also contributed to reducing inequalities in the country.

The United Kingdom also saw a notable improvement, with a reduction of 4.2 percentage points in the gender pay gap, dropping from 17.5% to 13.3% in 2023. The British government implemented measures such as requiring large companies to disclose their gender pay disparities annually, promoting more transparency and pressure to correct these differences. Additionally, initiatives to increase female participation in leadership positions and improve work-life balance have been key to this reduction.

Some G20 countries, although successful in reducing the gender pay gap, have made more modest progress over the past ten years. Canada, for instance, reduced the gap by 3.9 percentage points, from 20% to 16.1%. While this reduction is significant, Canada still faces challenges related to access to parental leave and affordable childcare, factors that negatively impact female participation in the workforce and perpetuate wage inequalities.

The United States also recorded a small reduction of 1.5 percentage points, decreasing from 17.9% to 16.4%. This limited progress reflects the absence of robust federal policies aimed at pay equity, as well as a labor market with a high concentration of women in lower-paying jobs. Although laws like the Equal Pay Act exist, the lack of effective enforcement and the absence of a national paid parental leave policy continue to limit advances in pay equality.

On the other hand, some countries have seen a concerning increase in the gender pay gap. In Germany, the pay gap rose from 14.3% in 2013 to 14.4% in 2022. Although this increase is small, it suggests that current policies, while robust in areas such as parental leave and social benefits, have not yet been sufficient to eliminate pay differences. The gender divide in the German labor market, where women are underrepresented in high-paying sectors, remains an obstacle.

Another interesting case is France, where the pay gap increased from 9.9% in 2013 to 11.6% in 2022. Although France is seen as a leader in women's rights, particularly regarding legislation on parental leave and gender equality, the increase in the pay gap may be related to the underrepresentation of women in technology and finance sectors, which offer the highest salaries.

Turkey also saw an increase in the pay gap, from 6.9% to 10% between 2014 and 2018, reflecting the persistence of cultural and structural barriers that limit women's participation in the formal labor market. This increase suggests that, despite efforts to improve women's economic inclusion, there is still a long way to go to ensure equal pay.

In the context of the European Union, the overall gender pay gap decreased from 11.6% in 2013 to 10.8% in 2022, a reduction of 0.8 percentage points. Although the EU has implemented a range of policies aimed at pay equity, such as the Pay Transparency Directive, which seeks to increase transparency and eliminate disparities, progress has been uneven among Member States. Countries like Italy, with a reduction of 3.3 percentage points, demonstrate the effectiveness of gender equality policies, while others, like Germany, still face challenges in reducing inequalities.

The analysis of the gender pay gap in G20 countries reveals that while many countries have managed to significantly reduce the pay gap over the past decade, there are still significant barriers that need to be overcome. Countries like South Korea, Australia, and Brazil demonstrate that affirmative policies, strict legislation, and pay transparency can have a positive impact on reducing disparities.

However, the increase in the pay gap in countries like Germany, France, and Turkey underscores the need for more effective measures, particularly in high-paying sectors where women remain underrepresented. The progress in the European Union, while positive, still reflects disparities among its Member States, highlighting the importance of a more coordinated and effective approach to achieving full pay equality.

STEM WORKERS

Analysis - STEM Workers by Gender

The analysis of employment data in STEM occupations between 2012 and 2023 reveals important trends regarding the participation of men and women in this field across various countries. Overall, we observe a significant increase in female participation, particularly in countries like Brazil, the United States, and India.

In Brazil, the number of women employed in STEM grew from 2,323.8 thousand in 2012 to 4,158.9 thousand in 2023, nearly doubling. The growth in the number of men, while also significant, was smaller, rising from 3,828.9 thousand to 4,752.7 thousand during the same period, suggesting a considerable advancement in the inclusion of women in the STEM labor market.

In the United States, there was a significant increase in female participation, from 9,480.8 thousand in 2012 to 15,310.7 thousand in 2023, representing a considerable growth. However, the most intriguing data point is the decrease in the number of men between 2012 and 2022, with a reduction of 1,349.9 thousand jobs, which suggests a possible reorganization of the STEM labor market, emphasizing the diversity and inclusion of women, or a male migration to other sectors.

Another country that deserves mention is India, where the number of women in STEM increased from 4,041.4 thousand to 4,632.2 thousand between 2012 and 2023. Although the growth is notable, it remains disproportionate compared to the increase in men, which rose from 9,683.2 thousand to 10,644 thousand during the same period, highlighting that, while women have gained more ground, men continue to predominate in absolute numbers.

In countries like the United Kingdom, growth has also been significant, with the number of women rising from 1,634.3 thousand to 2,278.7 thousand, and the number of men increasing from 2,545.3 thousand to 3,385.5 thousand. In France, there was an increase from 1,489.5 thousand to 2,236 thousand for women, while the increase among men was more modest, from 2,967.2 thousand to 3,051.6 thousand.

Japan presents an interesting dynamic, with the number of men decreasing significantly, from 6,222.1 thousand to 4,100.2 thousand, while the number of women rose from 2,309.7 thousand to 3,009.6 thousand. This reversal in male growth may reflect structural changes in the Japanese market, where an aging population and the redistribution of talent among sectors directly influence the composition of the STEM workforce.

When we compare this data with the information on education discussed earlier, it becomes clear that the increase in the number of women in STEM is directly related to the rise in female enrollments in scientific and technological fields. Countries like Brazil and India, which have invested in the inclusion of women in technical courses, are seeing tangible results in the labor market. However, the disparity in countries like Japan and India, where men still predominate, highlights that, although progress has been made, gender equity in STEM is still far from being a universal reality.

In summary, the global landscape shows significant advances in the inclusion of women in STEM fields, especially in nations like Brazil, the United States, and the United Kingdom, while others, such as Japan and India, still face challenges in the pursuit of greater equity.

STEM: GRADUATION AND JOB MARKET

HIGHER EDUCATION STEM GRADUATION RATE

COUNTRY	MEN %		WOMEN %		VARIATION		ANALYSIS
	2012	2022	2012	2022	2012	2022	OBSERVAÇÃO
Argentina	11,58*	10,59	24,65*	23,7	13,07	13,11	DATA FROM 2018
South Africa	13,34*	13,07	29,02*	25,78	15,68	12,71	DATA FROM 2014
Germany	19,67	19,62	53,91	52,82	34,24	33,2	DATA FROM 2015
Saudi Arabia	21,76	20,9	37,69	35,89	15,93	14,99	
Austrália	9,04*	10,67	27,83*	30,78	18,79	20,11	DATA FROM 2013
Brazil	6,89	8,57	22,39	28,08	15,5	19,51	
Canada	11,62*	15,97	*33,58	39,39	21,96	23,42	DATA FROM 2013
China	NA	NA	NA	NA	NA	NA	NÃO TEM NENHUM DADO DISPONÍVEL
South Korea	15,04*	16,14	44,63*	45,91	29,59	29,77	DATA FROM 2015
United States of America	8,29*	12,7	25,33*	31,18	17,04	18,48	DATA FROM 2013 – 2021
France	14,05	22,98	41,64	40,33	27,59	17,35	
India	19,67*	25,75	33,13*	33,16	13,46	7,41	DATA FROM 2013
Indonesia	10,86*	12,39*	25,98*	29,39*	15,12	17	DATA FROM – 2018
Italia	15,12	15,76	30,21	33,81	15,09	18,05	
Japan	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Mexico	16,49*	14,26	39,93*	35,87	23,44	21,61	DATA FROM 2013
United Kingdom of Great Britain and Northern Ireland	11,87*	12,97	35,08*	35,39	23,21	22,42	DATA FROM 2021
Russia	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Turkey	15,6	18,52	26,27	18,47	10,67	–0,05	

Source: https://data.uis.unesco.org/#f

GRADUATE IN STEM

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Analysis – STEM majors by gender.

The analysis of male and female participation in Science, Technology, Engineering, and Mathematics (STEM) graduation in G20 countries between 2012 and 2022 highlights notable progress in some economies but also reveals persistent gender disparities. The focus on STEM is essential not only because of its economic and technological relevance but also due to its direct impact on the future of the labor market. These areas are among the fastest-growing in terms of demand for professionals, often offering the highest salaries and innovation opportunities. Therefore, gender equality in STEM is crucial to promoting both equity and the sustainable development of global economies.

The analysis of the gender breakdown in STEM graduation reveals the degree of inclusion and equity in contemporary societies. Historically, these areas have been male-dominated, with cultural and structural barriers hindering women's access and retention.

Overcoming these inequalities is crucial to ensuring that the full potential of both genders is utilized in strategic areas for development. Furthermore, greater female participation in STEM can promote more diverse and innovative solutions to global challenges, considering the multiple perspectives that gender diversity brings.

Data analysis indicates that countries such as France, Canada, India and Brazil achieved significant increases in female participation in STEM between 2012 and 2022. France is one of the highlights, with an increase of 8.93 percentage points, rising from 14.05% to 22.98%. This progress reflects the implementation of public policies aimed at gender equity in education, as well as specific initiatives that encourage the participation of girls in technological and scientific careers.

Canada also made significant progress, increasing female participation by 4.35 percentage points, reaching 15.97% in 2022. Policies such as the creation of specific educational programs and the promotion of STEM from early school years have been essential in driving this change. In the context of a highly competitive global market, the inclusion of more women in STEM strengthens the country's human capital.

India, with an increase of 6.08 percentage points, stands out for its significant expansion in the inclusion of women in STEM, reaching 25.75% in 2022. This result reflects the Indian government's ongoing efforts to reduce barriers to women's access to higher education, particularly in technological fields. However, it is important to note that although India has made progress, the gap between men and women still persists, indicating the need for continued actions.

Brazil, with an increase of 1.68 percentage points, shows modest but relevant progress, rising from 6.89% to 8.57%. This growth reflects the importance of initiatives aimed at promoting the inclusion of girls in STEM fields; however, it is noteworthy that Brazil still has a long way to go to achieve a more equitable balance.

Persistent Challenges and Structural Inequalities

Despite the advancements, some countries continue to face significant challenges in reducing the gender gap in STEM. Germany and South Korea, for example, still record a substantial gap between the participation of men and women in these fields. In Germany, female participation in STEM remained virtually stagnant, varying from 19.67% in 2012 to 19.62% in 2022, while male participation, although slightly decreased, remains much higher at 52.82%. These numbers indicate that, despite targeted efforts, women continue to be underrepresented in STEM disciplines, especially in areas such as engineering and technology, where men predominantly prevail.

In South Korea, the disparity also remains high. Female participation increased by only 1.1 percentage points, while male participation hovers around 45.91%. This gap can be attributed to deeply rooted cultural and structural factors that continue to steer women toward non-STEM areas. The country, however, has been striving to create initiatives to attract more women to these sectors, but the results are still limited.

On the other hand, Turkey presented a peculiar situation. Although there was an increase of 2.92 percentage points in female participation, the male rate in STEM slightly decreased from 26.27% to 18.47%, resulting in a relative balance between the genders. This phenomenon may be related to economic and cultural changes in the country, along with educational efforts to include more women in science and technology fields.

The analysis of STEM graduation data in G20 countries reveals a positive evolution in terms of the inclusion of women, especially in economies such as France, Canada, and India, which have significantly increased female participation in strategic areas for technological development. However, the persistence of large gender disparities in countries like Germany and South Korea indicates that there are structural and cultural barriers that still need to be addressed with more targeted and effective public policies.

Promoting gender equality in STEM is one of the pillars for ensuring sustainable and inclusive growth of global economies. Progress in some areas of science, such as medicine, biology, and pharmacy, has been particularly notable. For example, in countries like France and Brazil, women already represent a significant portion of graduates in medical courses, with about 60% of enrollments being occupied by women in some universities. These data are encouraging, indicating that the field of health sciences has become more accessible and appealing to women, resulting in significant progress in terms of gender equality.

However, the scenario is quite different when analyzing technology fields, where advancements in female participation have been much slower. In countries like the United States and South Korea, the enrollment of women in technology and computer science courses remains substantially lower than that of men. In many cases, women represent less than 20% of the students enrolled in these areas. An emblematic example is the computer science course: interestingly, in the 1980s, this field was predominantly attended by women.

However, as the career became more valued and attractive, with the growth of the technology industry and the high salaries associated with it, the number of men significantly increased, gradually excluding women from a field they once dominated.

This discrepancy between fields like health and technology raises important questions about how careers come to be perceived socially and culturally. When a profession starts to become more competitive and prestigious, as happened with technology in recent decades, it seems to attract a greater male presence, while women face structural and cultural barriers that hinder their entry and retention.

The progress made by some G20 countries in science fields is encouraging, but the challenge of achieving gender parity in STEM, especially in technology sectors, remains. This requires a continuous commitment from governments and civil society, as well as active policies that encourage the inclusion of women in all STEM disciplines, creating a more equitable and diverse environment to tackle the technological and economic challenges of the future.

JOBS IN STEM OCCUPATIONS BY SEX AND AGE (THOUSANDS) -- YEARLY

COUNTRY	MEN %		WOMEN %		VARIATION		ANALYSIS
	2012	2022	2012	2022	2012	2022	OBSERVATION
Argentina	377,3	522,1	458,7	633,6	81,4	111,5	
South Africa	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Germany	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Saudi Arabia	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Austrália	822,8*	1060	947,9*	1183,5	125,1	123,5	DATA FROM 2018
Brazil	2323,8	4158,9	3828,9	4752,7	1505,1	593,8	
Canada	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
China	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
South Korea	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
United States of America	9480,8	15310,7	10830,7	14467,9	1349,9	–842,8	
France	1489,5	2236	2967,2	3051,6	1477,7	815,6	
India	4041,4	4632,2*	9683,2	10644*	5641,8	6011,8	DATA FROM 2022
Indonesia	NA	1651,9	NA	2625,7	NA	973,8	
Italia	974,5*	1117,9*	1935,1*	2039,1*	960,6	921,2	DATA FROM 2014 AND 2020
Japan	2309,7	3009,6*	6222,1	4100,2*	3912,4	1090,6	DATA FROM 2021
Mexico	999*	1361,6	1786,3*	2420,1	787,3	1058,5	DATA FROM 2013
United Kingdom of Great Britain and Northern Ireland	1634,3	2278,7	2545,3	3385,5	911	1106,8	
Russia	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE
Turkey	NA	NA	NA	NA	NA	NA	THERE IS NO DATA AVAILABLE

EDUCATION: ENROLLMENT RATIO
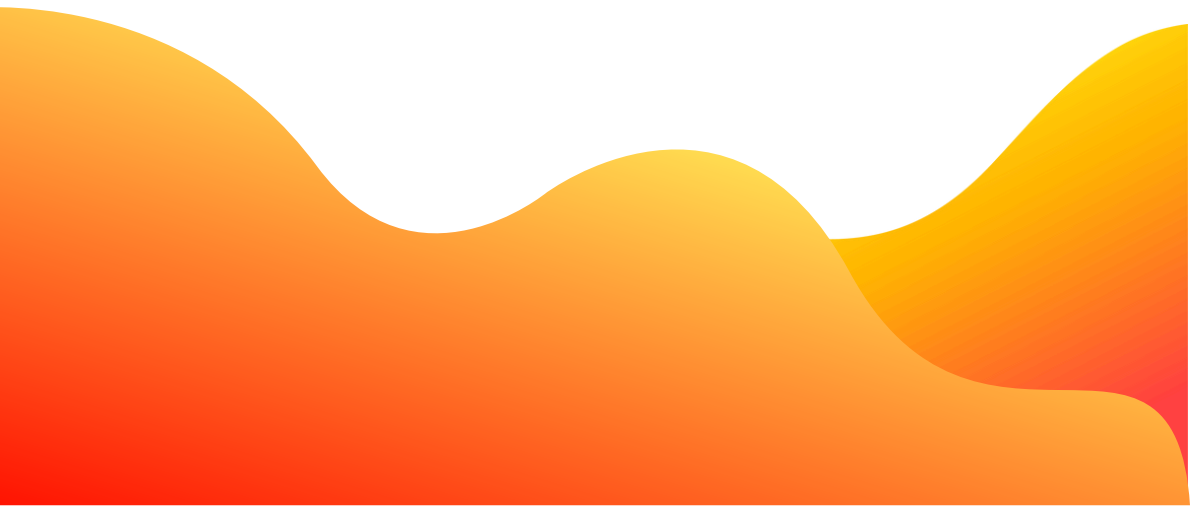
ENROLMENT RATIO PRIMARY - G20

COUNTRY	ENROLMENT RATIO GIRLS			ENROLMENT RATIO MEN			ANALYSIS
	2012	2022	VARIATION	2012	2022	VARIATION	OBSERVATION
South Africa	108	95	–13	110	97	–13	
Germany	104	100	–4	104	100	–4	
Saudi Arabia	136	102	–34	126	104	–22	
Argentina	117	110	–7	116	107	–9	
Australia	105	99	–6	106	99	–7	
Brazil	102	104	2	107	104	–3	
Canada	100	96	–4	99	96	–3	
China	104	101	–3	103	99	–4	
South Korea	101	99	–2	101	99	–2	
United States of America	99*	97	–2	99*	97	–2	DATA FROM 2013
France	102	102	0	103	103	0	
India	112	111	–2	111	111	0	
Indonesia	116	99	–17	116	102	–14	
Italy	100	101	1	100	102	2	
Japan	102*	102	0	102*	102	0	DATA FROM 2013
Mexico	110	102	–8	112	102	–10	
United Kingdom	106	102	–4	106	102	–3	
Russia	98	101	3	97	101	4	
Turkey	105	102	–3	105	103	–2	

Fonte: https://data.uis.unesco.org/#f

ENROLMENT RATIO

Analysis - Enrollment Ratio: Primary Education

When analyzing primary enrollment rates among G20 and European Union countries, we observe that, in general, both blocs maintain a high level of school inclusion. The gross enrollment rate, which can exceed 100% when including students outside the expected age range, reflects a strong presence of children in primary schools, with few exceptions, demonstrating consistency in promoting universal primary education.

In G20 countries, we see that countries like Brazil, Argentina, and Mexico maintained quite high enrollment rates in 2022. Brazil, for instance, recorded a rate of 104% for both girls and boys, which demonstrates an effective inclusion policy that has ensured universal access to primary education. Similarly, Argentina and Mexico, with enrollment rates close to or exceeding 100%, show consistent numbers of access to primary education, reflecting the efforts of both countries to prioritize basic education as a political goal.

However, countries like South Africa and Indonesia have shown a decline in enrollment compared to 2012. In South Africa, the enrollment rate dropped from 108% to 95% for girls and from 110% to 97% for boys in 2022. This reduction may be related to socioeconomic challenges or public policies that have failed to maintain school coverage at previous levels.

Similarly, in Indonesia, the enrollment rates for girls and boys also declined, although they still maintain rates close to 100%. These data suggest that, despite progress in educational inclusion over the past decades, there are still barriers that need to be overcome to ensure the maintenance of high primary enrollment rates, especially in countries with a significant rural population or adverse economic conditions.

On the other hand, countries like China and India have maintained remarkable stability over the years. China, with an enrollment rate of 100% for both girls and boys in 2023, illustrates a well-structured educational system that continues to guarantee universal access, even with population growth.

India, with an enrollment rate of 111% for girls and 113% for boys, also presents impressive results in primary education, especially considering the size of its population and socioeconomic challenges. However, the superiority of male enrollment rates compared to female rates in some G20 countries, such as Saudi Arabia and India, still reveals a persistent gender disparity in educational access.

In the European Union, the scenario is equally promising, with countries like Portugal and Sweden standing out for their high enrollment rates. In 2022, Portugal recorded 110% for both girls and boys, while Sweden reported a rate of 120% for girls, one of the highest among EU countries. These numbers reflect the commitment of these countries to universal education and social inclusion, ensuring that all children, regardless of their socioeconomic status, have access to primary education.

However, it is noteworthy that countries like Malta have seen a decline in enrollment. In 2022, Malta recorded a rate of 94% for girls, which represents a significant reduction compared to previous levels, indicating that the country faces challenges in maintaining its high inclusion rate.

Overall, the primary enrollment rates among G20 and European Union countries are generally high, reflecting the success of inclusive educational policies. However, some nations still face difficulties in ensuring the stability of these rates over time, with countries like South Africa and Indonesia being examples where greater efforts are needed to improve school access.

ENROLMENT RATIO SECONDARY EDUCATION % - G20

COUNTRY	ENROLMENT RATIO GIRLS			ENROLMENT RATIO MEN			ANALYSIS
	2012	2022	VARIATION	2012	2022	VARIATION	OBSERVATION
South Africa	130	128	−1	124	124	−1	
Germany	104	105	1	104	104	0	
Saudi Arabia	100	99	−1	102	100	−2	
Argentina	100	107	7	95	108	13	DATA FROM 2013
Australia	117	108	−9	132	110	−22	DATA FROM 2015
Brazil	99	110	12	99	109	10	
Canada	101	104	2	101	105	3	
China	106	NA	NA	103	NA	NA	
South Korea	100	100	0	100	100	0	
United States of America	98	100	2	100	100	0	DATA FROM 2013
France	102	101	−1	102	101	−2	
India	85	93	8	86	91	5	
Indonesia	93	100	7	89	102	12	
Italy	104	101	−3	106	102	−4	
Japan	101	102	1	101	102	1	DATA FROM 2013
Mexico	122	126	4	112	111	−1	
United Kingdom	101	113	11	106	113	8	
Russia	92	109	16	91	114	23	
Turkey	98	104	6	99	102	3	

Analysis - Enrollment Ratio: Secondary Education

The transition to secondary education brings forth a set of additional challenges. Enrollment rates in secondary education vary more widely, reflecting more complex barriers that often include cultural, economic, and structural issues. Among G20 countries, Argentina stands out with one of the highest enrollment rates for both girls and boys.

In 2022, the enrollment rate for girls was 128%, while for boys it was 124%. These numbers indicate that Argentina has managed not only to maintain a high level of inclusion in secondary education but also to overcome common challenges related to school dropout during this critical phase of education. Another country that stands out positively is Mexico, which reported a rate of 126% for girls and 111% for boys, suggesting strong inclusion in secondary education, especially among girls.

On the other hand, in countries like India, gender disparities in access to secondary education are still visible. In 2023, the enrollment rate for girls was 89%, while for boys it was 87%, reflecting an improvement compared to previous years, but still below the levels observed in other major G20 economies.

The persistent gender disparity in India points to the need for more effective policies that encourage girls to remain in school, as well as support programs that address cultural issues that continue to limit girls' access to secondary education.

In the European Union, most countries have high enrollment rates in secondary education, reflecting a consolidated and inclusive approach to education. An example of this is Belgium, which in 2022 reached an enrollment rate of 162% for girls and 151% for boys, highlighting a successful overcoming of traditional challenges associated with the transition from primary to secondary education. Similarly, countries like Portugal and Spain maintain enrollment rates of over 110% for both genders, establishing themselves as leaders in educational inclusion in secondary education.

However, there are exceptions within the European Union, such as in Bulgaria, where the enrollment rate for girls dropped to 99% in 2022, suggesting possible difficulties in retaining students in secondary education. Other countries, such as Slovakia and Slovenia, also show a slight decline in the enrollment of boys and girls, indicating that these countries may need additional policies to ensure a more successful transition from primary to secondary education.

In summary, while G20 and European Union countries demonstrate a strong commitment to education at the secondary level, the variation in enrollment rates reveals that some countries face greater challenges than others. While countries like Argentina and Belgium are examples of success in terms of inclusion in secondary education, others like India and Bulgaria still need to address social, economic, and cultural barriers that affect student retention in schools.

ENROLMENT RATIO TERTIARY EDUCATION % - G20

COUNTRY	ENROLMENT RATIO GIRLS			ENROLMENT RATIO MEN			ANALYSIS
	2012	2022	VARIATION	2012	2022	VARIATION	OBSERVATION
South Africa	87	110	23	72	100	29	
Germany	90	120	30	81	102	21	
Saudi Arabia	104	95	–9	117	110	–7	
Argentina	88*	133	45	88*	134	45	DATA FROM 2013
Australia	206*	180	–27	243*	190	–54	DATA FROM 2015
Brazil	97	107	10	80	96	16	
Canada	120	113	–7	119	114	–5	
China	84	91	7	82	88	6	
South Korea	95	96	1	96	97	1	
United States of America	93*	98	4	91*	93	1	DATA FROM 2013
France	112	110	–2	110	108	–2	
India	98	101	3	98	102	4	
Indonesia	55	71	16	62	75	13	
Italy	73	99	26	71	95	25	
Japan	102*	103	0	101*	103	1	DATA FROM 2013
Mexico	87	117	30	83	110	27	
United Kingdom	99	48	–51	108	43	–66	
Russia	72	125	53	76	133	56	
Turkey	87	110	23	72	100	29	

Analysis: Enrolment ratio: Tertiary education

The analysis of enrollment rates in tertiary education (higher education) among G20 countries between 2012 and 2022 reveals significant variations, both in the increase and decrease of participation by girls and boys at this educational level. In several countries, progress has been evident, reflecting policies that encourage education, while others have faced challenges that resulted in a decline in enrollment rates.

Countries such as Argentina, South Africa, and the United Kingdom have stood out for their significant increases in enrollment rates for both girls and boys. In Argentina, the enrollment rate for girls rose from 87% to 110%, and for boys from 72% to 100%, reflecting a strong investment in inclusive educational policies. South Africa and the United Kingdom exhibited similar growth, with variations of 30% and 27% for boys and girls, indicating increasing access to higher education for both genders.

Turkey also showed notable growth, with an increase of 53% for girls and 56% for boys, highlighting it as one of the countries with the most progress in this area. This growth can be attributed to reforms in the educational system that expanded access to higher education, especially for women.

On the other hand, some countries have recorded a decrease in enrollment rates, especially in Russia, where the enrollment rate for girls dropped dramatically from 99% to 48%, and for boys from 108% to 43%, a decline of over 50%. This decrease may reflect demographic, economic, or political changes that negatively impacted access to tertiary education.

Germany and Australia also experienced declines, albeit of a smaller magnitude. In Germany, the enrollment rate for girls fell by 9 percentage points, while for boys it decreased by 7. In Australia, the enrollment rate for girls dropped by 27 points and for boys by 54 points, which may indicate challenges related to access or the cost of higher education.

General Education: Primary, Secondary, and Tertiary

When observing the overall picture of education at the primary, secondary, and tertiary levels, it is evident that, in the context of the Global Gender Gap, most G20 countries have achieved good indices regarding gender parity, especially at the primary level. However, gender inequality in education is still exacerbated by structural sexism, which persists in various regions.

In countries like Afghanistan, girls are prohibited from attending school, a case widely known through the struggle of Malala Yousafzai, who symbolizes resistance against this oppression. Although Afghanistan is not part of the G20, its reality illustrates how, in many less developed countries, girls' education remains a denied right.

VIOLENCE AGAINST WOMEN

VIOLENCE AGAINST WOMEN

Intentional homicides (per 100,000 people)

COUNTRY	WOMEN			MEN			ANALYSIS
	2012	2023	REDUCTION %	2012	2023	REDUCTION %	OBSERVAÇÃO
South Africa	9,1*	9*	1%	59,7*	66*	INCREASED 11%	Women and Men: Data from 2016 and 2019
Germany	0,7	0,8	INCREASED 14%	0,9	0,9	0	
Saudi Arabia	NA	0,3*	*	NA	2	*	Women and Men: Data from 2017
Argentina	1,8*	1,3	28%	11,4*	8	30%	Women and Men: Data from 2015
Australia	0,7	0,4	43%	1,4	1,1	21%	−0,3
Brazil	4,7	3,5*	25%	52,4	41,8*	20%	Women: 2020 Data
Canada	0,9	1	INCREASED 11%	2,3	3,1	INCREASED 35%	
China	0,3	0,3	0	0,4	0,3	25%	Hong Kong data
South Korea	0,9	0,5	44%	0,9	0,5	44%	
United States of America	2,1	2,9	INCREASED 38%	7,4	10,8	INCREASED 46%	
France	1,2*	0,7	42%	2*	1,6	20%	Women and Men: Data from 2015
India	3	2,5	17%	4,4	3,3	25%	
Indonesia	NA	NA	NA	NA	NA	NA	We don't have any data
Italy	0,5	0,4	20%	1,3	0,6	54%	
Japan	0,4	0,2	50%	0,3	0,2	33%	
Mexico	4,7	6,2	INCREASED 32%	40,6	50,5	INCREASED 24%	
United Kingdom	0,7	0,6*	14%	7,4	1,4*	81%	Women and Men: 2020 Data
Russia	5,5	3,3	40%	18,1	10,8	40%	
Turkey	1,6	1	37%	6,9	4	42%	

VIOLENCE AGAINST WOMEN

Analysis - Violence against women

The analysis of violence against women in terms of intentional homicides (per 100,000 people) between 2012 and 2021 in G20 countries reveals a diversity of scenarios, with some countries registering significant progress in reducing female homicides, while others show alarming increases in violence. This indicator has been brought to discussion because it allows for a comparison of the lack of specific legislation on femicide, or the difficulties in classifying the murder of a woman as femicide, in various countries.

Although in absolute numbers, far more men than women die, it is notable that women are more likely to be killed at home, murdered by someone in their close contact network. According to a UNODC (United Nations Office on Drugs and Crime) study, approximately 58% of female homicides globally in 2017 were committed by intimate partners or family members, reinforcing the prevalence of domestic violence as one of the leading causes of death among women within their own homes.

2. UNODC, Global Study on Homicide: Gender-related killing of women and girls, 2019.

Among the countries that demonstrated a significant reduction in female homicide rates, South Korea stands out with a decrease of 44% for both women and men, dropping from 0.9 to 0.5 for both sexes. This figure is particularly relevant as it shows an equitable decline, suggesting that comprehensive public safety measures may have been effective in protecting both women and men.

Another country that shows notable progress is Turkey, where the female homicide rate fell by 37%, from 1.6 to 1.0, while the male rate decreased by 42%, from 6.9 to 4.0. This improvement possibly reflects Turkey's recent efforts to implement stricter policies against domestic violence, as well as awareness campaigns and improvements in the victim protection system.

Italy also experienced a significant drop of 20% in female homicides, decreasing from 0.5 to 0.4. The reduction was even more drastic for men, with a 54% decline, from 1.3 to 0.6. This difference between the sexes may indicate that policies aimed at reducing male violence have been particularly effective, perhaps through social interventions and rehabilitation programs for offenders.

France also recorded a reduction of 42% in the female homicide rate, from 1.2 to 0.7, with a 20% reduction among men. This progress indicates the success of gender-based violence prevention policies implemented after 2015, which included increased police monitoring in cases of domestic violence and better support for victims.

Brazil, a country where violence against women has historically been high, also saw a 25% reduction in the female homicide rate, from 4.7 to 3.5. This decline reflects the impact of stricter laws, such as the Maria da Penha Law and the establishment of specialized police stations for assisting victims of domestic violence. The 20% reduction in male homicides, from 52.4 to 41.8, suggests that broader public safety policies have also contributed to an overall decrease in lethal violence in the country.

On the other hand, some countries have experienced an alarming increase in female homicide rates. In the United States, the female homicide rate rose from 2.1 to 2.9, a 38% increase. For men, the increase was even more pronounced, from 7.4 to 10.8, representing a growth of 46%. In recent years, the United States has faced a rise in violent crimes, including domestic violence, exacerbated by the COVID-19 pandemic, which placed additional pressure on families and increased cases of domestic violence.

Another country that saw a significant rise in violence was Mexico, where the female homicide rate increased by 32%, from 4.7 to 6.2, while for men the increase was 24%, from 40.6 to 50.5. Mexico is facing a severe security crisis, worsened by the increasing power of drug cartels and widespread corruption. Although the government has taken steps to address gender-based violence, such as establishing specialized prosecutor's offices and classifying femicide as a crime, the progress is still insufficient in the face of rising crime rates and impunity.

In Canada, although the country has a relatively stable public safety record, the female homicide rate increased by 11%, from 0.9 to 1, while the male rate rose by 35%, from 2.3 to 3.1. These increases may be related to a rise in domestic violence cases and gun-related crimes in some regions of the country.

In some countries, the data remained stable or showed only small variations. Germany saw a slight increase of 14% in the female homicide rate, from 0.7 to 0.8, while the male homicide rate remained constant at 0.9. This stability suggests that, although violence against women remains a concern, the public safety and social protection measures implemented by the German government may be contributing to keeping the rates relatively low.

In China, data is limited and specific only to Hong Kong, but it shows stabilization in female homicide rates (0.3) and a 25% reduction in male homicides, from 0.4 to 0.3. Although China is a country with strict control over violence, the data is restricted to a specific region, limiting the analysis of the overall landscape.

The analysis of female homicide rates in G20 countries reveals that, while some countries have made notable progress in reducing lethal violence against women, such as South Korea, Turkey, and Italy, others, like the United States and Mexico, still face serious challenges. The disparity in trends between countries reflects differences in political, social, and cultural approaches to addressing gender-based violence.

Countries that have implemented protection and domestic violence prevention policies, such as France and Brazil, have managed to significantly reduce female homicide rates.

GLOBAL GENDER INDICATORS

TABLE 1: GLOBAL GENDER GAP INDEX

COUNTRY	GLOBAL GENDER GAP INDEX		
	SCORE 2013	SCORE 2024	VARIATION
South Africa	0,75	0,79	0,04
Germany	0,76	0,81	0,05
Saudi Arabia	0,57	0,65	0,07
Argentina	0,72	0,77	0,05
Australia	0,73	0,78	0,05
Brazil	0,69	0,72	0,03
Canada	0,74	0,76	0,02
China	0,69	0,68	−0,01
South Korea	0,64	0,70	0,06
United States of America	0,74	0,75	0,01
France	0,70	0,78	0,08
India	0,64	0,64	0,00
Indonesia	0,66	0,69	0,03
Italy	0,67	0,70	0,03
Japan	0,65	0,66	0,01
Mexico	0,67	0,77	0,10
United Kingdom	0,74	0,79	0,05
Russia	0,70		
Turkey	0,60	0,65	0,04

TABLE 2: ECONOMIC PARTICIPATION AND OPPORTUNITY

COUNTRY	ECONOMIC PARTICIPATION AND OPPORTUNITY		
	SCORE 2013	SCORE 2024	VARIATION
South Africa	0,66	0,65	−0,01
Germany	0,74	0,68	−0,06
Saudi Arabia	0,46	0,55	0,09
Argentina	0,61	0,65	0,04
Australia	0,76	0,74	−0,02
Brazil	0,65	0,67	0,02
Canada	0,79	0,75	−0,04
China	0,68	0,74	0,06
South Korea	0,51	0,61	0,10
United States of America	0,81	0,77	−0,05
France	0,67	0,73	0,06
India	0,46	0,40	−0,06
Indonesia	0,58	0,67	0,09
Italy	0,59	0,61	0,02
Japan	0,58	0,57	−0,01
Mexico	0,54	0,61	0,07
United Kingdom	0,73	0,72	−0,01
Russia	0,72		
Turkey	0,41	0,51	0,09

TABLE 3: EDUCATIONAL ATTAINMENT

COUNTRY	EDUCATIONAL ATTAINMENT		
	SCORE 2013	SCORE 2024	VARIATION
South Africa	0,98	0,997	0,02
Germany	1	0,987	0,00
Saudi Arabia	0,935	0,994	0,06
Argentina	1	1.000	999,00
Australia	1.000	0,991	−999,01
Brazil	1.000	0,996	−999,00
Canada	1	0,996	0,01
China	0,988	0,934	−0,05
South Korea	0,959	0,98	0,02
United States of America	1.000	1.000	0,00
France	1.000	1.000	0,00
India	0,852	0,964	0,11
Indonesia	0,944	0,971	0,03
Italy	0,992	0,996	0,00
Japan	1	0,993	0,01
Mexico	0,991	0,994	0,00
United Kingdom	1	1.000	999,00
Russia	0,998		
Turkey	0,93	0,987	0,06

TABLE 4: HEALTH AND SURVIVAL

COUNTRY	HEALTH AND SURVIVAL		
	SCORE 2013	SCORE 2024	VARIATION
South Africa	0,967	0,979	0,012
Germany	0,978	0,972	−0,006
Saudi Arabia	0,953	0,964	0,011
Argentina	0,98	0,977	−0,003
Australia	0,974	0,968	−0,006
Brazil	0,98	0,98	0
Canada	0,978	0,968	−0,01
China	0,94	0,94	0
South Korea	0,973	0,976	0,003
United States of America	0,979	0,97	−0,009
France	0,98	0,97	−0,01
India	0,931	0,951	0,02
Indonesia	0,971	0,97	−0,001
Italy	0,973	0,967	−0,006
Japan	0,979	0,973	−0,006
Mexico	0,98	0,975	−0,005
United Kingdom	0,97	0,966	−0,004
Russia	0,979		
Turkey	0,976	0,966	−0,01

TABLE 5: POLITICAL EMPOWERMENT

COUNTRY	POLITICAL EMPOWERMENT		
	SCORE 2013	SCORE 2024	VARIATION
South Africa	0,391	0,513	0,122
Germany	0,349	0,605	0,256
Saudi Arabia	0,047	0,077	0,03
Argentina	0,302	0,459	0,157
Australia	0,185	0,424	0,239
Brazil	0,134	0,22	0,086
Canada	0,196	0,334	0,138
China	0,16	0,123	−0,037
South Korea	0,101	0,223	0,122
United States of America	0,156	0,251	0,095
France	0,145	0,428	0,283
India	0,334	0,251	−0,083
Indonesia	0,122	0,138	0,016
Italy	0,135	0,243	0,108
Japan	0,07	0,118	0,048
Mexico	0,176	0,49	0,314
United Kingdom	0,274	0,474	0,2
Russia	0,095		
Turkey	0,087	0,118	0,031

Analysis - World Economic Fórum Gender Gap

Analysis of data from the Global Gender Gap Report between 2013 and 2024 reveals a picture of mixed progress towards gender equality in G20 countries. Focusing on five key pillars — Global Gender Gap Index, Economic Participation and Opportunity, Education, Health and Survival, and Political Empowerment — the data shows that while some countries have made significant progress, many still face challenges that prevent full parity among men and women.

The Global Gender Gap Index, which assesses gender equality comprehensively, showed notable improvements in countries such as Saudi Arabia, Mexico and South Korea. Saudi Arabia, for example, saw an increase of 0.07 points in the index between 2013 and 2024, reflecting political and social reforms that have begun to include more women in the job market and opened up more political opportunities. However, despite this progress, the country still faces cultural barriers that limit women's full empowerment.

Mexico, with an increase of 0.10, was one of the countries that made the most progress, driven by public policies aimed at promoting political empowerment and greater inclusion of women in leadership positions. South Korea, in turn, saw an increase of 0.06 in the index, the result of efforts to balance economic participation between genders, despite still facing large disparities in some sectors.

In the Participation and Economic Opportunity pillar, the data reveals a more complex scenario. Countries like South Korea and Mexico showed great improvements, with increases of 0.10 and 0.07, respectively. In South Korea, this is due to more inclusive policies that encourage female participation in traditionally male-dominated sectors such as STEM (Science, Technology, Engineering and Mathematics). Mexico has also made considerable progress in this regard, although it still faces challenges in reducing the wage gap.

Saudi Arabia, with an increase of 0.09, is implementing social reforms to enable greater female inclusion in the labor market, but progress is still limited due to cultural and political rigidities. However, not all countries have experienced this improvement; Germany and the United States, for example, suffered drops of 0.06 and 0.05, respectively, in the economic participation indicator. These declines can be attributed to structural barriers that make it difficult for women to advance into leadership roles, as well as insufficient policies to balance work and family life, such as the lack of universal access to paid parental leave and affordable child care.

The field of Education continues to be one of the strongest pillars in terms of gender equality, which can be seen in table 5, with many countries maintaining high levels of educational parity. Some countries managed to advance even further. Mexico and Turkey, for example, increased their scores by 0.06 each, reflecting greater inclusion of women in higher education systems. In contrast, China had a significant drop of 0.05, suggesting difficulties in ensuring equitable access to quality education for girls and women.

Despite these variations, countries such as Australia and the United States maintained their high performance in this pillar, without major variations in their scores.

The Health and Survival indicator remained stable in most countries, with minimal variations. Countries such as India and South Korea have made small gains, with increases of 0.02 and 0.003, respectively, but overall, health and survival levels for women remain stable in many G20 countries. This reflects the universal and more stable nature of health care for women, although disparities in terms of maternal mortality and access to health services still persist in some regions.

In the Political Empowerment pillar, the greatest progress was seen in Mexico (+0.314), France (+0.283), and Germany (+0.256), reflecting the increase in women in political leadership positions. Saudi Arabia also made slight progress (+0.03), but still lags behind other nations due to cultural and institutional challenges that limit female empowerment.

When including European Union countries in the analysis, we see that some countries also made significant progress, while others stagnated or even retreated. Spain stands out with an increase of 0.071 in the Economic Participation and Opportunity pillar, reflecting the government's efforts to improve the inclusion of women in the labor market.

Estonia also recorded an increase of 0.076, standing out as one of the countries with the greatest progress in this pillar, especially in ensuring more balanced economic participation between genders. On the other hand, countries such as Sweden and the Netherlands showed modest declines, with Sweden recording a 0.031 reduction in the Global Gender Gap Index, mainly due to lower representation of women in political leadership roles and declines in economic participation.

In the Political Empowerment pillar, Belgium and Spain showed substantial progress, with increases of 0.12 and 0.21, respectively. These countries have benefited from more aggressive policies to include women in political leadership positions. In contrast, Luxembourg and Sweden have experienced declines in this pillar, reflecting a decrease in female presence in senior political positions.

Regarding Education, most European Union countries, such as Portugal and Estonia, maintained stability in educational access rates between men and women, with consistently high scores. However, some economies, such as Sweden, have shown a slight decline in education, particularly in balanced access between boys and girls in specific areas of study, such as STEM.

Finally, in the Health and Survival pillar, most European Union countries showed a stabilization compared to 2013, with the exception of small drops in Spain and Portugal, where challenges related to reproductive health and life expectancy slightly affected the balance gender in these countries.

SUGGESTED INDICATORS OF W2O TURKEY AND ITALY

Suggested incicators of the W20 Turkey

10- In order to develop a monitoring framework, based on available data sets and empirical studies, the G20 should develop a scorecard using the following indicators:

i. *Labor force participation* rate: Female-to-male ratio of labor-force participation rate (20%)
ii. *Professional and technical jobs:* Female-to-male ratio of representation in professional and technical jobs (10%)
iii. *Perceived wage gap for similar work*: Female-to-male ratio of wages for similar work (10%)
iv. *Leadership positions:* Female-to-male ratio of representation in leadership positions (10%)
v. *Unpaid care work:* Male-to-female ratio of time spent on unpaid care work (10%)
vi. *Education level:* Female-to-male composite ratio of adult literacy rate, secondary education enrollment rate, and tertiary education enrollment rate (10%)
vii. *Financial inclusion:* Female-to-male composite ratio of the rate of account holders at a financial institution, rate of borrowing, and mobile banking rates (10%)
viii. *Digital inclusion:* Female-to-male composite ratio of the rate of internet and mobile users (10%)
ix. *Number of care institutions:* Child care, elderly care, disable care, sick care in proportion to the total population (10%)
x. *Number of new business registrations by women:* Collect sex-disaggregated data at the time of business registration to build a data-base of companes owned by women.

W20 will work with intergovernmental organizations including UN Women.

We encourage W20 Country Representatives to meet with their respective G20 Sherpa in the lead up to the Leaders Summit in Antalya on 15-16 November, 2015.

We do thank Turkey for its leadership in 2015 and look forward to our next W20 Summit.

Suggested indicators of W2O Italy

Table 1. List of indicators

Dimension and indicator	Definition	Policy domain
Participation and employment		
Brisbane Goal (B)		
B1. **Gap in participation rates between men and women**	Gender difference in labour force participation rate of persons aged 15-64	Increase quantity of employment of women
Auxiliary indicators (AB)		
AB1. Employment rate of women	*Employment rate of women aged 15-64*	*Increase quantity of employment of women*
AB2. Gender gap in part-time share of employment	*Gender difference in share of employment in part-time work*	*Increase quality and quantity of employment of women*
Job quality		
Earnings (E)		
E1. Gender gap in earnings (unadjusted)	Difference in median hourly earnings between men and women divided by the value for men	Tackle the gender pay gap
E2. Gender gap in low-paid work	Gender difference in share of workers earning less than 2/3 of median hourly earnings for all persons	Increase quality and quantity of employment of women and tackle the gender pay gap
Auxiliary indicators (AE)		
AE1. Factor-weighted gender gap in earnings	*Gender gap in median hourly earnings adjusted for gender differences in individual characteristics*	*Tackle the gender pay gap*
Labour market security (S)		
S1a. Gender gap in unemployment	Gender difference in overall unemployment rate	Increase quality and quantity of employment of women
S1b. Gender gap in long term unemployment rate	Gender difference in long term unemployment rate	Increase quality and quantity of employment of women
S2a. Gender gap in temporary work	Gender difference in incidence of temporary employment	Increase quality and quantity of employment of women
S2b. Gender gap in informal employment	Gender difference in incidence of informal employment	Increase quality and quantity of employment of women
Working conditions (W)		
W1. Gender gap in long hours of work	Gender difference in the incidence hours of work greater than 50 per week	Promote a more balanced distribution of paid and unpaid work between women and men
W2. Share of women in managerial and leadership positions	Share of women employed in managerial and leadership occupations (ISCO-08 Group 1)	Promote a more even distribution of women and men across sectors and occupations
W3. Gender gap in self-employment	Gender difference in incidence of self-employment	Increase quality and quantity of employment of women and promote a more even distribution of women and men across sectors and occupations
W4. Employment gap for women associated with young children	Difference in employment rate between women aged 25-54 with and without young children	Promote a more even distribution of women and men across sectors and occupations