



THE PURSUIT OF GENDER EQUALITY : AN UPHILL BATTLE

Canberra

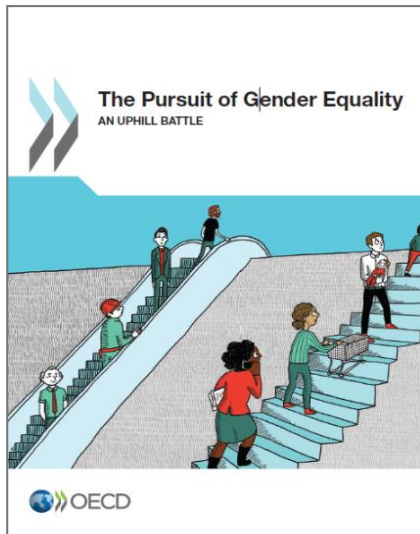
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Some progress, but much left to do!



OECD Council
Ministerial Level
Paris, 7-8 June 2017



- What have OECD countries and other Adherents achieved since the adoption of the OECD Gender Recommendations?
- Some progress, e.g. fathers taking leave, pay transparency initiatives, and women in leadership. But, overall gender inequalities in various social and economic outcomes persist.

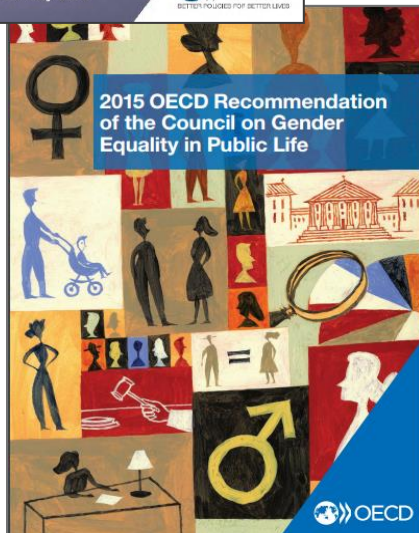


Gender equality is not only a fundamental human right. It is also a keystone of a prosperous, modern economy that provides sustainable inclusive growth

- Increases in educational attainment accounted for about half of economic growth since 1960, and that owes a lot to bringing more girls and young women to higher levels of education.
- In the face of sluggish growth, ageing societies and increasing educational attainment of young women, the cost of inaction is high: reducing the gender gap in labour force participation by 25% by 2025 could add 1 percentage point to projected baseline GDP growth across the OECD over the period 2013-25, and almost 2.5 percentage points if such gaps were halved by 2025.



The OECD Recommendations on Gender Equality in Education, Employment, Entrepreneurship and Public Life include measures to:



- Provide equal access to quality education and opportunities, e.g. work on curricula, STEM initiatives.
- Promote work/life balance, address discrimination, women in leadership positions, eliminate gender pay gaps
- Reduce barriers to gender inequality in entrepreneurship, e.g. access to finance, mentoring and coaching supports
- Address gender issues in the implementation and evaluation of laws and budgets, public leadership positions
- Based on these principles the OECD pushes for change in countries and other international fora, e.g. G7, G20 and initiatives, e.g. EPIC.



The Pursuit's assessment is based on specific questionnaires and a wide range of OECD work

Gender Equality Questionnaires

The OECD Gender Portal – www.oecd.org/gender/

The ABC of Gender Equality in Education, Education at a Glance and OECD PISA.

Economic Surveys, e.g. Austria, India, Sweden en Canada - forthcoming

Employment Outlook, Dare to Share, Building an Inclusive Mexico

Entrepreneurship at a Glance, Inclusive Business Creation: a Good Practice Compendium

Toolkit for implementing Gender Equality in Public Life

SIGI 2018, GENDERNET - Gender Marker

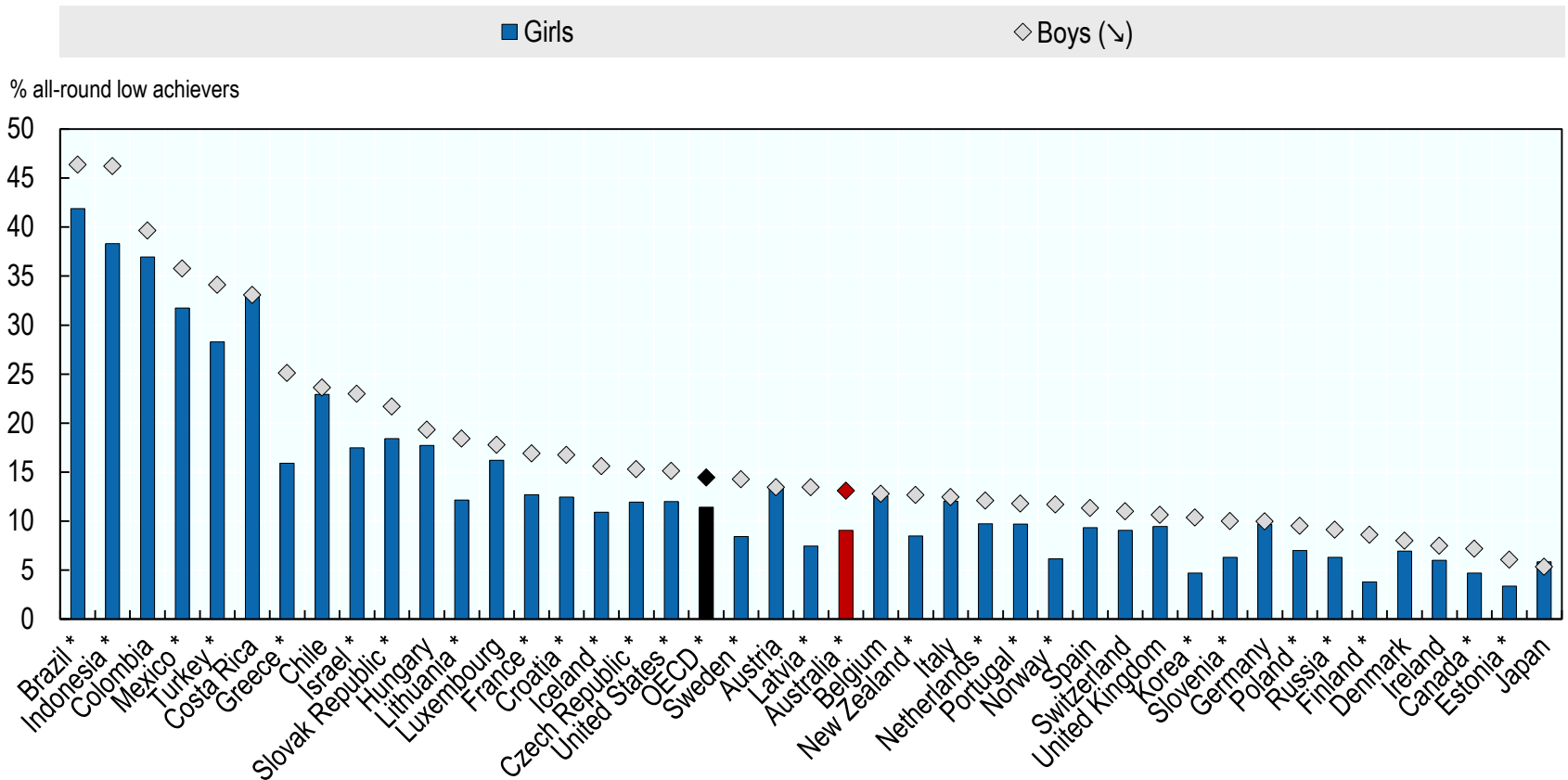


The Uphill Battle: the Persistent Gender Gaps in Education, Employment, Entrepreneurship and Public life



Boys are often more likely than girls to be all-round low achievers

Proportion (%) of students that are all-round low achievers in PISA reading, mathematics, and science, by gender, 2015



Note: In countries marked with an asterisk (*), the gender gap in the proportion of all-round low-achievers is statistically significant at the 5% level.

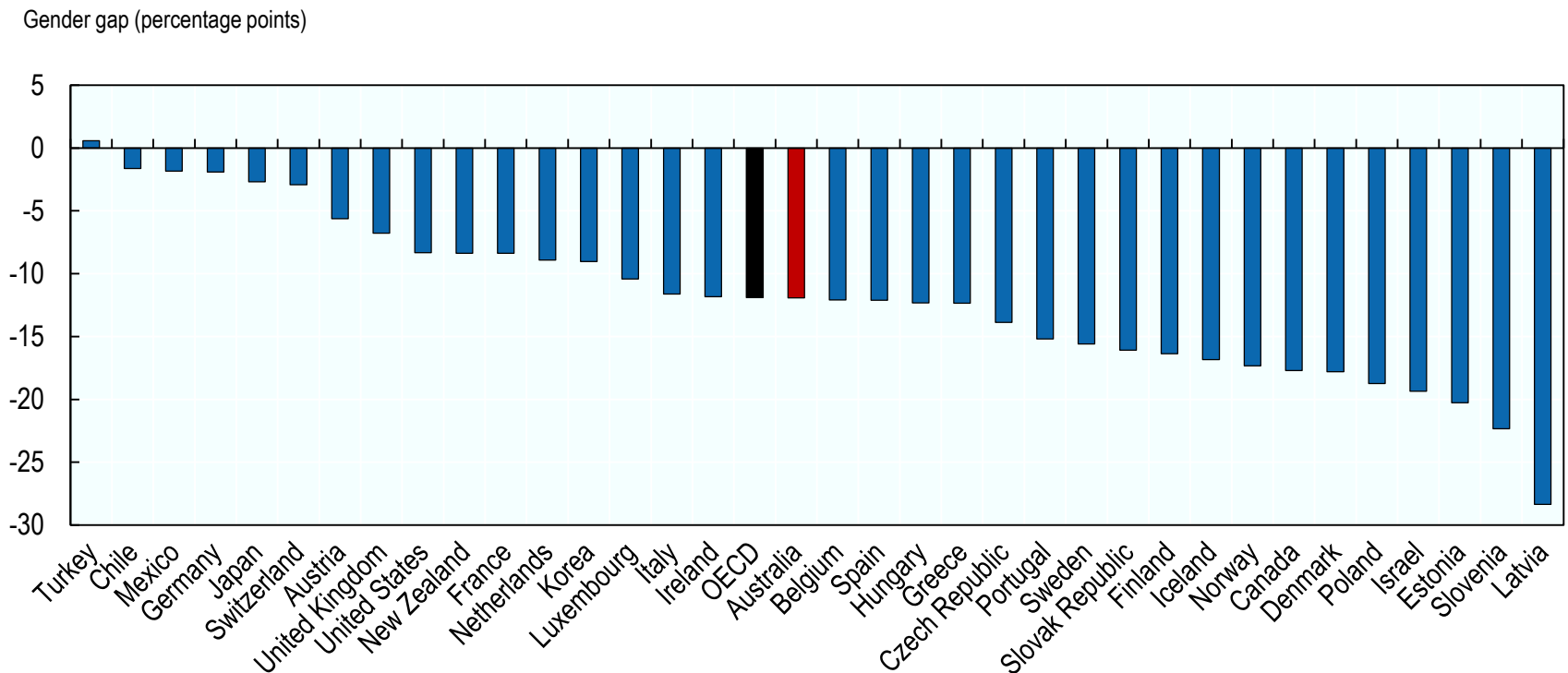
Source: OECD PISA 2015 Database, <http://www.oecd.org/pisa/data/> and OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris.

<http://dx.doi.org/10.1787/888933574399>



Young women obtain higher levels of educational attainment than young men in almost all OECD countries

Gender gap (male minus female) in the share of the population that has attained tertiary education, 25-34 year olds, 2015 or latest available year



Note: Data for Chile refer to 2013 and for France to 2014. "Tertiary education" includes all types of tertiary-level qualifications – i.e. short-cycle tertiary qualifications (Levels 5 of the International Standard Classification of Education 2011), bachelor or equivalent level qualifications (ISCED 2011 Level 6), master or equivalent level qualifications (ISCED 2011 level 7), and doctoral or equivalent level qualifications (ISCED 2011 level 8).

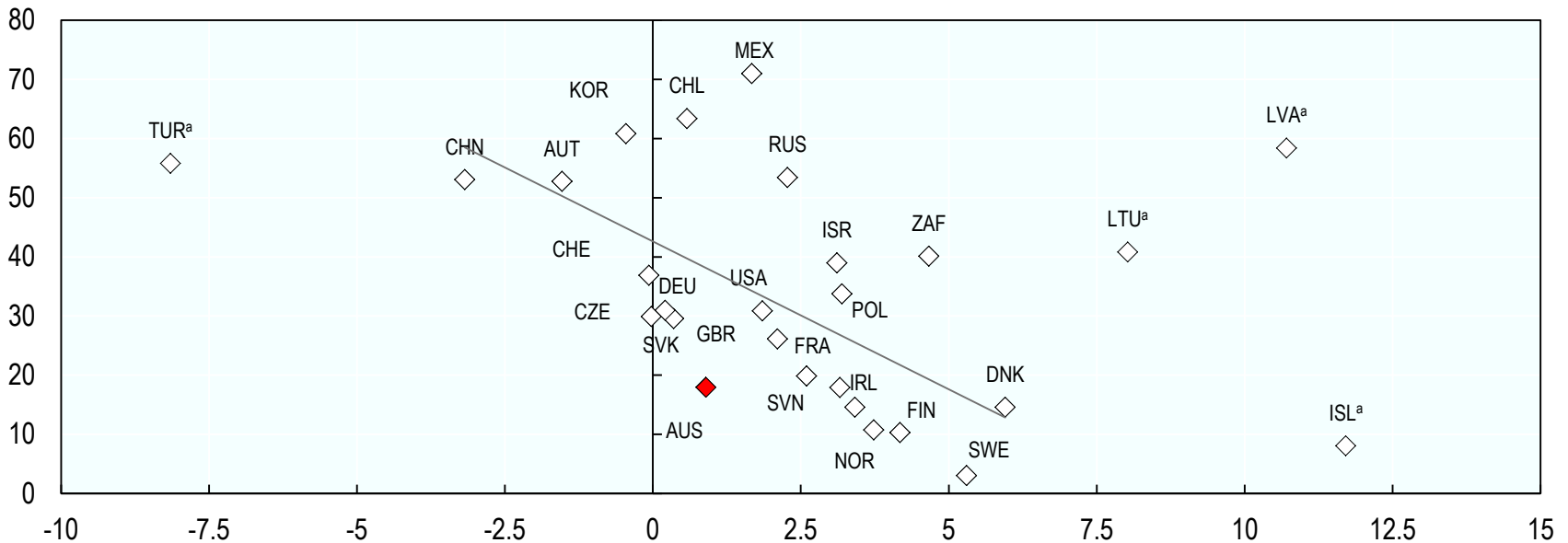
Source: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264281318-en>



The wider the gender education gap in favour of women, the more pronounced gender egalitarian attitudes are

Scatterplot between the gender gap in the in the share of 25-34 year olds that have attained at least upper secondary education and the proportion (%) of 25-34 year olds that agree with the statement: "A preschool child is likely to suffer if his or her mother works"

Proportion (%) of 25-34 year -olds that agree with the statement



Gender gap (percentage point) in the share of 25-34 year-olds that have attained at least upper secondary education

Notes: Data on the gender gap in the share of 25-34 year olds that have attained at least upper secondary education refer to 2015, except for China (2010), Chile and the Russian Federation (2013), and France (2014). Data on attitudes refer to 2012. Data on attitudes for Germany refer to West Germany only.

a) Iceland, Latvia, Lithuania and Turkey are considered outliers and are excluded from the calculation of the line of best fit.

Source: OECD (2016), Education at a Glance 2016: OECD Indicators, <http://dx.doi.org/10.1787/eag-2016-en>, and OECD Secretariat calculations based on International Social Survey Programme (ISSP) 2012, www.issp.org/;

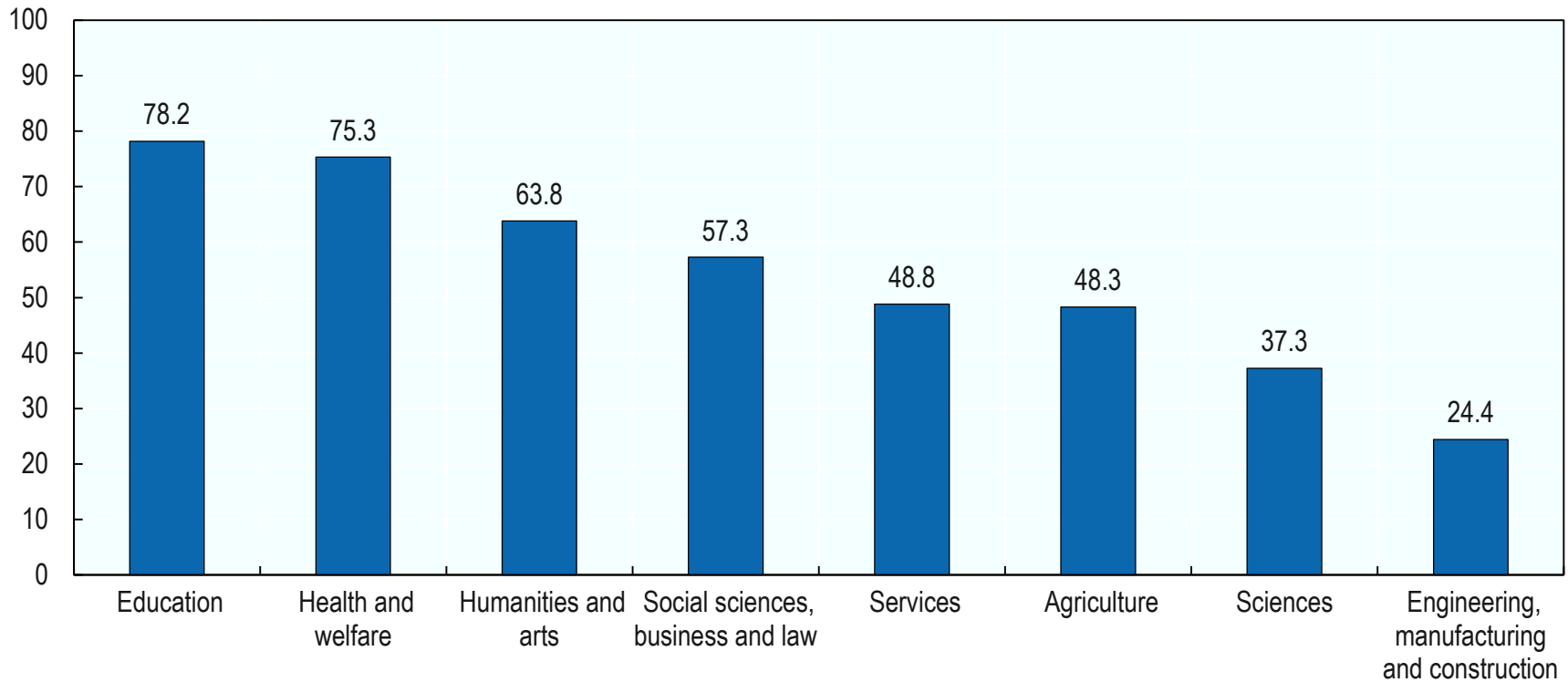
See: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574152>.



But young men and women choose different fields of study.

Female share (%) of new entrants into tertiary education, by field of education, OECD average, 2014

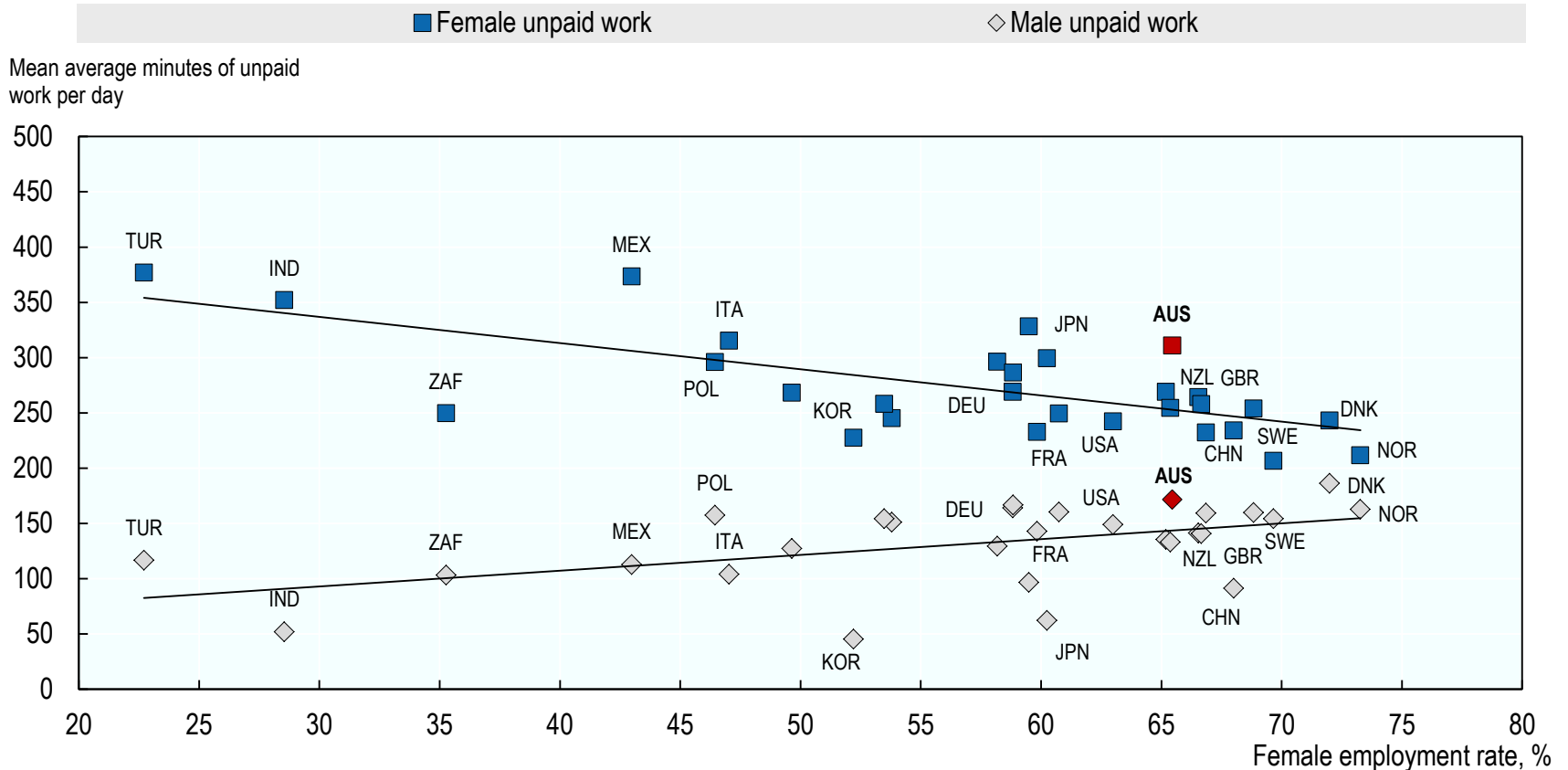
Female share (%) of entrants





Women do more *unpaid* work than men, while a better gender balance in unpaid work correlates with smaller gender employment gaps

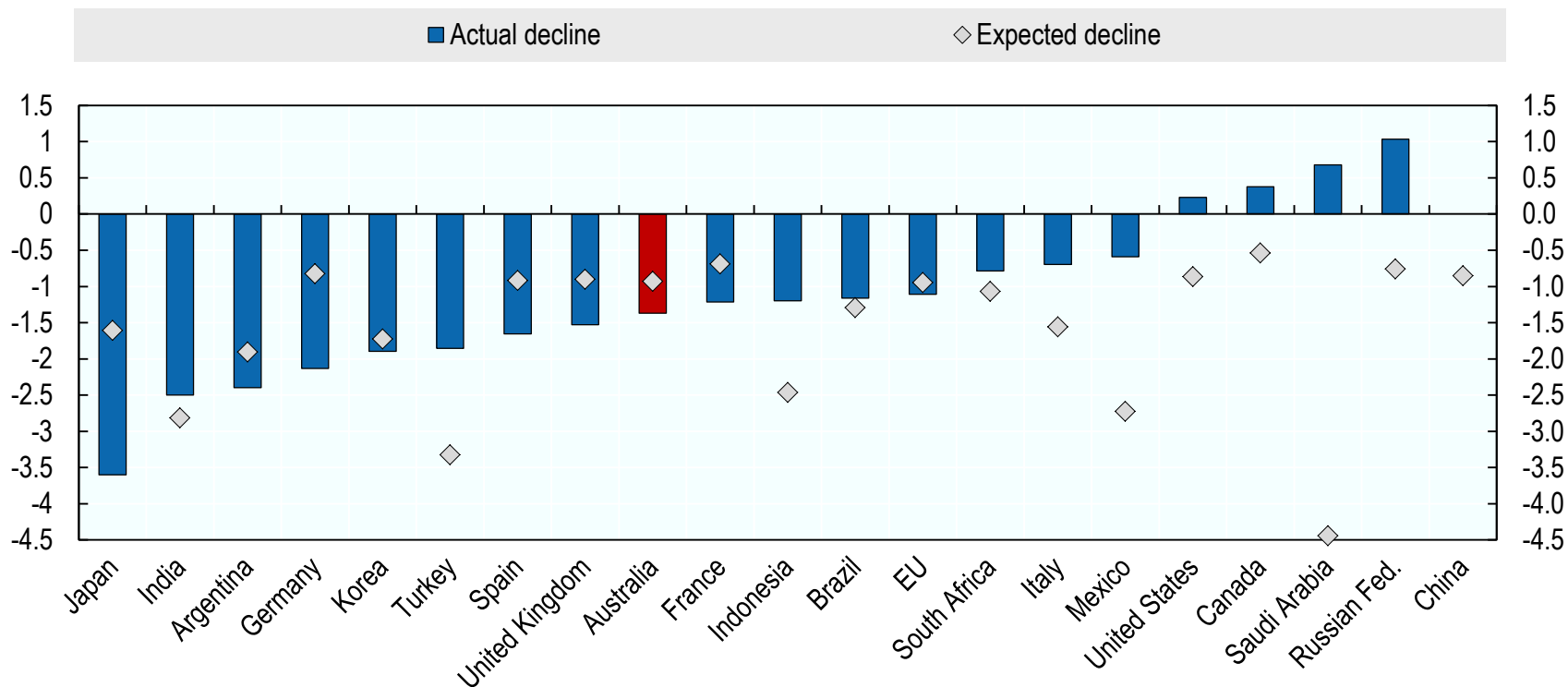
Mean average minutes per day in unpaid work, by gender, and female employment rates, 15-64 year-olds





Women's labour force participation is below that of men, but most countries are making progress towards the G20 Brisbane 25*25 target on reducing such gaps

Actual versus expected decline in gender gap in labour force participation, 2012-2016, percentage points



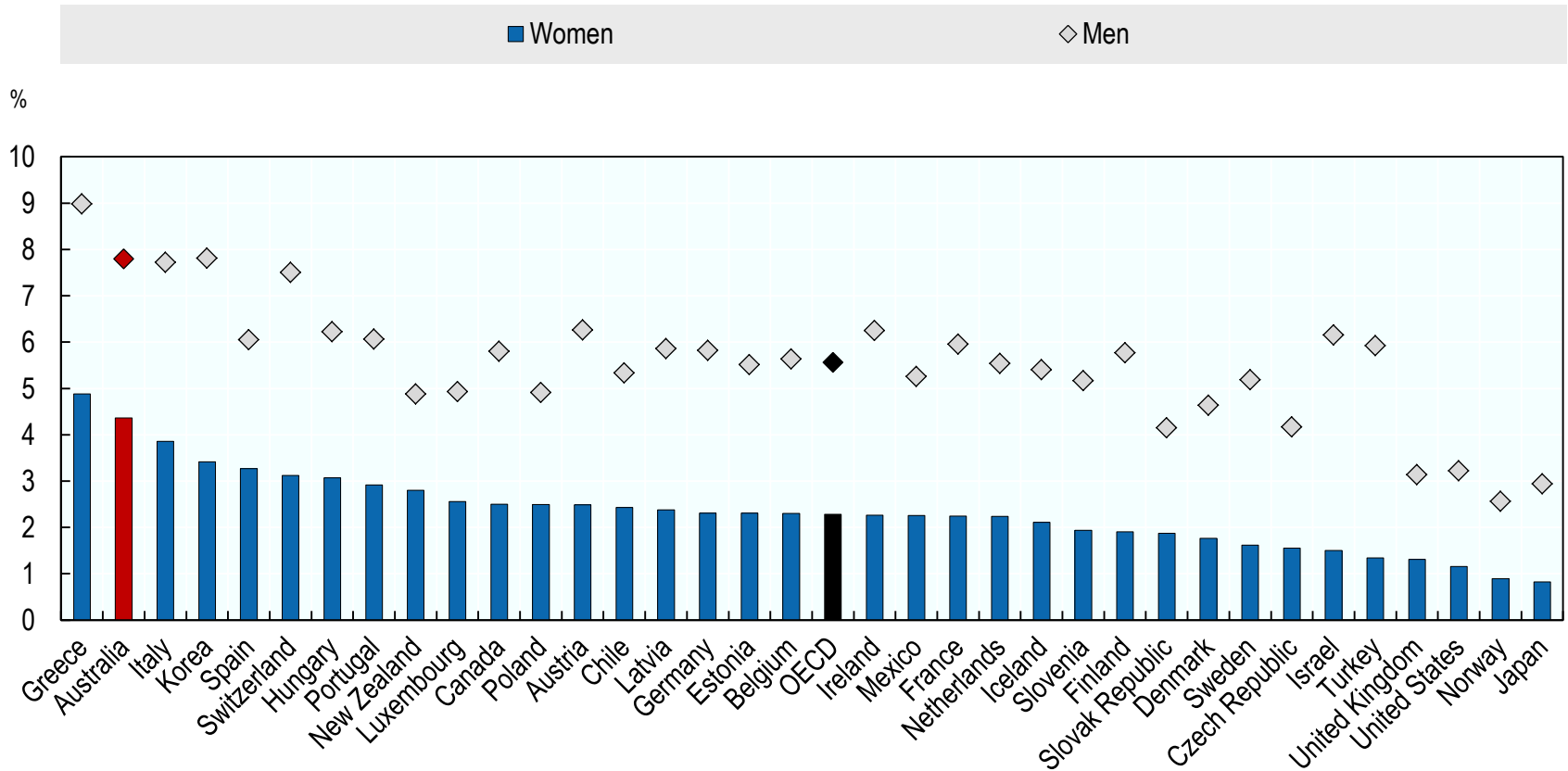
Note: The actual decline refers to the observed change in the gender gap between 2012 and 2016 (2015 for Brazil and India). For 2016, the data refer to Q2 for Argentina and an average of Q2 and Q3 for Saudi Arabia. The expected decline in the gender gap between 2012 and 2016 refers to the cumulated annual decline required in each country to achieve the G20 target (i.e. four-thirteenths of the overall target decline of 25% in the gender gap). For China, no recent data are available to calculate the actual decline in the gender gap and the data for 2012 have been projected to calculate the expected decline in the gender gap. The data refer to the population aged 15 and over for India and 16-64 for the United States.

Source: OECD calculations based on national labour force surveys and, for China, census data.



Men are twice as likely as women to be entrepreneurs...

Percent of workers who are employers, by sex, 15-64 year-olds, 2016 or latest available



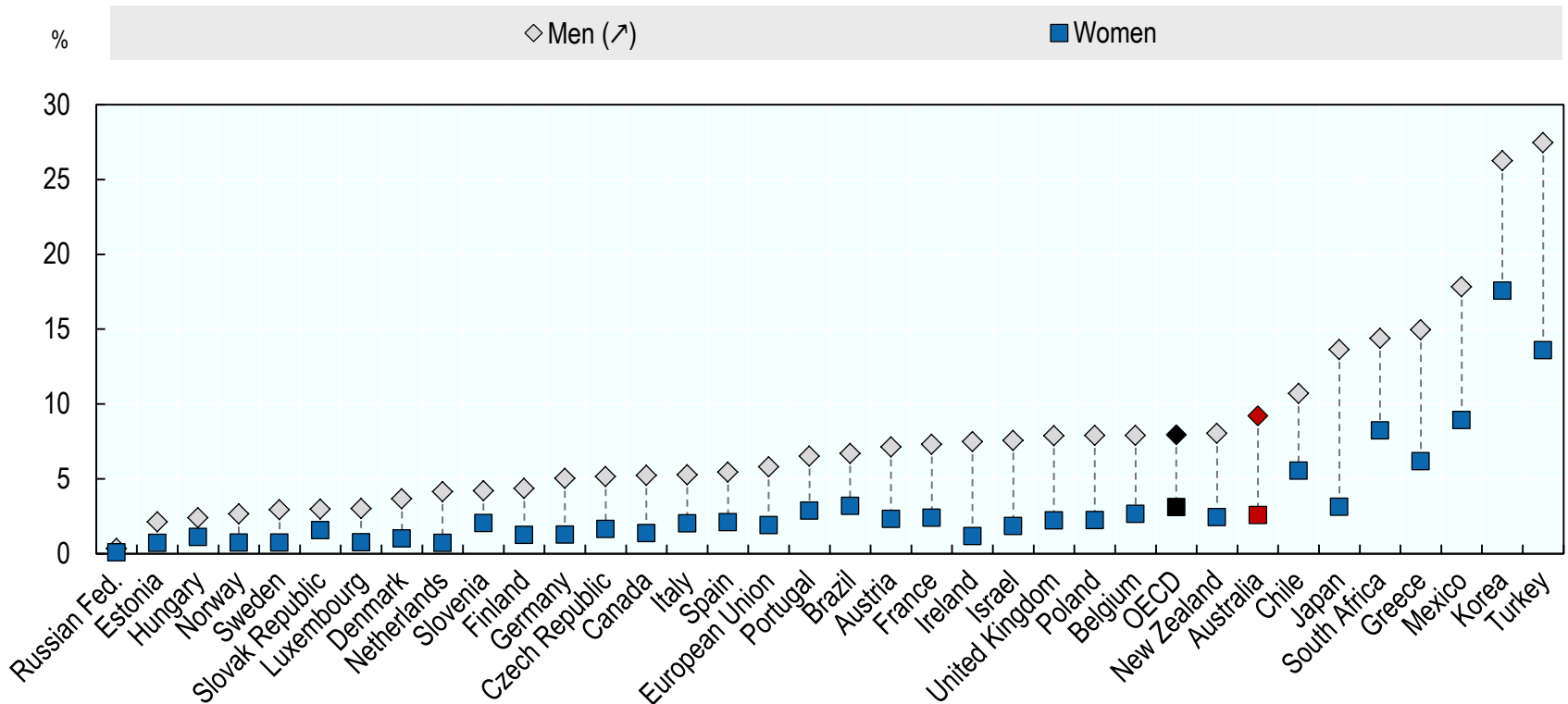
Notes: Data for Australia, Chile, Canada, Mexico, New Zealand, the United States, and the OECD average refer to 2015. Data for Australia, Chile, Israel, and Korea refer to 15+ year-olds, and for the United States to 16-64 year-olds. "Employers" are self-employed workers with their own employees.

"Source: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris. <http://dx.doi.org/10.1787/888933575615>.



...Men are much more likely to spend more time at the workplace than women...

Percentage of employed with usual weekly working hours equal to or greater than 60 hours per week(a), by gender, 2014 or latest available year



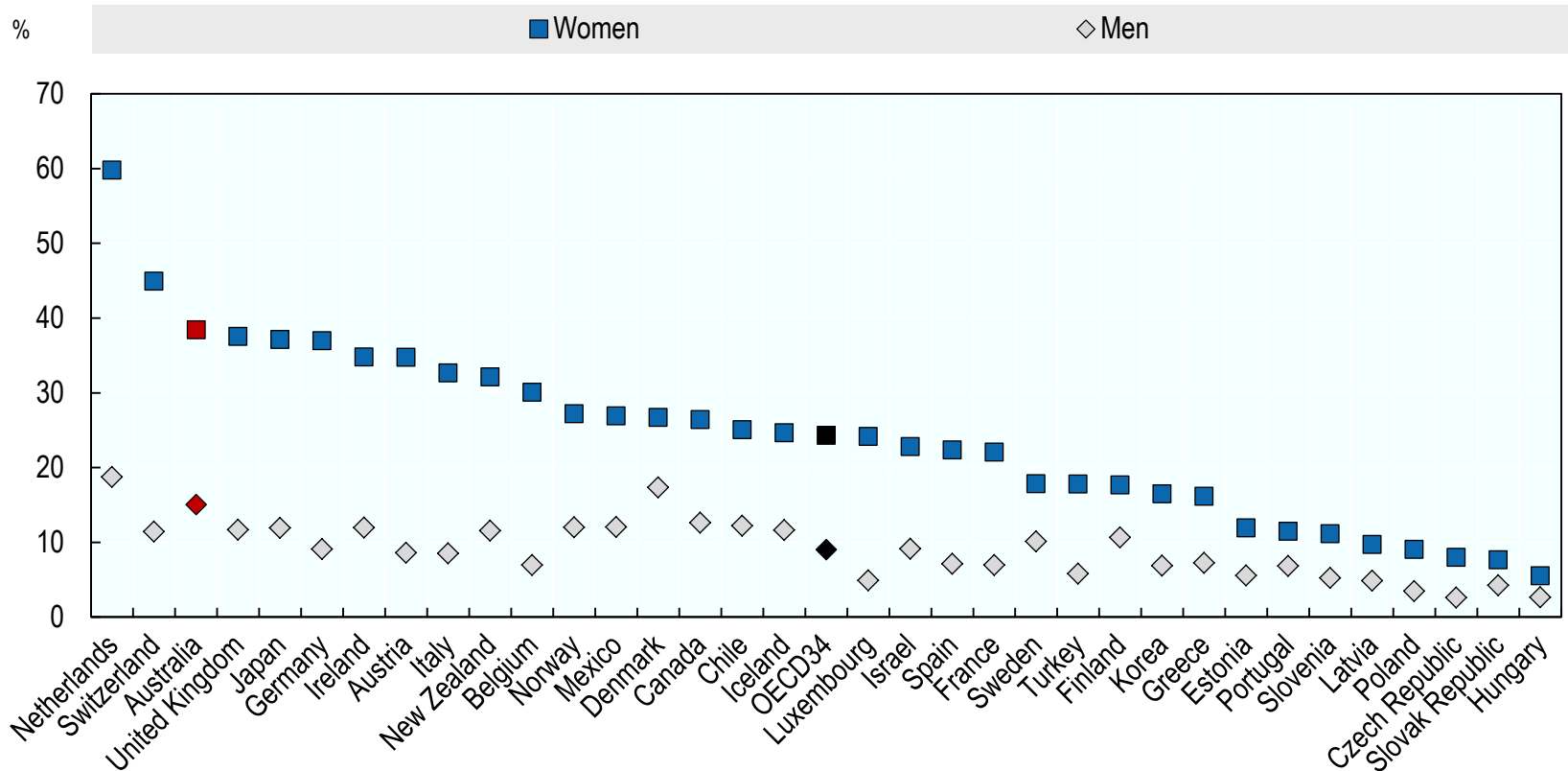
Note: Data refer to usual weekly working hours in the main job only, except for Australia, New Zealand and Norway (usual weekly working hours in all jobs) and Japan and Korea (actual weekly working hours in all jobs). a) Data for Korea refer to actual weekly working hours equal to or greater than 54 hours per week.

Source: OECD Secretariat calculations based on national household and labour force surveys; Pesquisa Nacional por Amostra de Domicílio (PNAD) for Brazil; the European Union Statistics on Income and Living Conditions (EU-SILC) survey for Turkey; and the European Social Survey (ESS) for the Russian Federation. See: OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/888933573810>.



...and when in employment, women are more likely to work part-time

Percent of all employed in part-time employment, all ages, by sex, 2016 or latest



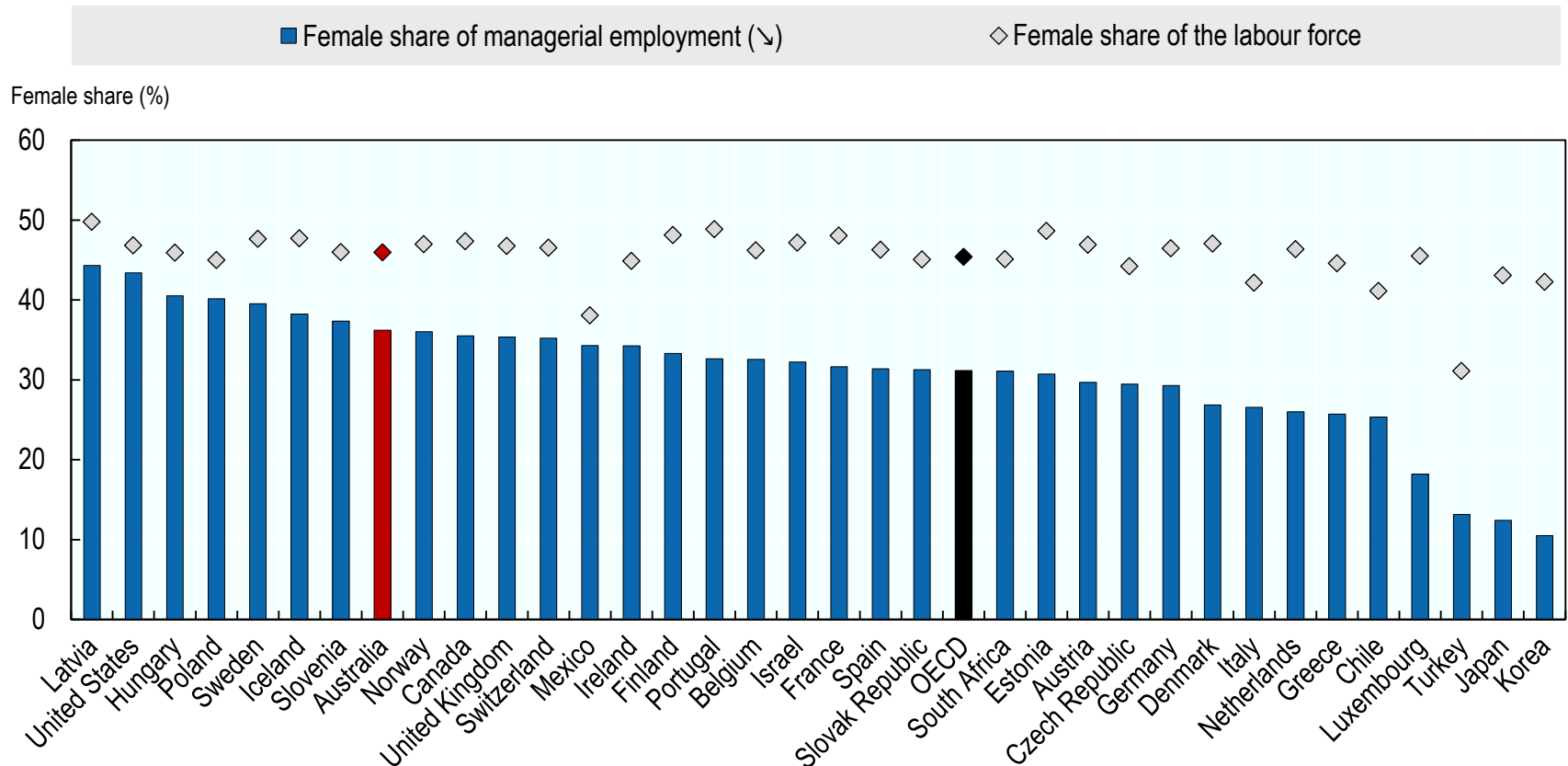
Note: Part-time employment is based on a common 30-usual-hour cut-off in the main job.

Source: OECD Employment Database, <http://www.oecd.org/employment/emp/onlineoecdemploymentdatabase.htm>



These gender gaps in employment participation have ramifications for career progression in private sector employment.....

Female share of management employment and female share of labour force, all ages, 2015 or latest available year

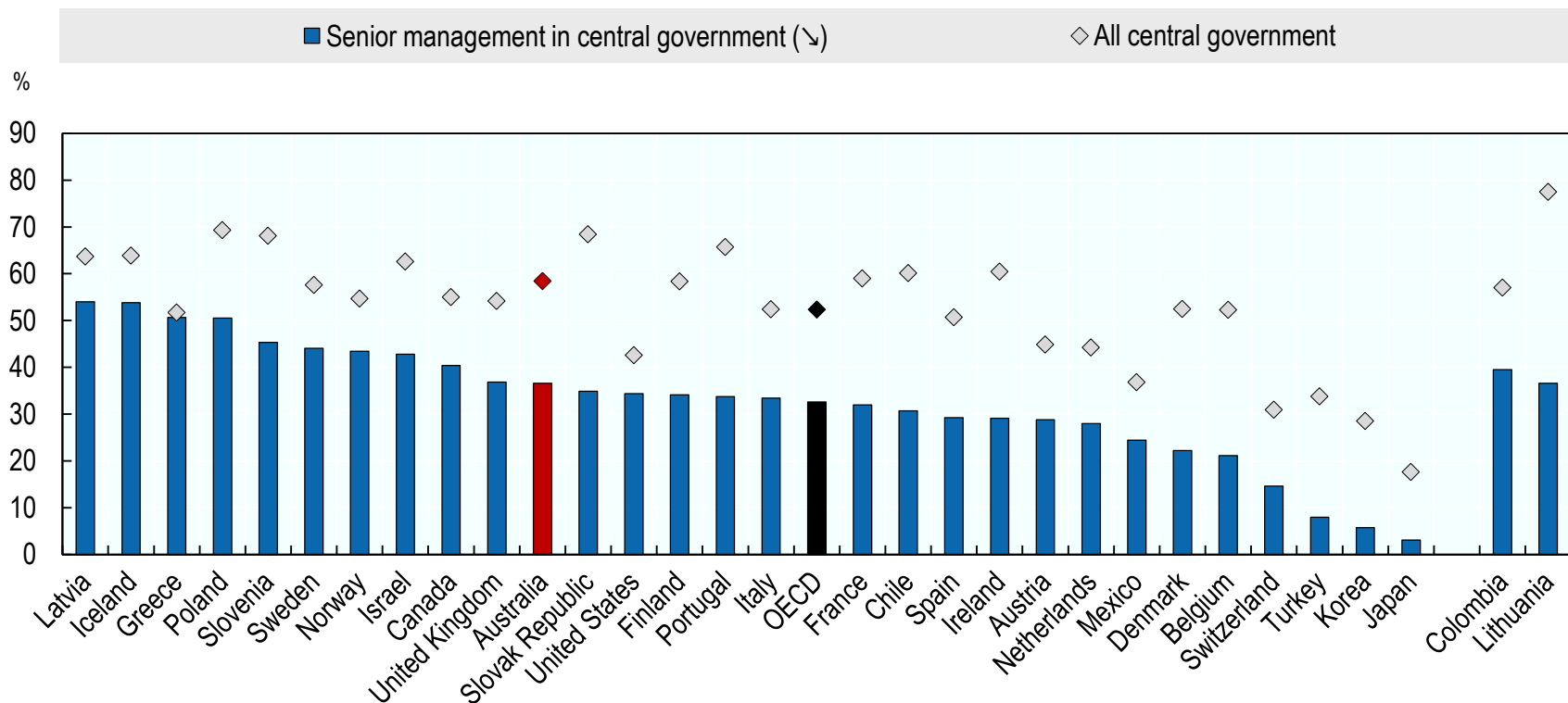


Notes: Data for the United States refer to 2013, and for Australia and Canada to 2014. Data on managerial employment refer to the female share of the employed that hold jobs classified in International Standard Classification of Occupations (ISCO) 08 category one (as managers) (ISCO 88 category one for Canada, Chile, and the United States). "Source: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264281318-en>.



... and in the public sector, even though women often make up more than half of employees in central government

Female share of employment in senior management in central government, and female share of all employment in central government, 2015 or nearest available yeara



Notes: Data coverage and the classification of occupations in central government sometimes vary across countries. For more detail and country-specific notes, please see OECD (2017), Government at a Glance 2017 (http://dx.doi.org/10.1787/gov_glance-2017-en) Figure 3.8 and Annex D.

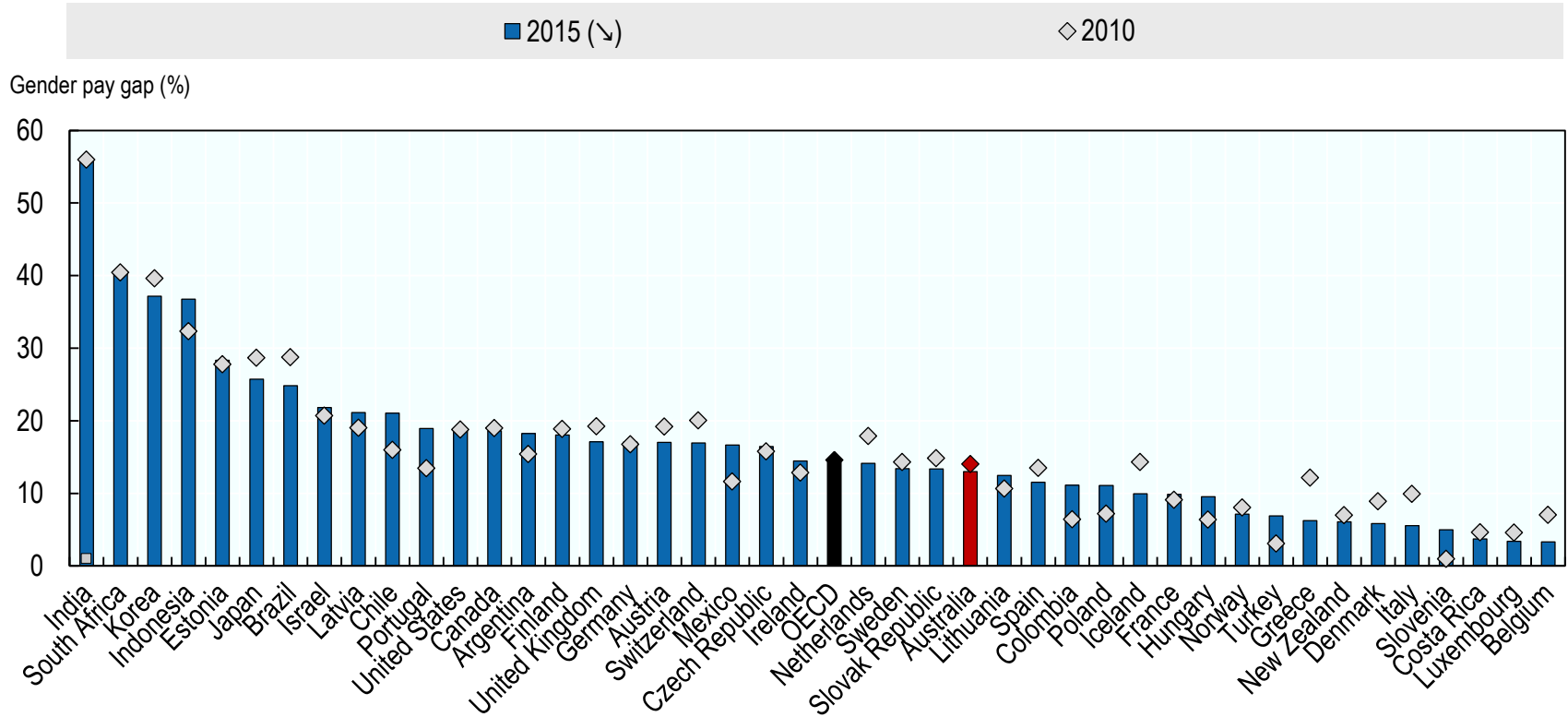
a) Data for Italy and France refer to 2014, and for the United Kingdom to 2016. Data for senior management positions in Korea are for 2016.

Source: OECD (2017), Government at a Glance 2017, OECD Publishing, Paris, http://dx.doi.org/10.1787/gov_glance-2017-en, see OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574893>.



These factors contribute to stability in the median monthly gender pay gap for full-time employees

Gender gap in median monthly earnings full-time employees, 2010 and 2015 or latest available



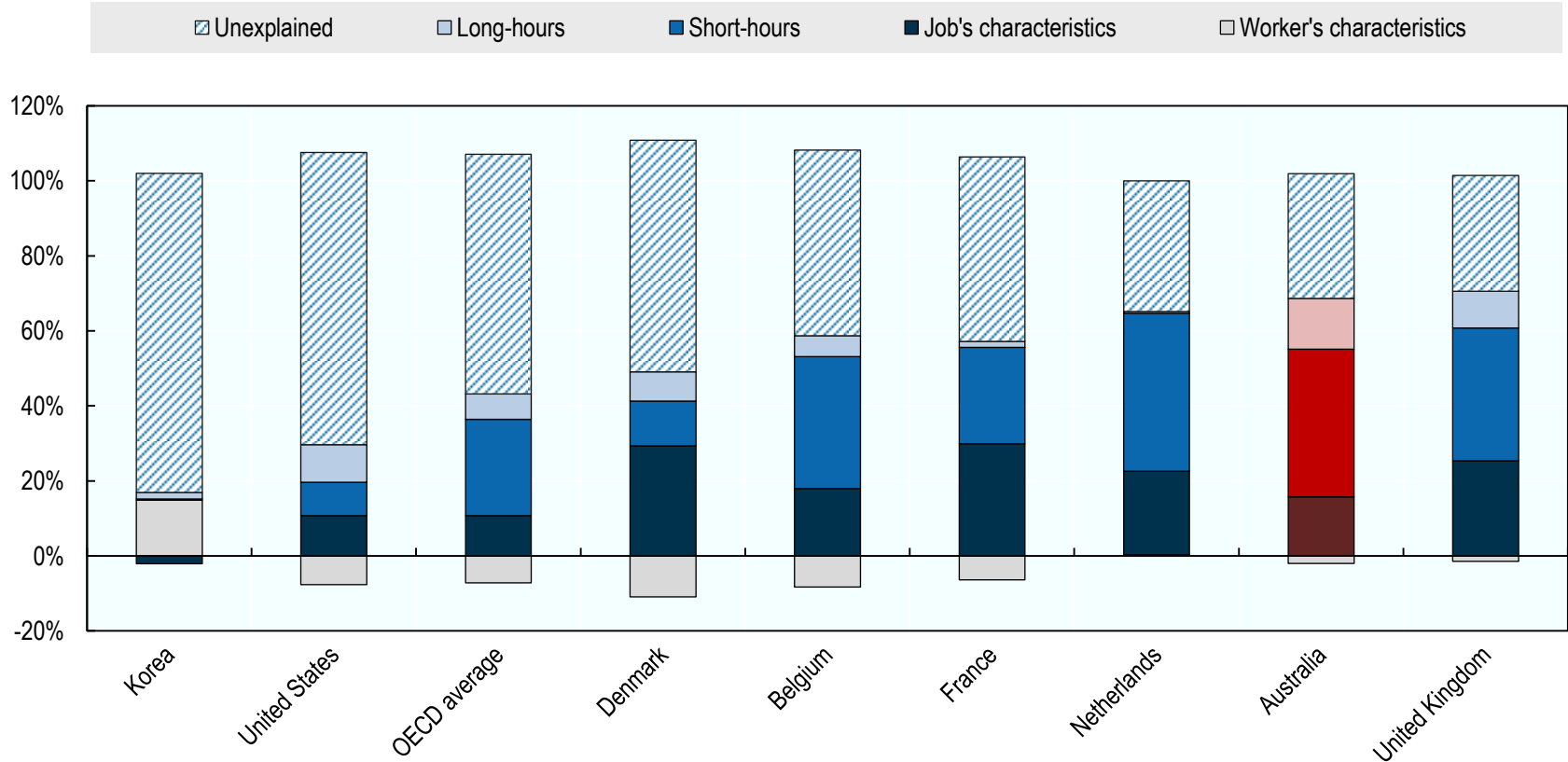
Note: The gender gap in median monthly earnings is defined as the difference between male and female median monthly earnings divided by male median monthly earnings for full-time employees. Full-time employees are defined as those individuals with usual weekly working hours equal to or greater than 30 hours per week. Data refer to weekly earnings for Australia, Canada, India, Ireland, the United Kingdom and the United States, and to hourly wages for Denmark, Greece, Iceland, New Zealand, Portugal and Spain. For years see OECD (2017).

Sources: OECD Employment Database (<http://www.oecd.org/employment/emp/onlineoecdemploymentdatabase.htm>) for OECD countries, Colombia and Costa Rica; and OECD Secretariat calculations based on the Encuesta Permanente de Hogares (EPH) for Argentina, the Pesquisa Nacional por Amostra de Domicilio (PNAD) for Brazil, the National Sample Survey (NSS) for India, the National Labour Force Survey (SAKERNAS) for Indonesia, and the General Household Survey (GHS) for South Africa. See OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574646>.



Gender pay gaps are related to job and worker characteristics, but for a large part are “unexplained”

Decomposition of the gender gap in mean monthly earnings, all employees, 2014 or latest available



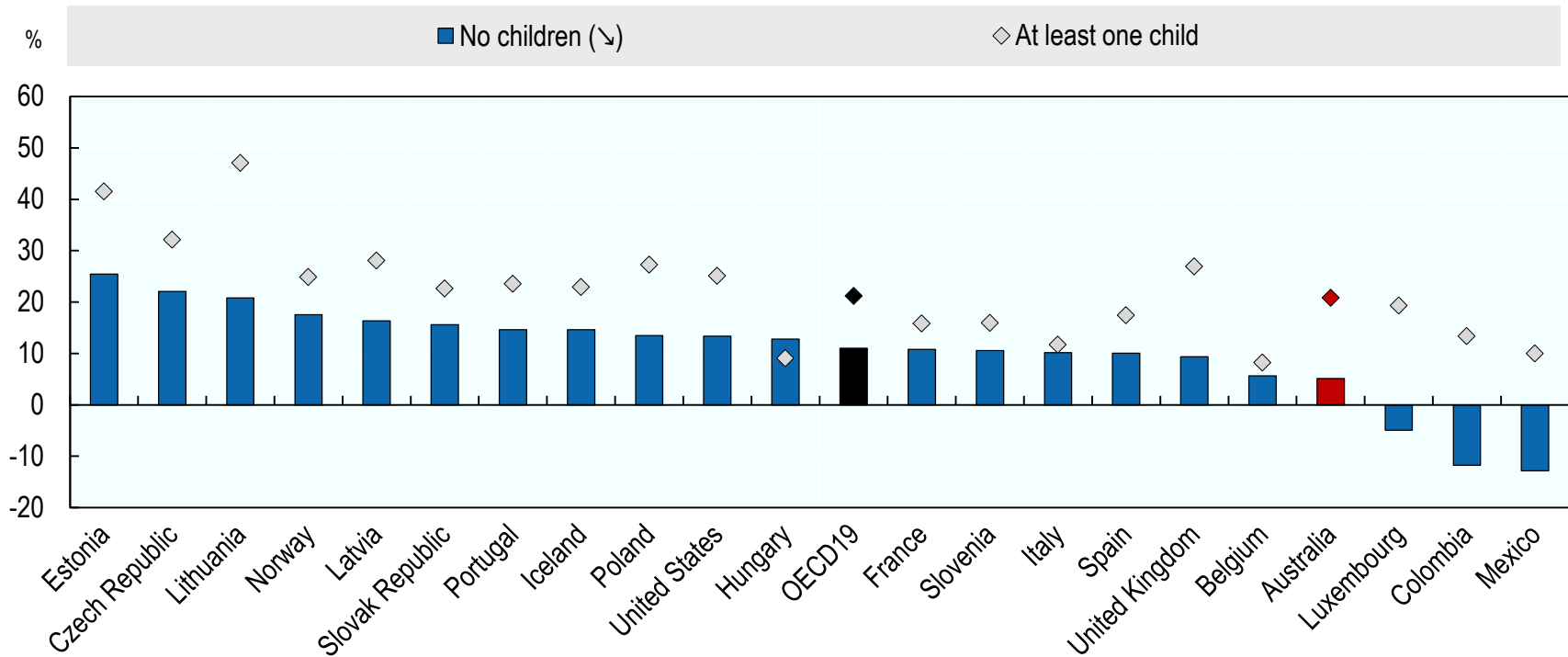
Note: Countries are arranged from left to right in descending order of the proportion of the unexplained gender pay gap. The decomposition is performed using the Oaxaca-Blinder methodology, using the coefficients from a pooled model over both groups as a reference. Short-hours refer to a dummy variable equal to one in the case the individual works less than 30 hours per week in the main job. Long-hours refer to composition effect of working more than 50 hours per week in the main job. Worker's characteristics refer to a full set of dummies for age categories, educational attainment groups and parenthood status. Job's characteristics refer to a full set of dummies for industry and occupation.

Source: OECD estimates based on Household Income and Labour Dynamics (HILDA) for Australia, EU-SILC for EU countries, Current Population Survey – Annual Social and Economic Supplement (CPS-ASEC) for the United States, see OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574684>.



With gender gaps diverging when children appear in households

Gender gap in median hourly earnings, full-time employees, 25-44 year-olds, by presence of children, 2014



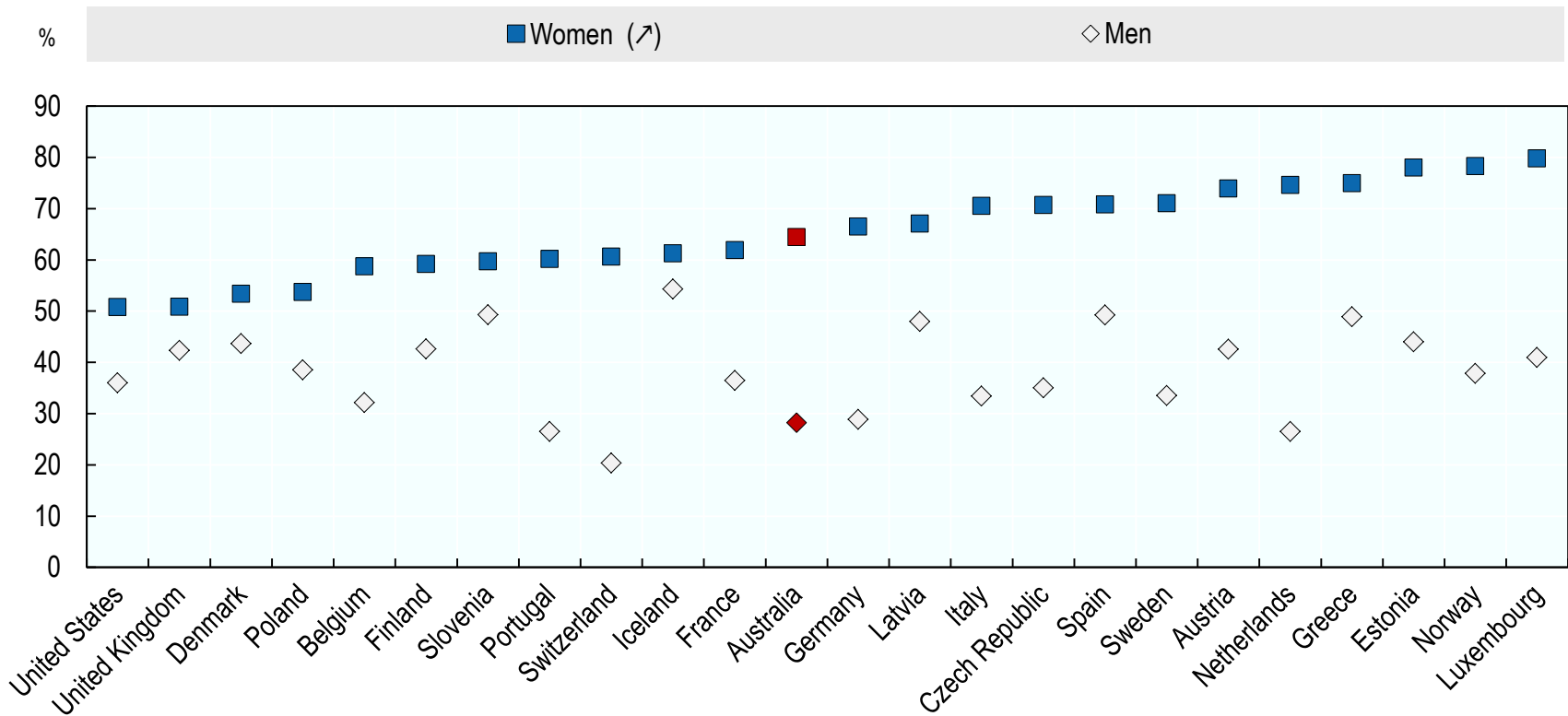
Note: The gender gap in median hourly earnings is defined as the difference between male and female median hourly earnings divided by male median hourly earnings. Full-time employees are defined as those individuals with usual weekly working hours equal to or greater than 30 hours per week. Countries are shown only if the sample size for full-time employed men and women (aged 25-44) with at least one child exceeds 200.

Source: OECD Secretariat calculations based on the European Union Statistics on Income and Living Conditions (EU-SILC) survey for European Union countries, Iceland, Norway and Switzerland, the Household, Income and Labour Dynamics Survey (HILDA) for Australia, the Encuesta Nacional de Calidad de Vida (ECV) for Colombia, the Encuesta Nacional de Ingresos y Gastos de los Hogares (ENIGH) for Mexico, and the United States Current Population Survey Annual Social and Economic Supplement (CPS-ASEC) for the United States, see OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574722>.



Earnings gaps leave women more exposed to financial risk than men

Percentage of the recently separated population who experienced a large (20% or more) year-on-year decrease in their household disposable income, by sex, 2008-11



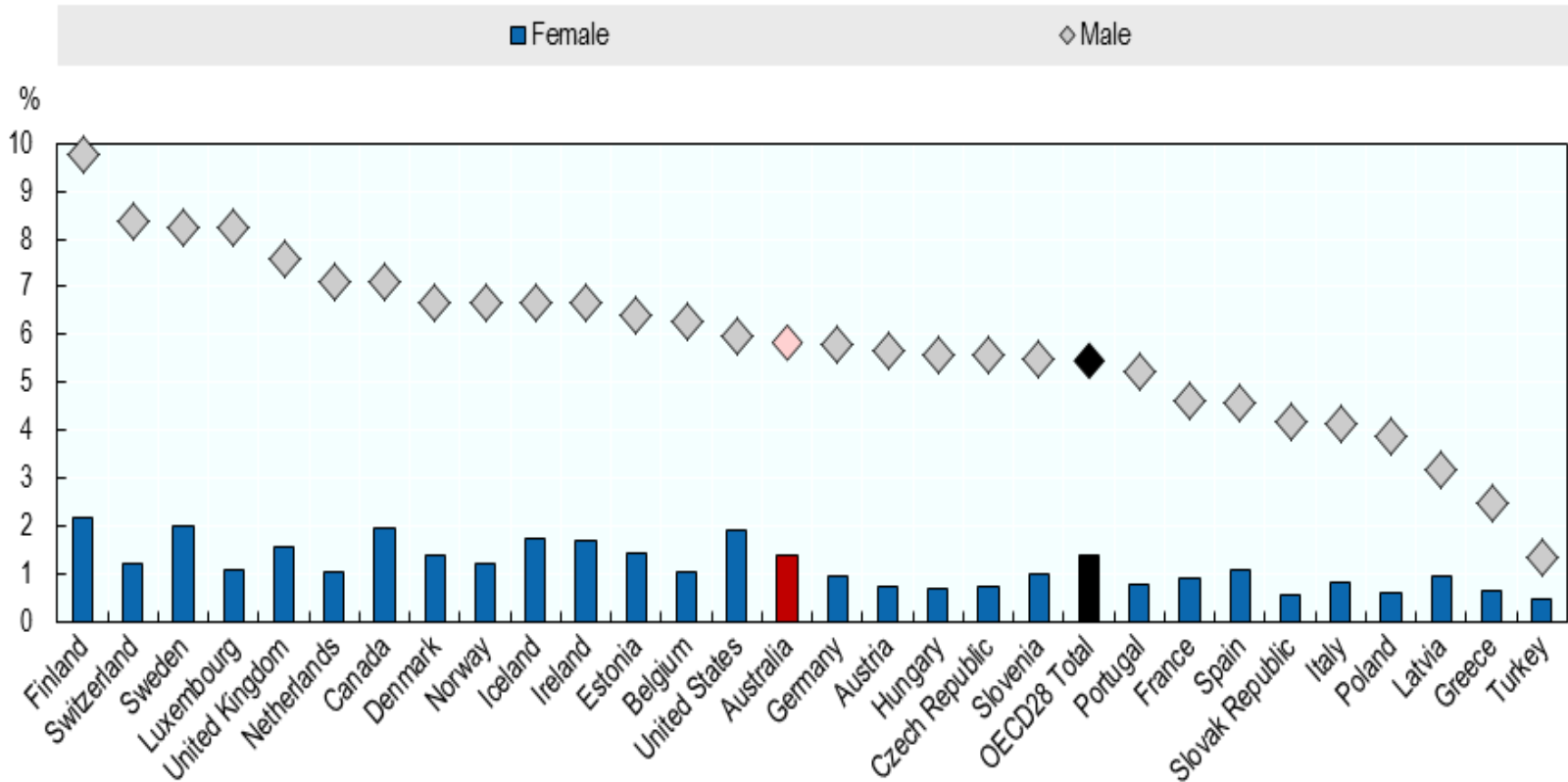
Note: Working-age population. Equivalised household incomes, in real terms. Year-on-year observations were pooled from 2007 to 2013 for each country, and from 2008 to 2012 for the United States.

Source: OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/888933574190>.



Most ICT Specialists are men

ICT specialists as a percentage of all male and female workers, 2014



Notes: ICT specialists are defined as individuals employed in “tasks related to developing, maintaining and operating ICT systems and where ICTs are the main part of their job”. ICT specialists’ figures are based on the following ISCO-08 3-digits occupations: 133, 215, 25, 35, 742. The ‘OECD28 Total’ is the weighted average for all 28 OECD countries with available data.. "Source: OECD (2016b), “Skills for a Digital World: 2016 Ministerial Meeting on the Digital Economy Background Report”, OECD Digital Economy Papers, No. 250, OECD Publishing, Paris, <http://dx.doi.org/10.1787/5jlwz83z3wnw-en>, see Source: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris. <http://dx.doi.org/10.1787/888933575558>.

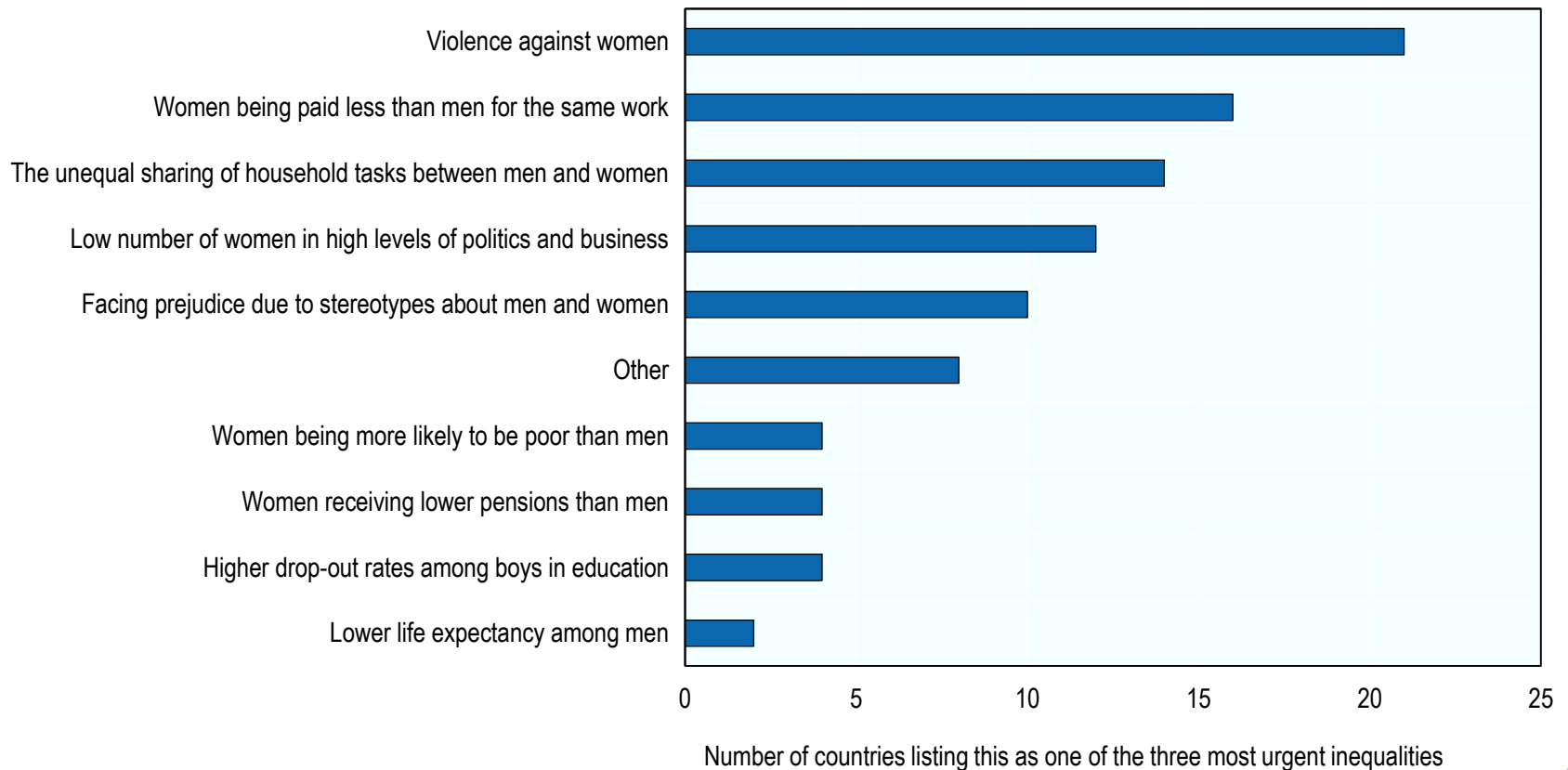


The Uphill Battle: the Policy Response



Policy priorities, address: violence against women; gender pay gaps; and, the unequal sharing of unpaid work

Number of adherent countries listing the following as one of the three most urgent gender equality issues needing to be addressed regarding in their country.



Note: 35 countries responded. Countries could select up to three top priority issues in their country.
Source: OECD ELSAC Questionnaire on Progress in Implementing the 2013 Gender Recommendation



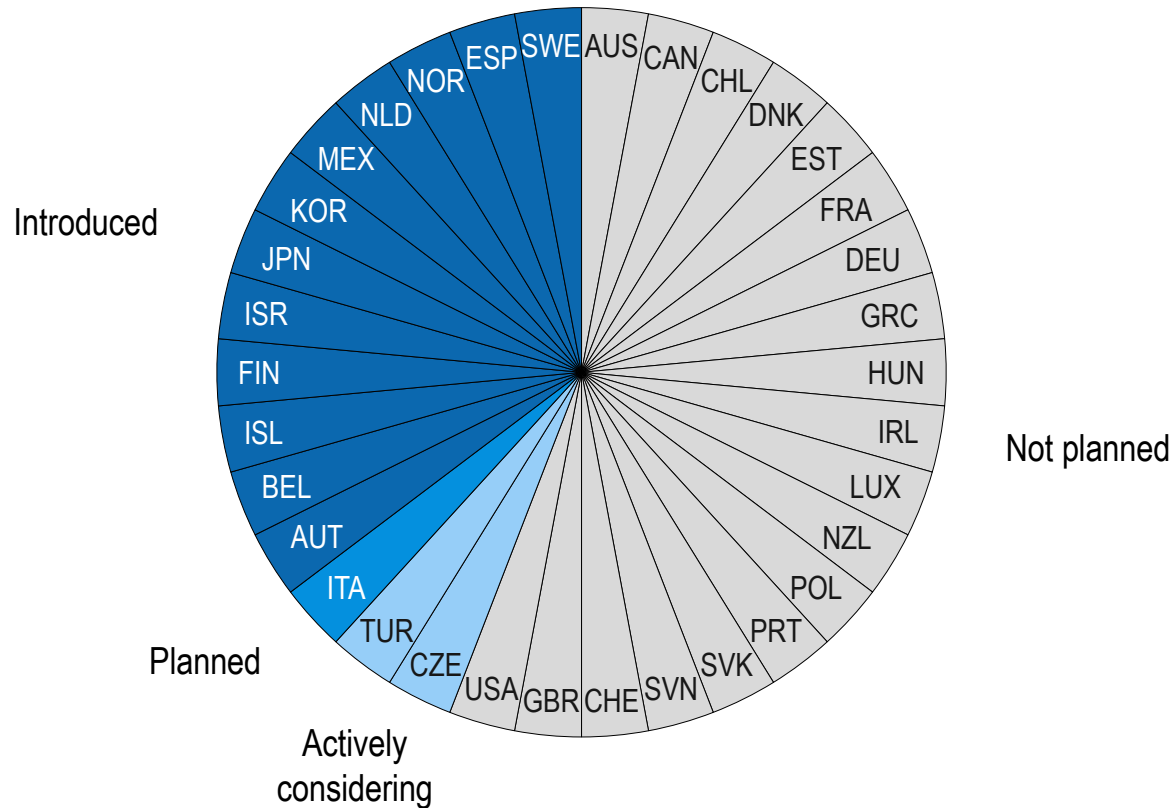
Changing cultures, changing minds

- National strategies towards Violence Against women in Australia, Mexico and Sweden. A multifaceted Approach, including a focus on prevention, funding for services for women and initiatives to change community attitudes to violence and abuse. Evaluation is key, but most OECD countries do NOT have such a holistic approach
- Changing gender stereotypes, e.g. through curricula, Science, Technology, Engineering and Mathematics (STEM) Initiatives, public awareness campaigns
- Pay transparency initiatives, public information campaigns and greater transparency by employers. For example, the Australian Workplace Gender Equality Agency collects sex-disaggregated pay information from large employers and helps companies develop their gender equity objectives to help close the wage gap.



Almost half of OECD Countries have either introduced, plan to introduce or actively considering introducing gender budgeting

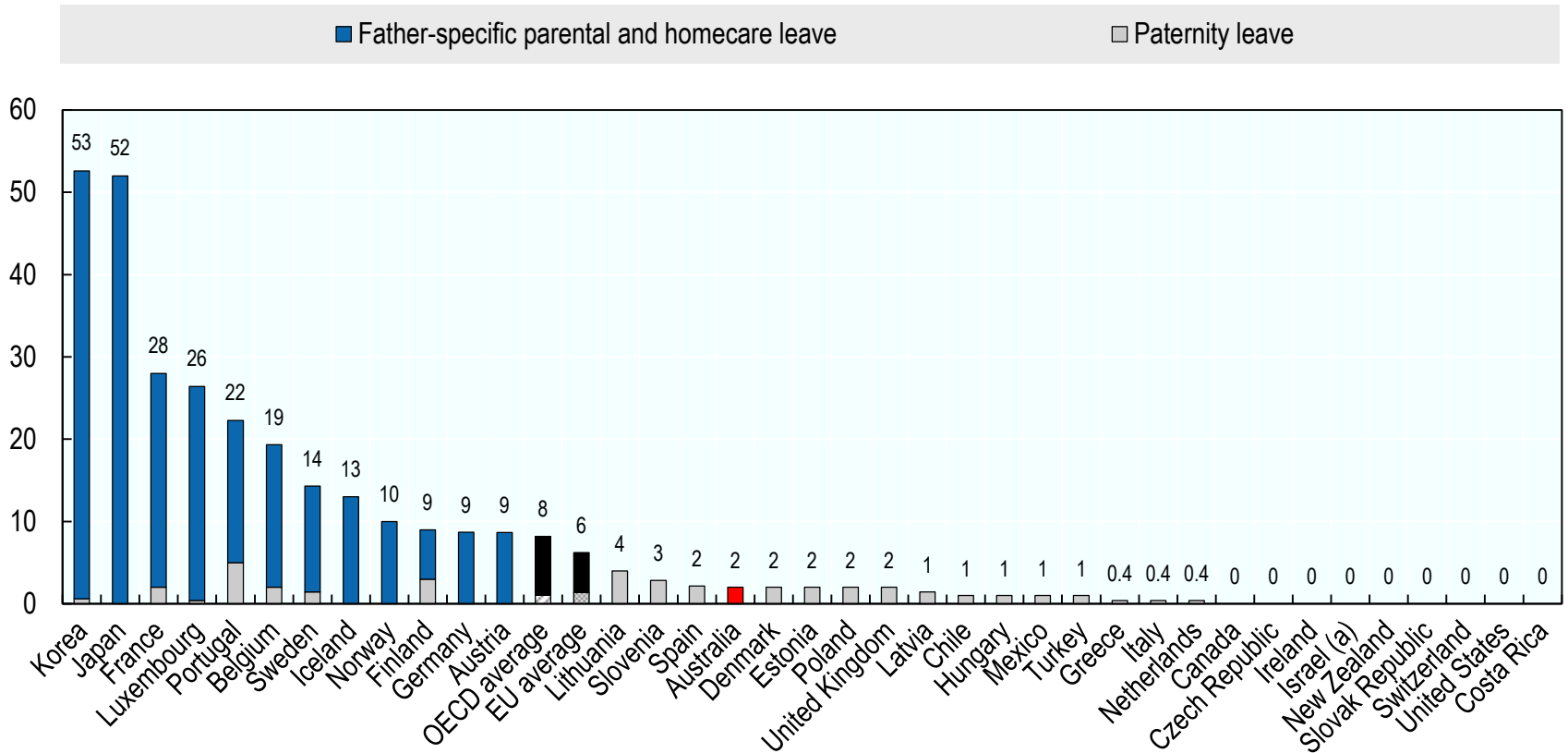
Status of gender budgeting in OECD countries





About one-third of OECD countries target at least 2 months of paid leave at fathers

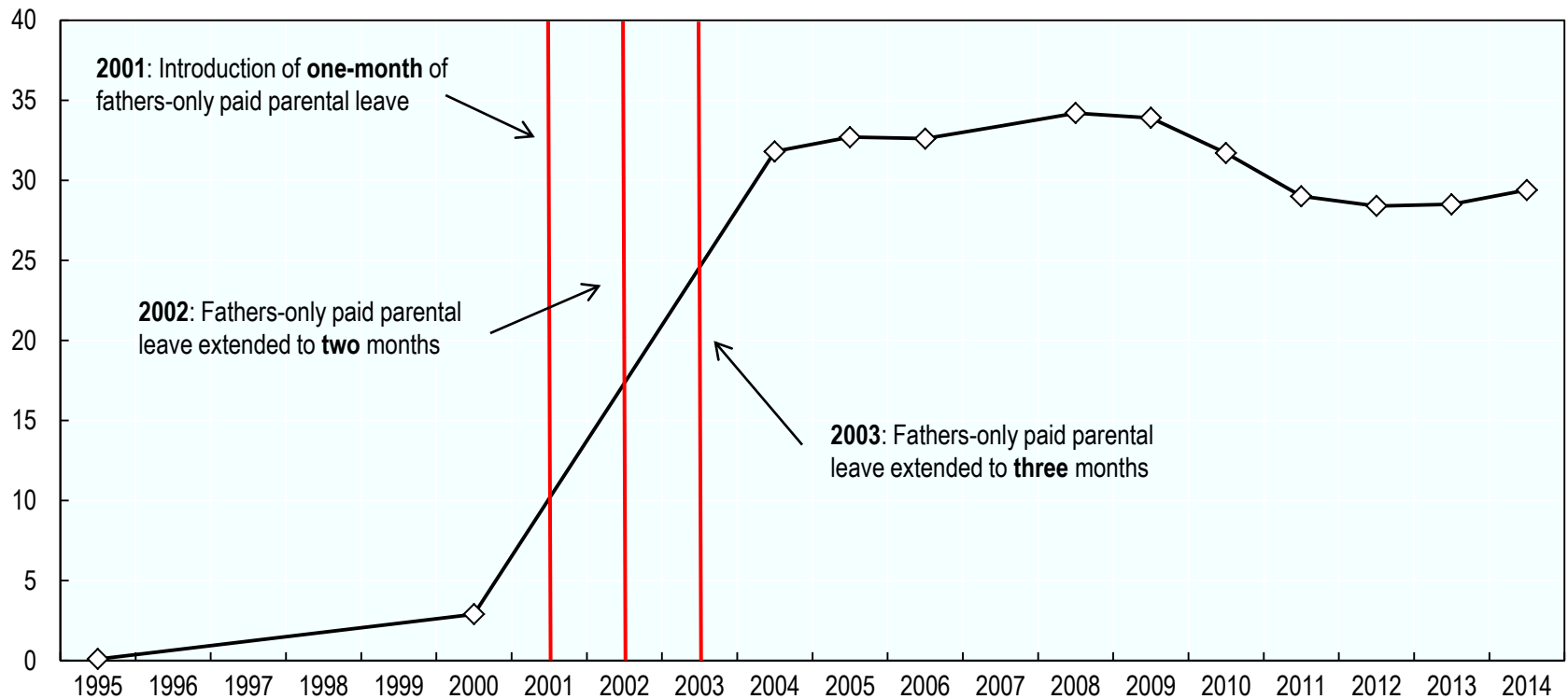
Duration of paid paternity leave and paid father-specific parental and home care leave(a), in weeks, 2016





Introducing a “daddy quota” and the use by fathers: the Iceland experience...

Male share (%) of parental leave benefit days used, Iceland, 1995-2014





... it takes time to change behaviour

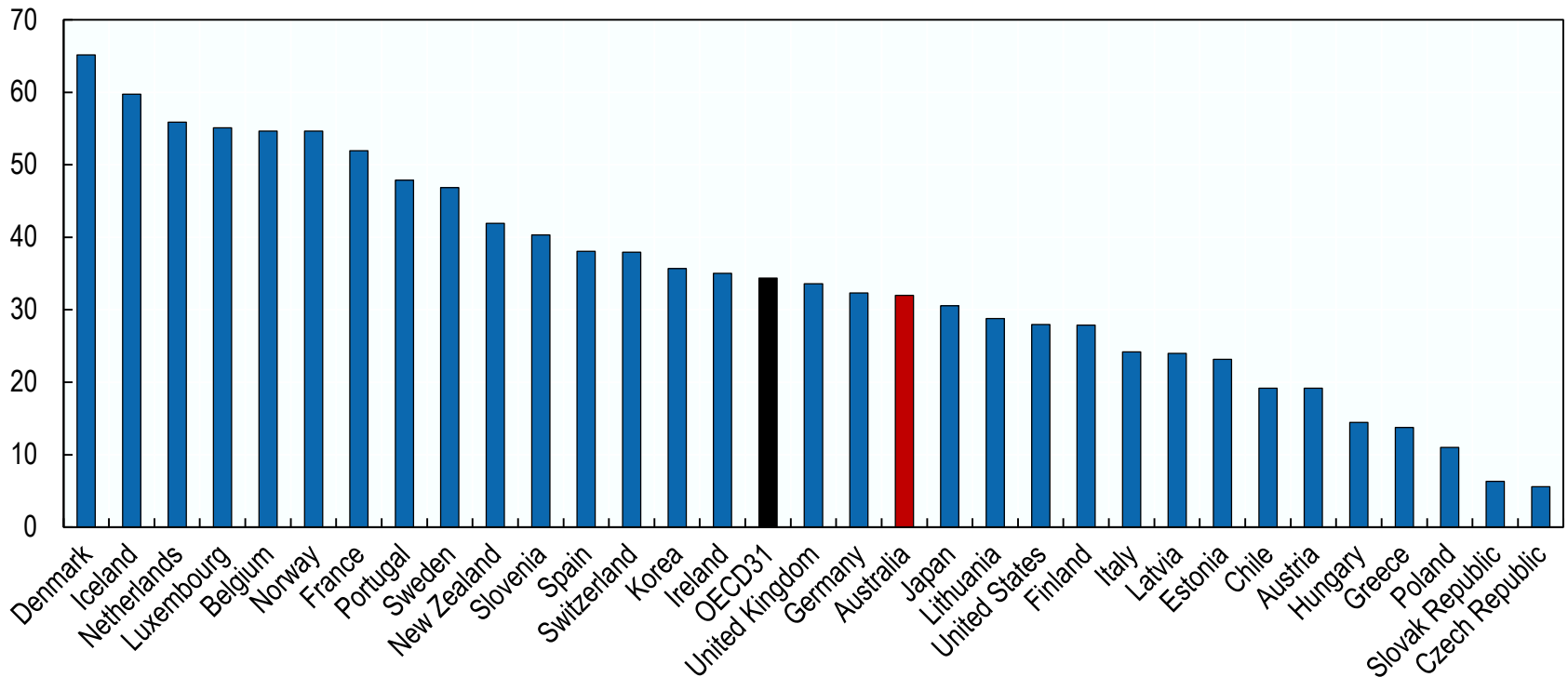
- In Sweden, the one-month father quota was introduced in 1995 and now it is three months: in 2016, 45% of leave takers were fathers but mothers took more than twice as many leave days.
- In Germany, the proportion of children with a father using leave went up from 20.8% to 34.2% for children born in 2008 and in 2014.
- In January 2016 in Korea the “daddy month” was extended to three months, and the male share of parental leave users increased from 5.6% in 2015 to 8.5% in 2016.
- In 2014, France introduced a father-specific parental leave benefit for at least 6 months, but payment rates are low at around 16% of avg. earnings: in December 2016, 4.4% of benefit recipients were men.
- In Japan around 3% of men whose spouse had given birth applied or used parental in 2015.



Childcare enrolment is just below OECD average...

Participation rates for 0-2 year-olds in formal childcare and pre-school services, 2014 or latest available year

Rate (%)



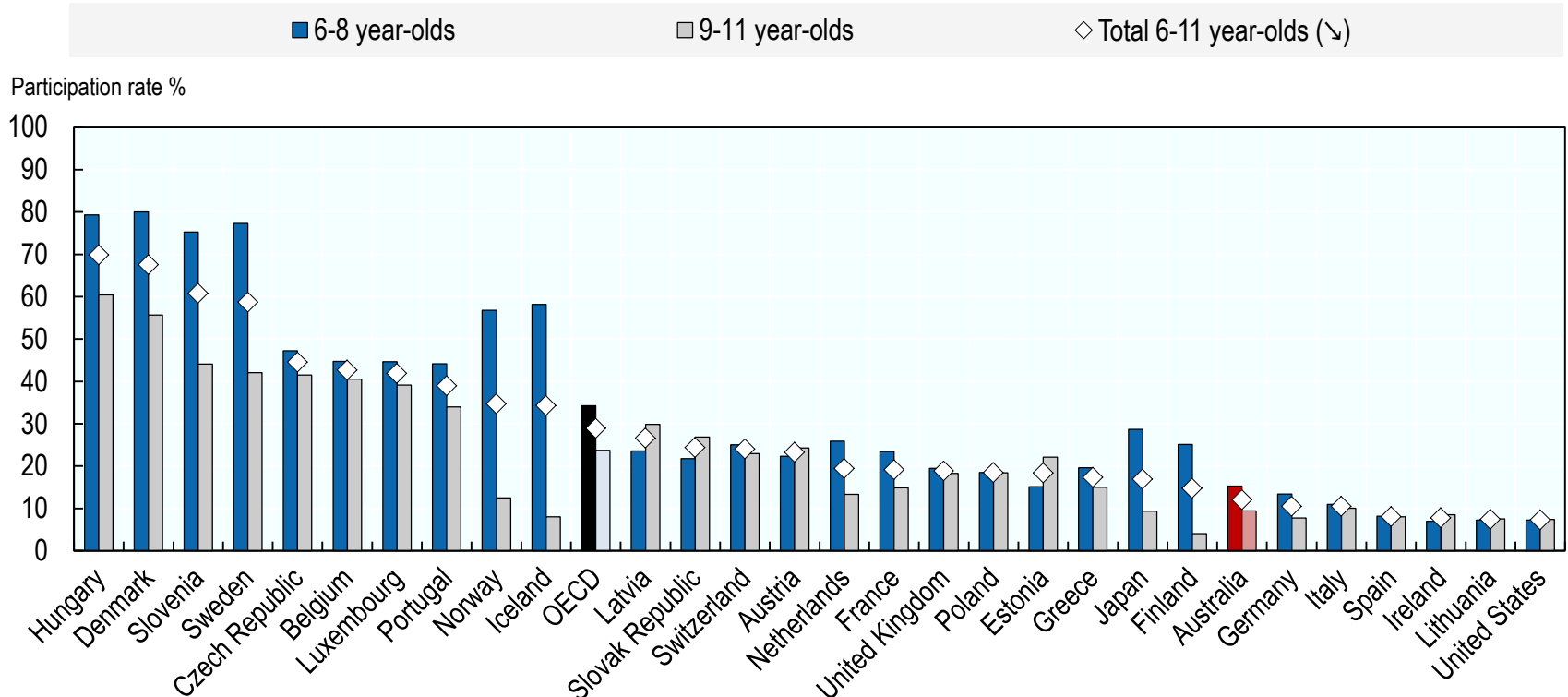
Note. Participation rates for 0-2 year-olds concern children up to and including 2 years of age and generally include children in centre-based services (e.g. nurseries or day care centres and pre-schools, both public and private), organised family day care, and care services provided by (paid) professional childminders, although exact definitions vary slightly across countries.

Source: OECD Family Database (<http://www.oecd.org/els/family/database.htm>) Indicator PF3.2 for country-specific notes and more detail.



...while participation in out-of-school-hours care is low in international comparison.

Participation rates for 6- to 11-year-olds in centre-based out-of-school-hours (before and/or after school) care services, by age group (a), 2014 or latest year available



Note: Data generally reflect the proportion of children who use centre-based out-of-school-hours care services for at least one hour during a usual week. Data generally cover the use of services offered before and/or after school hours only, and do not cover 'school-going' children who use centre-based care services only during school holidays or only on days when schools are closed. Exact definitions do vary slightly across countries. See OECD Family Database (<http://www.oecd.org/els/family/database.htm>) Indicator PF4.3. for country-specific notes and more detail.

(a) Data for Australia refer to children aged 6 to 12 and the age groups 6 to 8 and 9 to 12, for Japan to children aged 7 to 11 and the age groups 7 to 8 and 9 to 11, and for the United States to children aged 5 to 11 and the age groups 5 to 8 and 9 to 11. 3.2 for country-specific notes and more detail.



Successfully pursuing gender equality

- There are no quick fixes and generating change requires a sustained effort across a range of areas.
- Changing gender stereotypes
 - Awareness campaigns and where needed strengthen laws against sexual harassment and VAW
 - campaigns/initiatives on educational choices, career implications, workplace cultures
 - Promote fathers taking leave to care for children
- Affirmative action measures, such as quota's and targets to increase gender equality in leadership positions

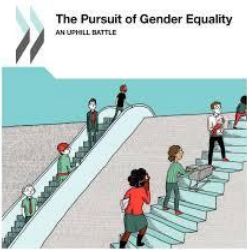


Successfully pursuing gender equality (Contd.)

- Reduce barriers to gender equality in paid and unpaid work: strengthen policies that make it easier for both mothers and fathers to work, including tax incentives to work, gender-balanced parental leave, good-quality childcare supports and out-of-school hours care.
- Opening-up entrepreneurship opportunities
- Strengthening the institutional framework for gender equality



Further information



OECD

OECD (2017) *The Pursuit of Gender Equality: An Uphill Battle*:
oe.cd/gender2017



OECD

OECD (2017) *Report on the Implementation of the OECD Gender Recommendation*, Meeting of the OECD Council at Ministerial Level Paris, 7-8 June 2017, <http://www.oecd.org/mcm/documents/C-MIN-2017-7-EN.pdf>.

OECD (2017) *Dare to Share: Germany's Experience Promoting Equal Partnership in Families*: oe.cd/dts



OECD

OECD (2017), *Building an Inclusive Mexico - Policies and Good Governance for Gender Equality*,
<http://dx.doi.org/10.1787/9789264265493-en>.

OECD Gender Data Portal:
www.oecd.org/gender

[@OECD_Social](https://twitter.com/OECD_Social)

