Session 3 - Overview of gender indicators

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Why measure gender equality?

Gender inequalities persist across all dimensions of life

1 NO POVERTY

351 million women and girls could still live in extreme poverty by 2030.

2 ZERO HUNGER

Nearly 64 million more female adults are food insecure than males.

3 GOOD HEALTH AND WELL-BEING

Women spent 10.9 years in poor health compared to 8.0 years for men in 2021, suffering from various chronic conditions

5 GENDER EQUALITY

Women and girls devote 2.5x as many hours/day to unpaid domestic and care work compared to men.

7 AFFORDABLE AND CLEAN ENERGY

896 million women could lack access to clean cooking fuels and technologies.

8 DECENT WORK AND ECONOMIC GROWTH

27.6% of women's employment is potentially exposed to generative AI, compared to 21.1% of men's.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Globally, 70% of men use the Internet compared to 65% of women.

10 REDUCED INEQUALITIES

Compared to all women, women and girls with disabilities are less likely to have their family planning needs met (77.6% and 46%)

17 PARTNERSHIPS FOR THE GOALS

Funding cuts threaten the availability of gender data for policymaking.

Gender inequalities span economic, social, political and environmental dimensions, requiring a broad statistical framework for measurement.

Minimum Set of Gender Indicators

A global framework for gender statistics

59
INDICATORS

48
QUANTITATIVE indicators

11
QUALITATIVE indicators

---------- COVERS 5 THEMATIC DOMAINS ALIGNED WITH THE BEIJING PLATFORM FOR ACTION ----------

Five dimensions of gender equality

Capture key areas of life where gender inequalities exist and where progress is essential for gender equality and women's empowerment.

1. Economic empowerment

Focus

Measures of economic structures, participation in productive activities and access to resources.

Example indicator

Average number of hours spent on unpaid domestic and care work, by sex, age and location

2. Education

Focus

Follow a life-course approach (pre-primary, primary, secondary, tertiary levels, to general population). Grouped into three themes, enrolment, completion, and quality.

Example indicator

Educational attainment (minimum primary) of the population aged 25 and older, by sex

3. Health and Related Services

Focus

Measures of reproductive rights, under-five mortality, life expectancy, tobacco use, obesity, premature morta lity and the HIV epidemic.

Example indicator

Maternal mortality ratio

4. Public Life and Decision-Making

Focus

Measures of women's representation in parliament, local government, and he judiciary system, gender distribution of managers, decision-making regarding sexual relations, contraceptive use, and reproductive health care.

Example indicator

Share of female judges

5. Human Rights of Women and Girls

Focus

Measures of violence against women, early marriage, early fertility, discrimination and harmful practices.

Example indicator

Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18

Minimum Set of Gender Indicators

Alignment with SDGs

Minimum Set of Gender Indicators

- Guide for national production and international compilation.
- 59 indicators across 5 thematic domains.
- Measures issues relevant to gender equality and women's empowerment.

28
indicators are common

SDG Indicators

- Monitor progress across all 17 Sustainable Development Goals.
- Include gender-related and sex-disaggregated indicators across the SDGs.
- Track trends and reveals progress and gaps.

Together, they support countries in producing high-quality gender statistics and monitoring progress towards gender equality and the 2030 Agenda.

Producing and disseminating the Minimum Set of Gender Indicators

A coordinated process ensures that gender statistics are comparable, reliable and accessible to monitor progress towards **gender equality and women's empowerment.**

1 Data Sources

Information is retrieved from international databases and through agency submissions

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Online databases

- SDG Database
- ILO
- UNESCO
- WB

Agency submissions
(via email request)

- UNICEF
- WHO
- UNODC
- UNW
- DYB

Country submissions
(via email request)

2 Annual Collection

Data and metadata are **updated annually**, from **last quarter of the year to the first quarter of next year**

3 Compilation

Data and metadata are compiled for the Minimum Set of Gender Indicators database.

4 Dissemination

Data and metadata is disseminated through the UN **Minimum Set of Gender Indicators portal.**

https://unstats.un.org/unsd/demographic-social/gender/minset

5 Visualisation and Use

UNSD is working on replicating data visualizations and stories from the previous ArcGIS portal using **Power BI**.

UNSD compiles the Minimum Set of Gender Indicators from international sources, updates it annually and makes it accessible for data users worldwide.

Select Labour-related gender indicators

ILO's statistics on women in the labour market describe gender differences in labour market participation, employment outcomes and job characteristics

PARTICIPATION

Measures women's and men's engagement in the labour market and the extent to which available labour is utilized.

Indicators:
- Population
- Labour force
- Unemployment
- Time-related underemployment

EMPLOYMENT OUTCOMES

Measures the economic outcomes associated with work, including employment, earnings and pay disparities.

Indicators:
- Employment
- Earnings
- Income and pay inequality

JOB CHARACTERISTICS

Measures the type, quality and conditions of jobs held by women and men.

Indicators:
- Employees
- Informal economy
- Hours of work

These indicators provide a comprehensive view of **gender inequalities** in the world of **work**, supporting evidence-based policies for gender equality and decent work.

Select Labour-related gender indicators

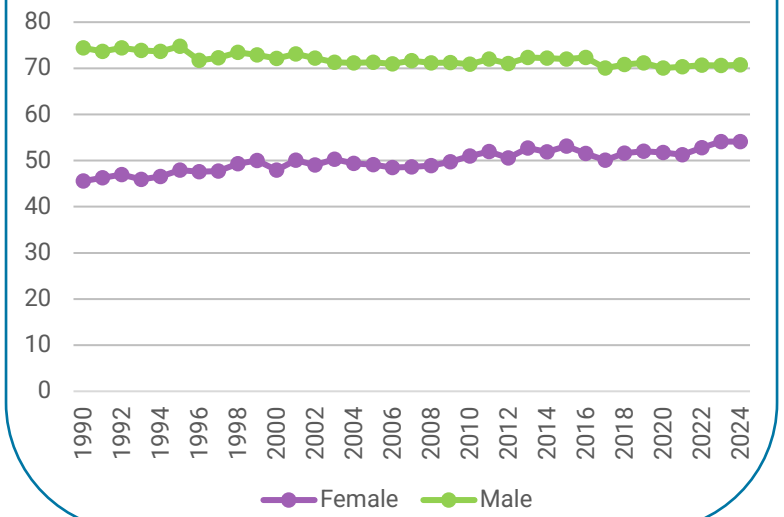
ILO's statistics on women in the labour market describe gender differences in labour market participation, employment outcomes and job characteristics

PARTICIPATION

I.3

Labour force participation rate for persons aged 15 and older, by sex

Global

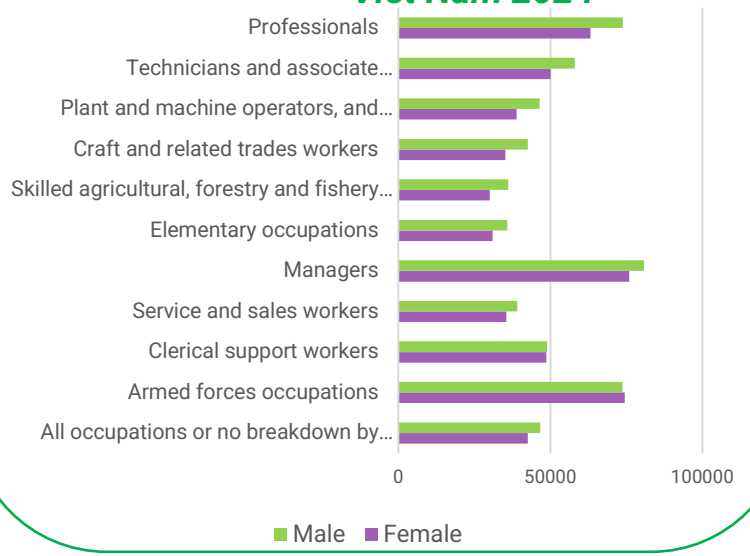


EMPLOYMENT OUTCOMES

I.11

Average hourly earnings of employees by sex and occupation (local currency)

Viet Nam 2024

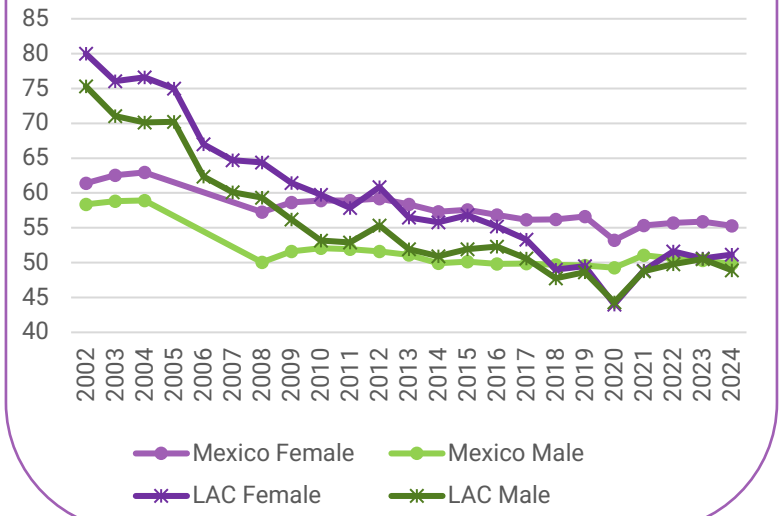


JOB CHARACTERISTICS

I.7

Proportion of informal employment in non-agriculture employment, by sex

Mexico and LAC



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Beyond unemployment: the gender jobs gap

Women are more likely than men to want a job but not have one

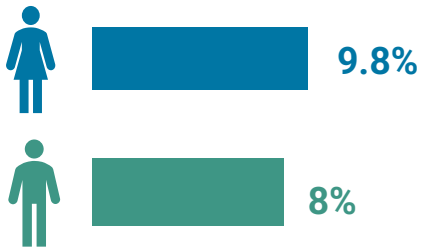
Looking only at unemployment rates understates women's unmet demand for work.
The **jobs gap** shows a much larger gender inequality.

MSGI I.8

UNEMPLOYMENT RATE vs JOBS GAP, ILOSTAT 2023

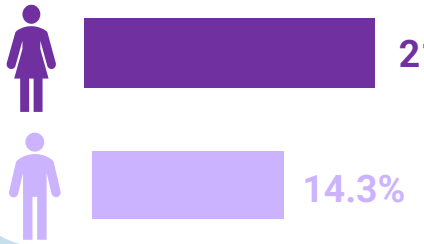
UNEMPLOYMENT RATE

Share of the labour force that is without work, available to start work and actively seeking work.



JOBS GAP

All persons who want employment but do not have a job (including the unemployed, the potential labour force and willing non-job seekers).



The jobs gap captures the broader measure of unmet demand for employment revealing a substantially larger gender inequality than unemployment rates alone.

The UN Minimum Set of Gender Statistics: Evolving to Meet Tomorrow's Challenges

The Minimum Set is a living framework that must continue evolving to reflect changing societies, emerging policy priorities, and new data needs.

Respond to emerging issues

- Digital transformation and AI
- Population ageing and demographic shifts
- Economic shifts
- Climate change and environmental risks

Expand future indicators

- Identify new areas where gender data are needed
- Ensure the framework remains relevant for monitoring inequalities

Go beyond indicators with data stories

- Explore intersectionality
- Connect indicators across domains
- Provide deeper insights into lived experiences and policy challenges

Strengthen evidence for decision-making

- Support more integrated analysis
- Inform responsive and inclusive policies
- Maintain international comparability while adapting to new priorities

Building on a strong foundation, the UN Minimum Set should continue evolving to remain relevant, responsive, and fit for the future.

United Nations

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