

Gender inequality in numbers

There are not enough women at the top

While having made great strides in the workplace, **women are still underrepresented in the public and private sector**, especially in executive positions. Yet, the gap does not stop there; **full-time female workers earn 15% less** than their counterparts across the OECD – a rate that has barely moved in recent years.

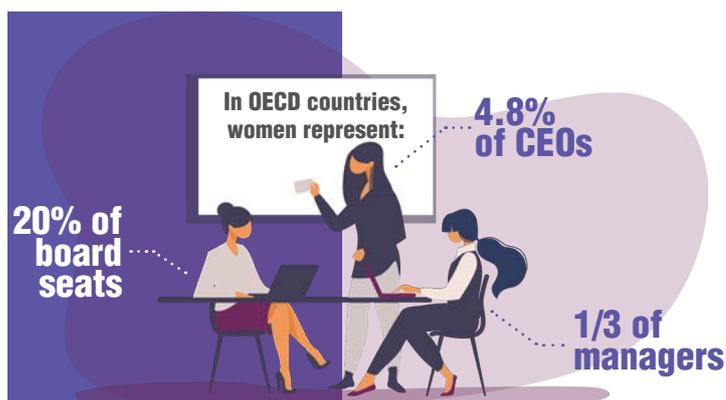
What's more, **gender inequality builds up over a woman's life**; the global gender pension gap ranges between 30-40%. This is largely due to a greater share of unpaid care work and part-time jobs, slow career progression and difficulty accessing shared parental leave.



Gender equality is about economic growth

There can be no robust growth without gender equality. The economy cannot function at its full potential without overcoming the barriers faced by 50% of the world's population.

Gender inequality is estimated to cost the global economy close to USD 6 trillion or 7.5% of global GDP. This is equivalent to Japan's national GDP, the world's third richest economy.



* Many countries are lagging behind on SDG 5, which calls for gender equality and empowerment of all women and girls, data from 9 OECD countries show that the percentage of female mayors varies widely, ranging from 0%-32%.

At the current pace, it will take more than 200 years to achieve gender equality.



Equality is a driver for inclusive growth

Gender inequality has an overall negative impact on society. **Inequality is a serious barrier to inclusive growth and citizen well-being** – not only in economically, but also in terms of aspirations, opportunities and outcomes.

Despite an increased focus on women's empowerment, **no country in the world has achieved gender equality.** Although, wealthier OECD countries have lower levels of discrimination because of long-term political and social investment.



Local governments can make a difference

Governments need to explicitly promote gender equality. **All levels of government have a crucial role to play in driving change and addressing gender inequality.**

Cities and regions, responsible for 60% of public investment in OECD countries, are key policy actors. At the local level, **mayors are leading the way** by holding up gender equality as a key component in their city's strategic plans, leading by example in representation, participation and communication; promoting gender-responsive budgeting and procurement practices; and creating public spaces and services that work for all.

Inspiring examples from Champion Mayors



Milan

Expanding opportunities for girls

STEMintheCity is an initiative promoted by the City of Milan that spreads a STEM culture and fights cultural stereotypes and barriers discouraging girls from undertaking technical and scientific studies.

During April, Milan becomes a hub of seminars, courses and inspirational sessions promoting STEM disciplines and new digital technologies as career options for the younger generations.



Bologna

Equality in the workplace

Bologna has created “CAPO D”, a Gender Equality Community for companies that aims to connect businesses and promote equal opportunities for all through training schemes around equal pay and work-life balance.

Participating companies are engaged in achieving gender balance and have signed a Memorandum of Understanding to share good practices on gender equality in the workplace.



Oakland

Inclusive entrepreneurship

Oakland has become one of the top cities for women-of-colour led businesses in the United States. The City has collectively provided more than 70% of SME loans to women-owned businesses and 90% are entrepreneurs of colour.

This project was inspired by The Bay Area Women’s Summit and town halls held by Mayor Schaaf with over 300 women to discuss policies that advance women’s equity, empowerment and opportunities.

Examples from the Inequality Matters Webinar: Can cities be feminist?



Bilbao

Whole-of-government approach

Bilbao passed the Municipal Ordinance for Equality between Men and Women in 2018. This law makes gender equality mandatory and raises awareness on how gender equality benefits all.

The Ordinance also promotes gender mainstreaming and ensures that all departments work towards this goal. As a result, Bilbao has introduced gender-responsive budgeting and procurement practices.



Bristol

Future-proofing gender equality

Bristol’s One City approach supports collaborative city governance that transcends political cycles and is coordinated through a strategic plan to create an inclusive and sustainable city and also aligned to the SDGs, including Goal 5 – Gender Equality.

Bristol’s initiatives include The Women in Business Charter, Women’s Work Lab and the Bristol Living Wage, with the Council leading by example, including through leadership opportunities.



New York

Advancing gender equity

Mayor Bill de Blasio established the Commission on Gender Equity in 2015. The Commission is a permanent advisory body that strategically focuses on gender equity for women, girls, transgender, and gender non-binary individuals in the areas of economic mobility and opportunity, health and reproductive justice, and safety. To carry out its mandate, the Commission recognises the diversity of gender and works with an intersectional lens across all city agencies.



**OECD Champion Mayors
for Inclusive Growth Initiative**

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