



# OECD GENDER INITIATIVE: Gender equality in Education, Employment and Entrepreneurship

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This presentation covers three broad topics:

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1. Gender and socio-economic outcomes
2. Policy objectives and policy levers
3. Looking ahead





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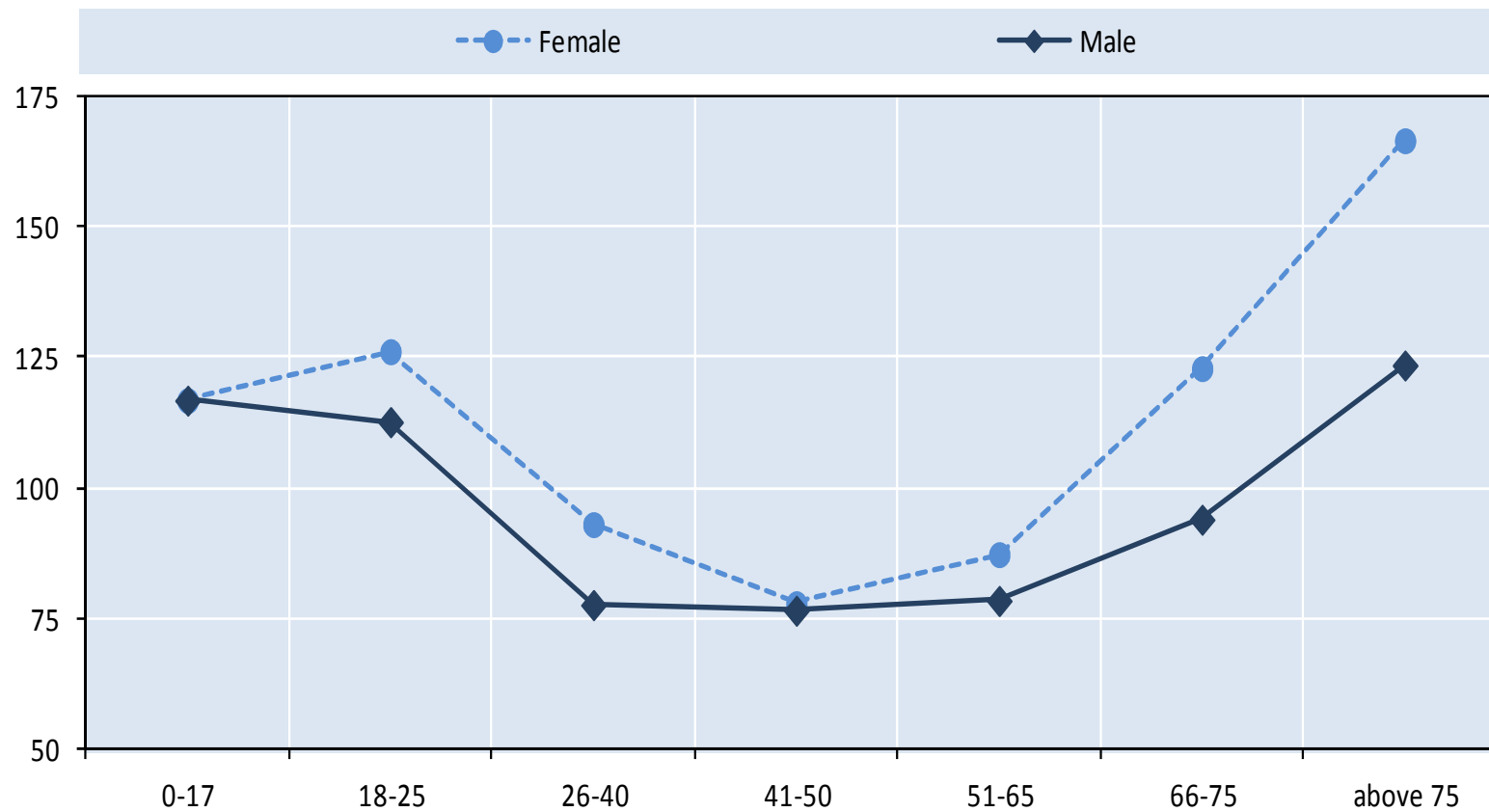
# 1. Gender and socio-economic outcomes





# Women are more likely to be poor: especially when they get older

**Relative income poverty by gender as measured against 50% of national median equivalised income, unweighted average across OECD countries.**



Source: OECD (2008), *Growing Unequal?*





## Education is a key driver of greater gender equality

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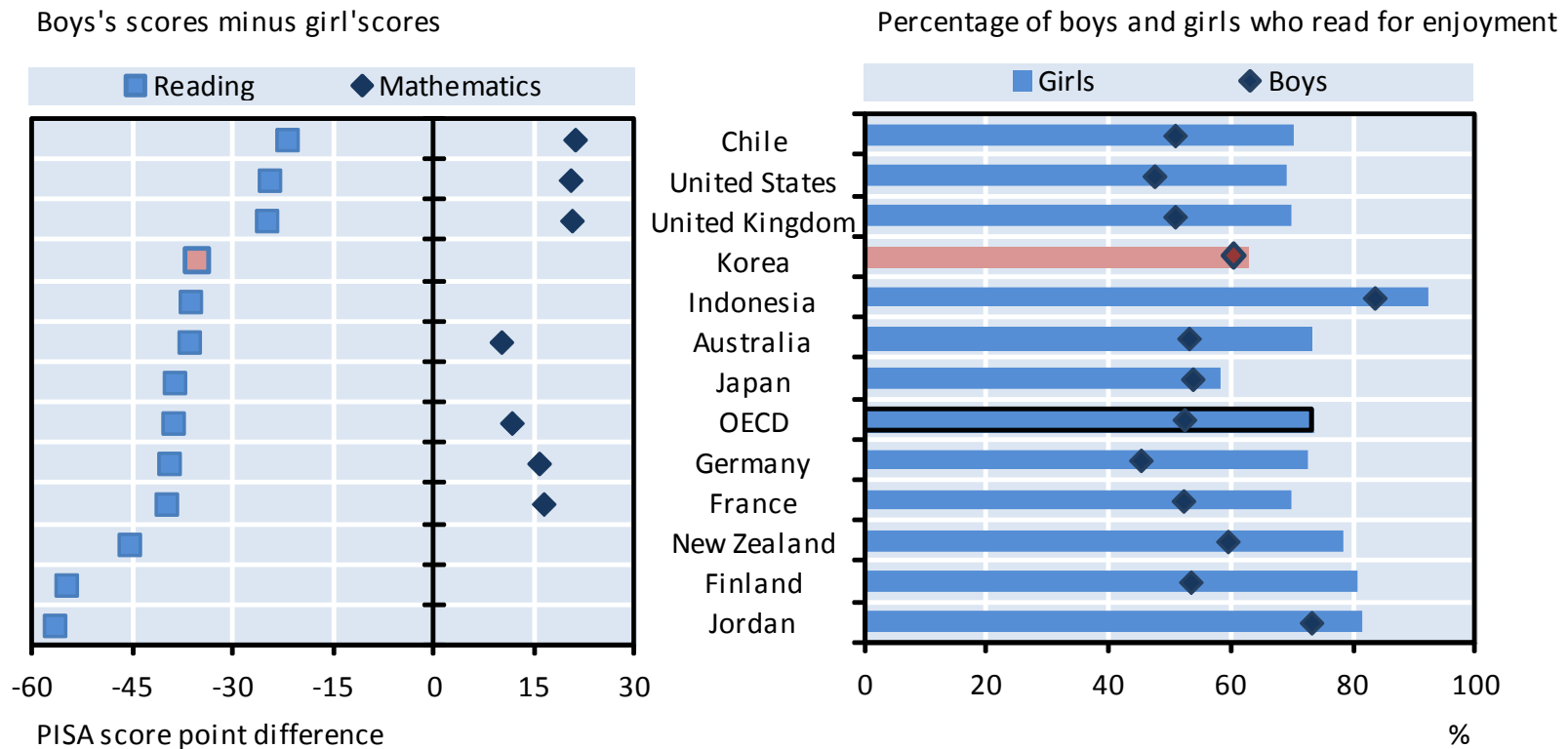
- Increased education accounts for about half the economic growth in the OECD over the past 50 years.
- Greater gender equality in educational attainment has a strong positive effect on economic growth.
- Great strides have been made but challenges remain





# Girls top boys in reading but lag a bit in mathematics. Attitudes play a key role.

## *PISA students score point differences and survey responses.*



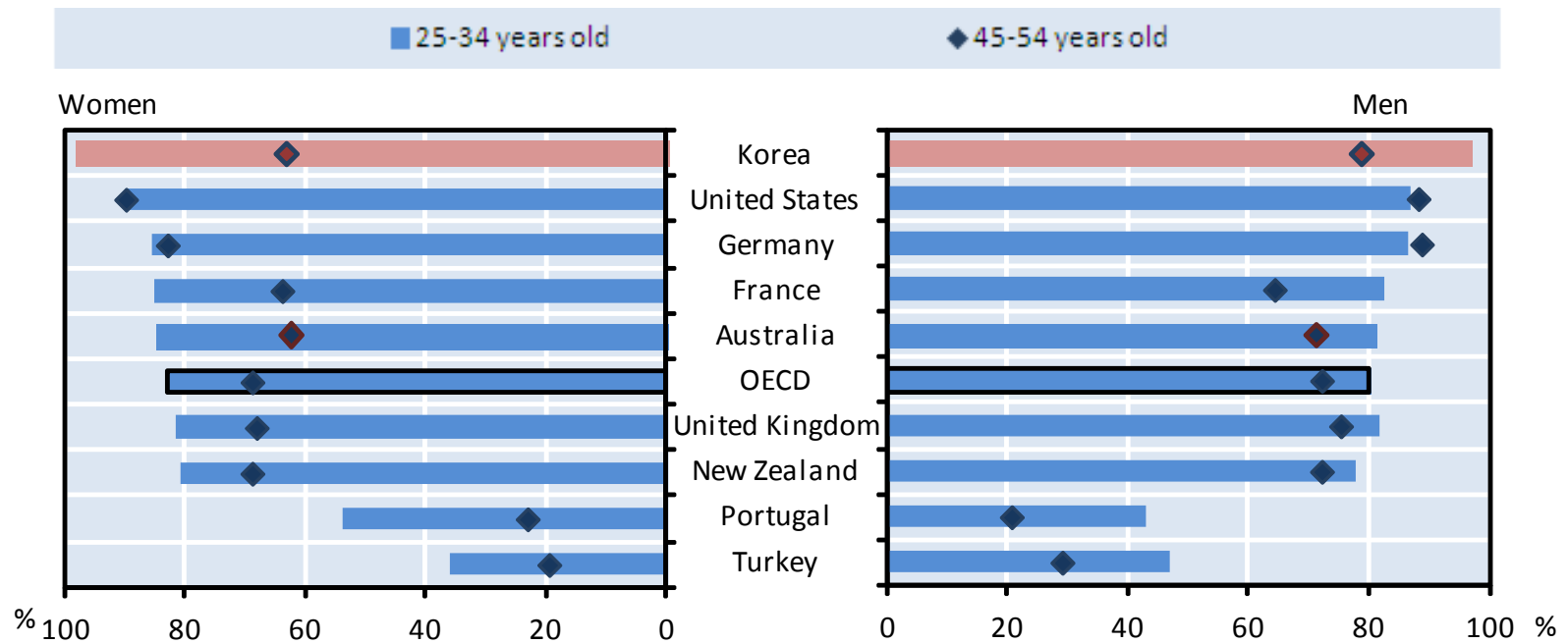
Right-hand panel: the difference between girls and boys in Korea is not statistically significant  
Source: OECD (2012), *PISA 2009 database*.





# Women are nowadays often better educated than men.

**Percentage of the population that has attained at least upper secondary education by age, 2009**



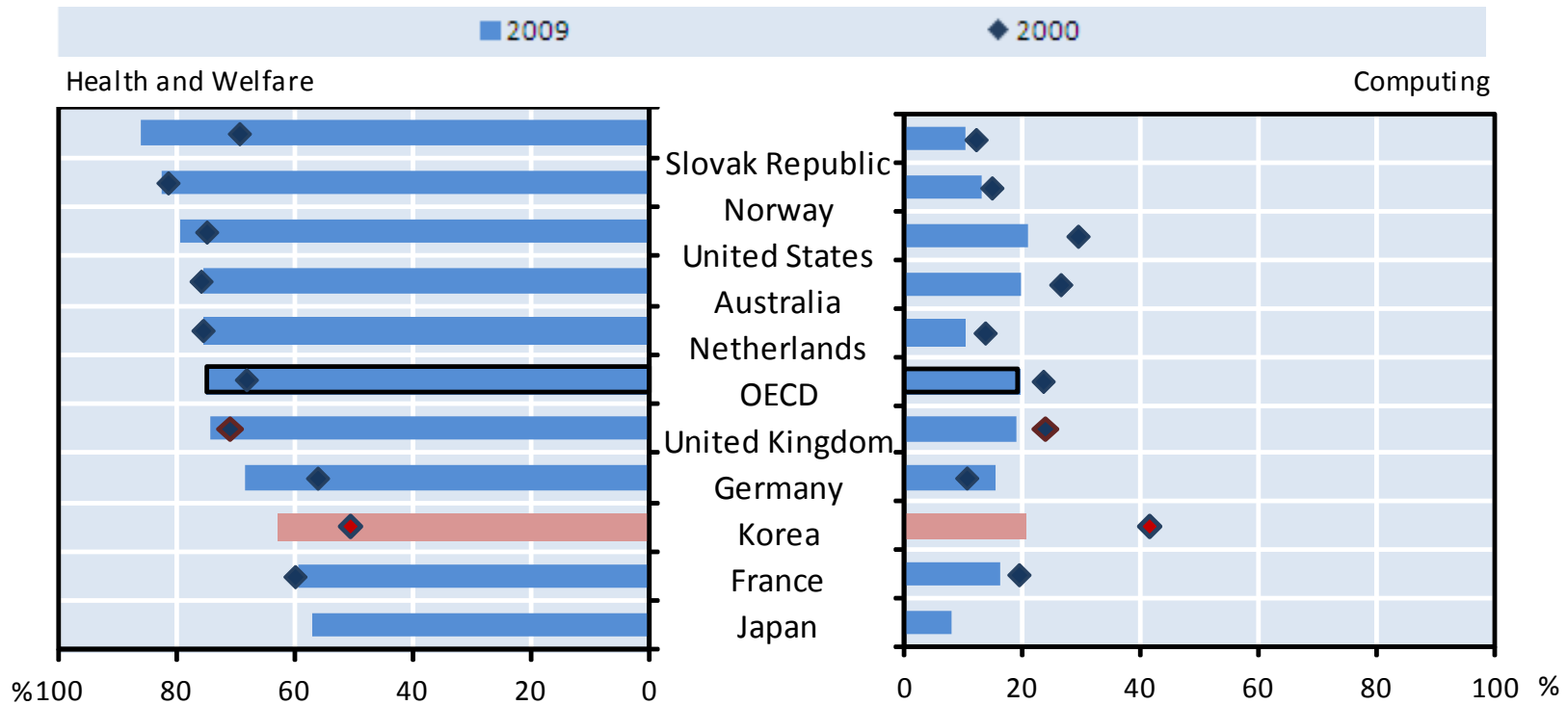
Source: OECD (2011), *Education at a Glance 2011*





# But are more likely to graduate in the arts and humanities rather than science

**Proportion of tertiary degrees awarded to women in 2000 and 2009**



Source: OECD (2012), *Gender Equality in Education, Employment and Entrepreneurship* ([www.oecd.org/gender](http://www.oecd.org/gender))

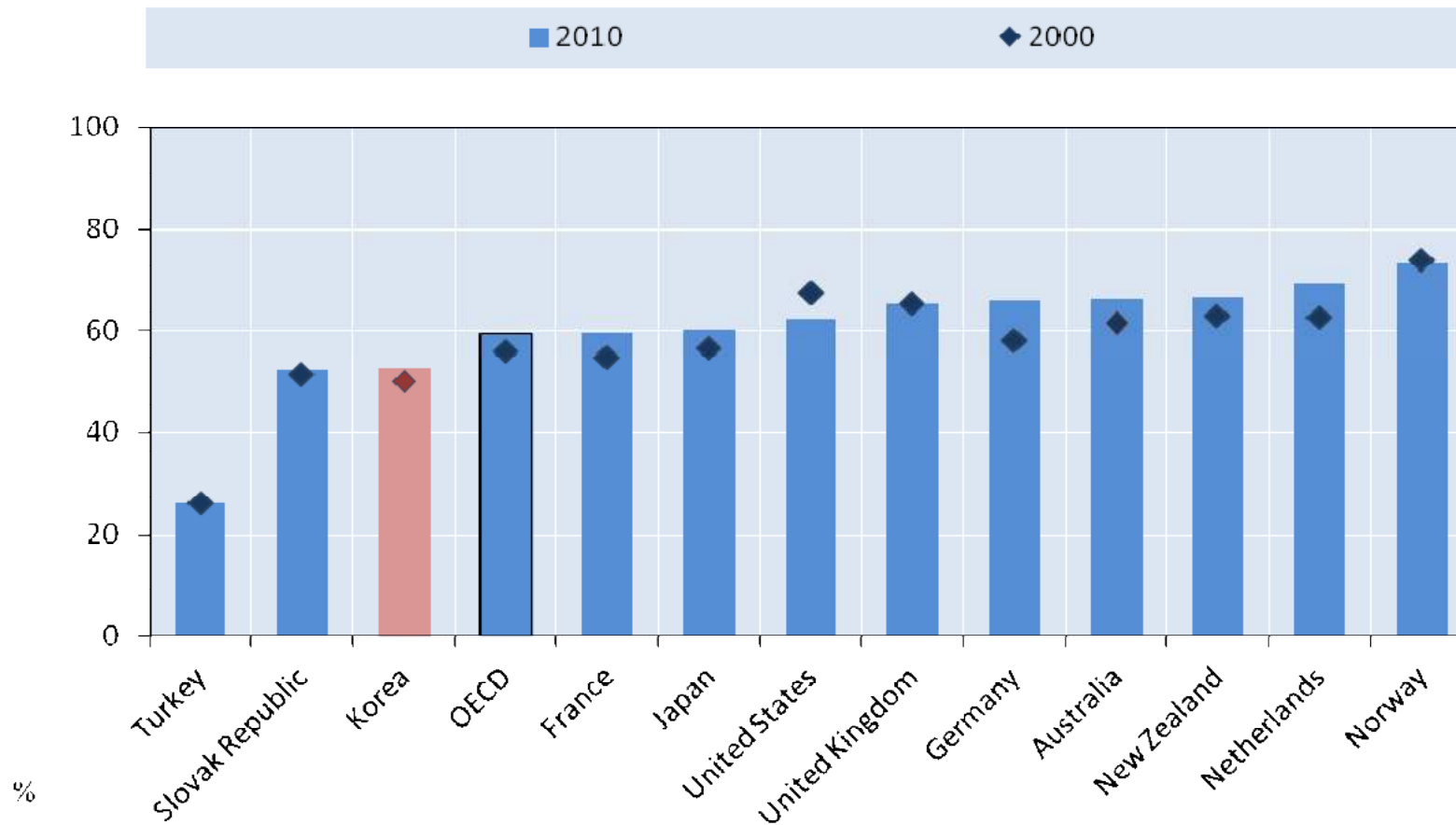






## Female employment has grown

**Female employment-to-population ratio**



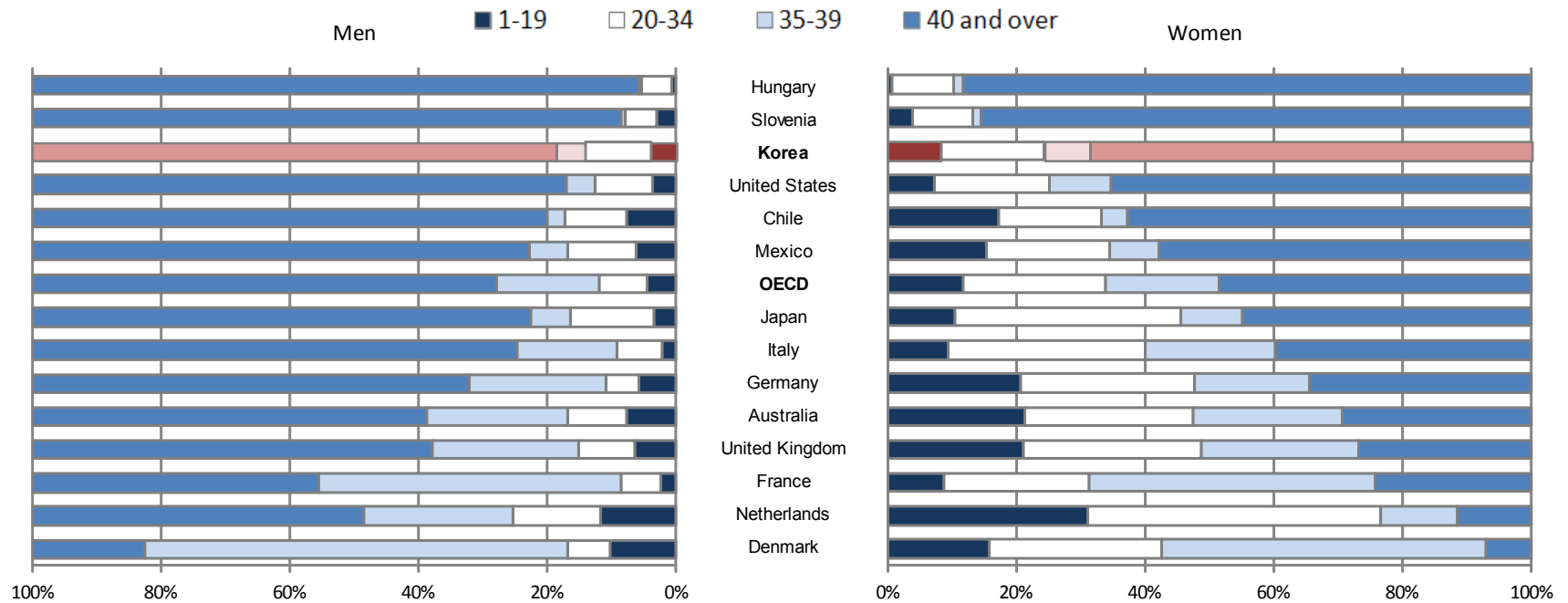
Source: OECD (2012), *Employment Outlook*.





# But women are working long hours

*Usual hours worked per week in the main job, 2010*



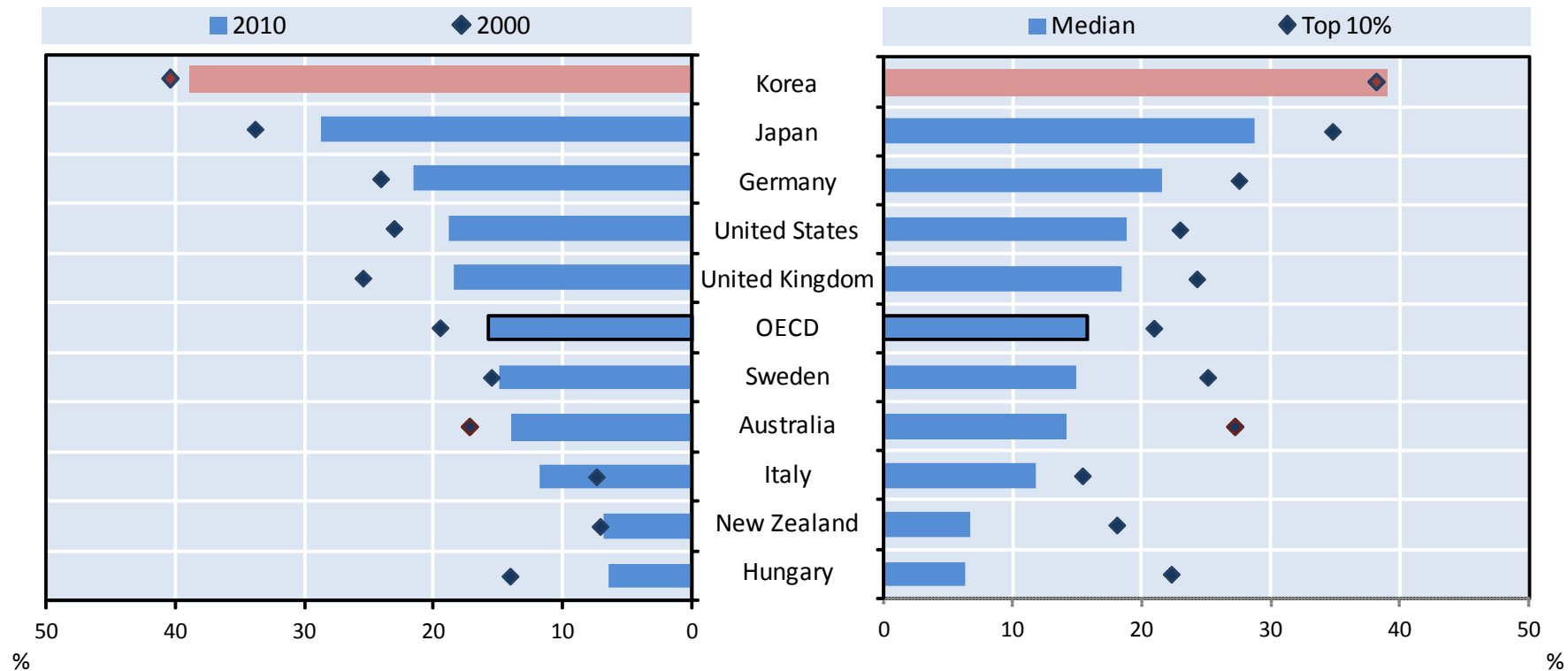
Source: OECD (2012), *Employment Outlook*.



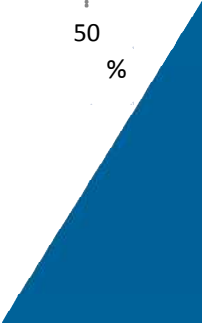


# Gender wage gaps have declined, but remain significant

**Gender wage gap: the difference between male and female wages divided by male wages at the median and at the 9<sup>th</sup> decile of the earnings distribution.**



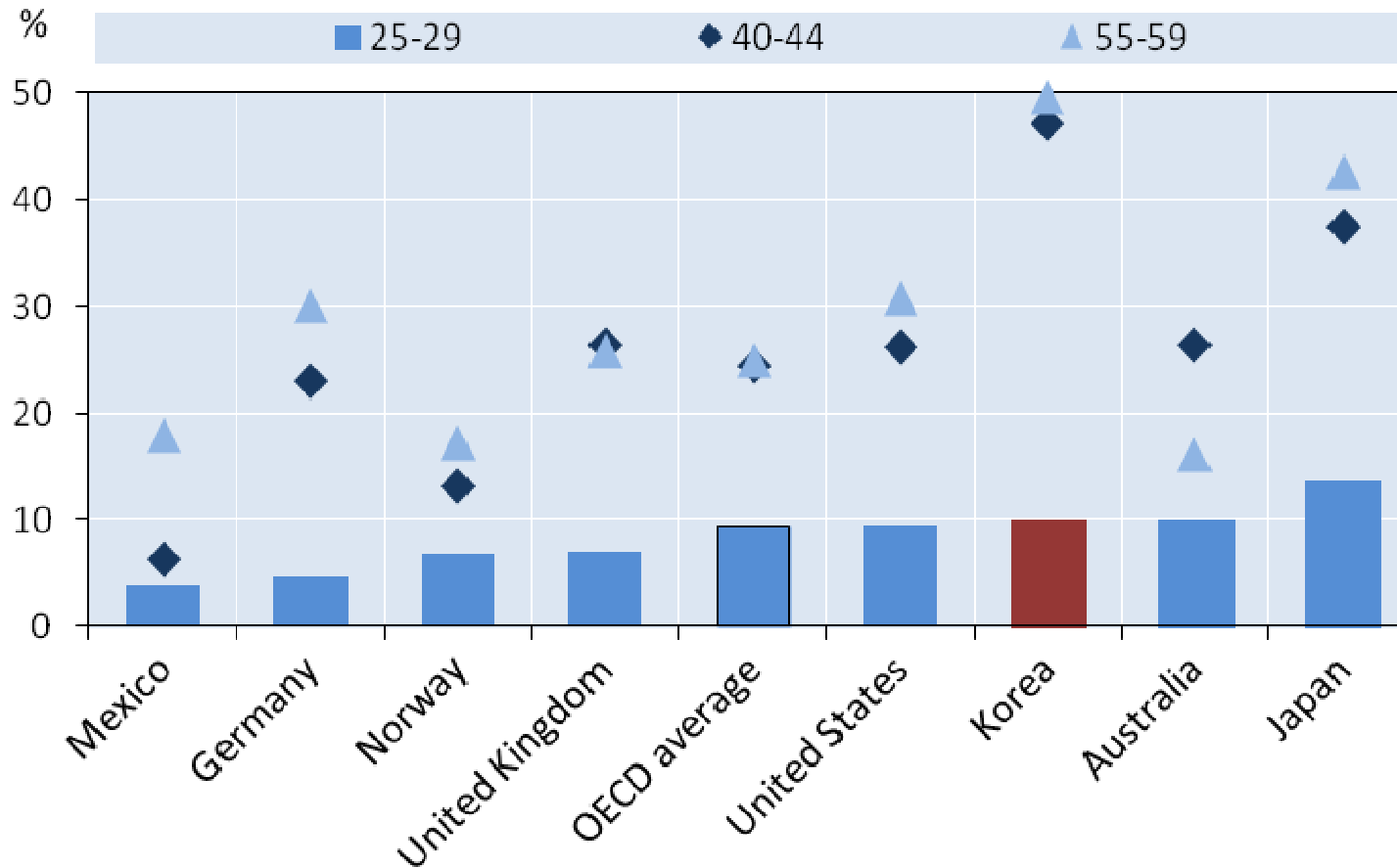
Source: OECD (2012), *Gender Equality in Education, Employment and Entrepreneurship* ([www.oecd.org/gender](http://www.oecd.org/gender))





## And increases with age

**Gender wage gap: the difference between male and female wages divided by male wages at the median for different age groups**



Source: OECD (2012), *Gender Equality in Education, Employment and Entrepreneurship* ([www.oecd.org/gender](http://www.oecd.org/gender))

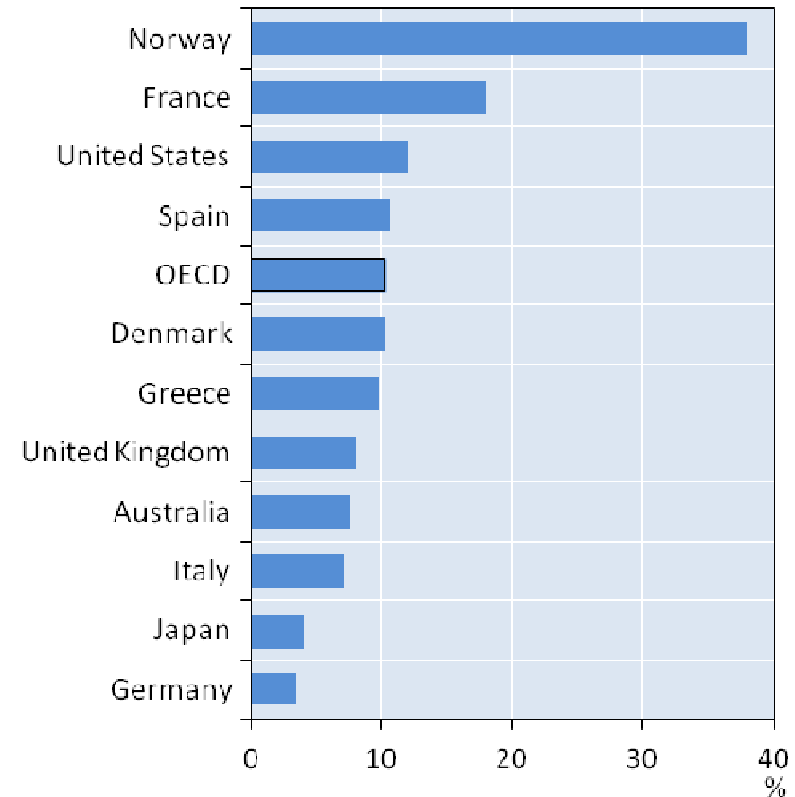




## Women also face barriers in developing new businesses

- Across the OECD, about 30% of businesses are owned by women, but less than 10% of the largest companies are majority-owned by women.
- Women-owned businesses have lower returns, as they start with limited management experience and spend less time on their businesses.

**Share of women on boards in listed companies, 2009**





## 2. Policy objectives and policy levers





## Gender equality is both a moral as well as an economic imperative

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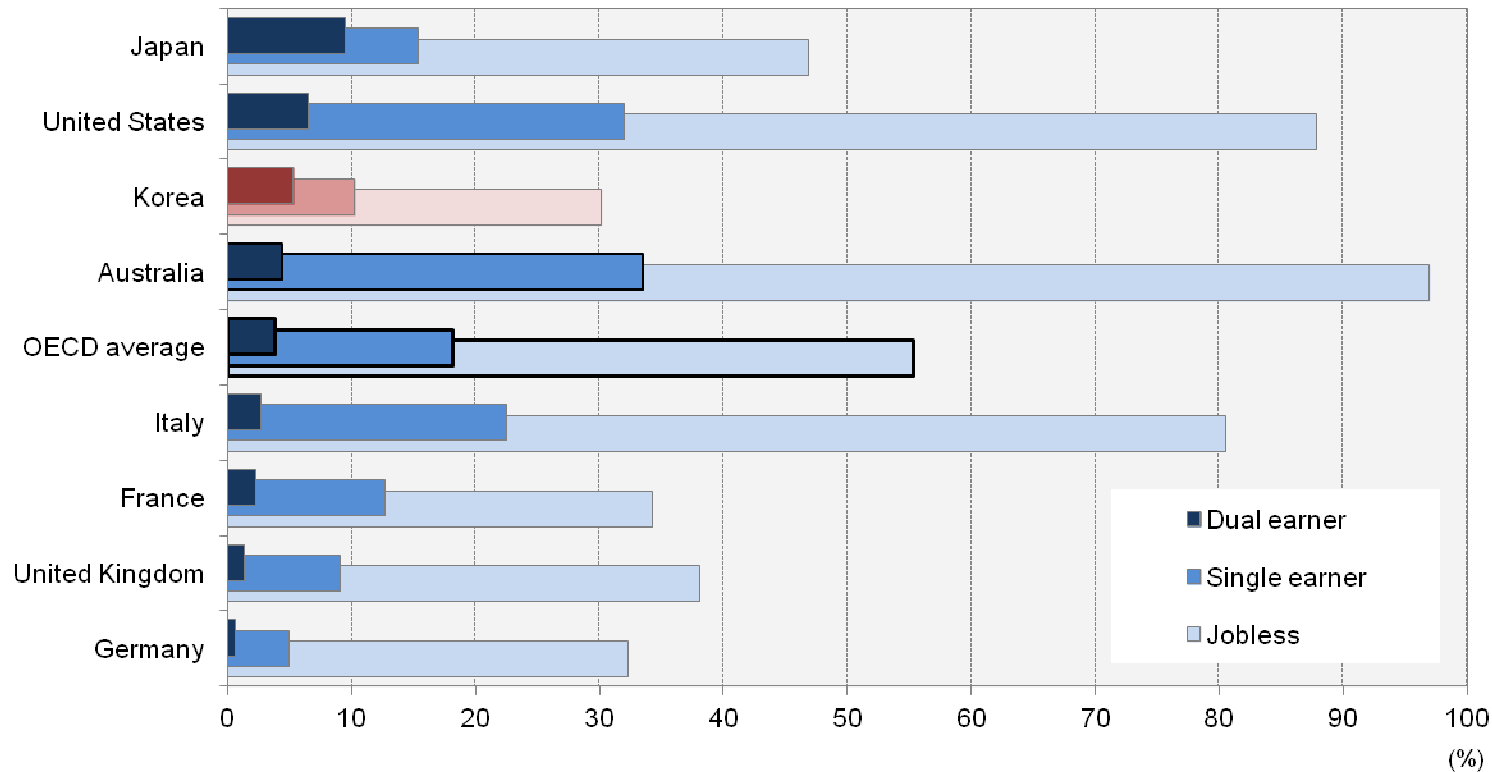
- Fairness and equity: equal opportunities in fulfilling individual aspirations – women economic empowerment.
- Policies to help men and women reconcile work and family life are key to fulfilling personal aspirations:
  - Pursuing labour market opportunities
  - Enabling people to have children at their preferred time
  - Reducing family poverty and enhancing child development
- A more efficient use of economic resources mobilises hitherto unused labour supply, improves family resources, strengthens the tax base, and promotes economic growth.





# Dual-earner couples are far less likely to be poor than other families with children

Poverty rates among households with children by employment status of adults, 2008\*



\* 2010 for Australia (provisional data); Countries are ranked by decreasing poverty rates among dual earner households; a household is poor if equivalised income is below 50% of national median equivalised income, For single earners and jobless households, data includes both sole parent and couple families. Source: OECD (2012), *OECD Income and Poverty Database*, provisional data.

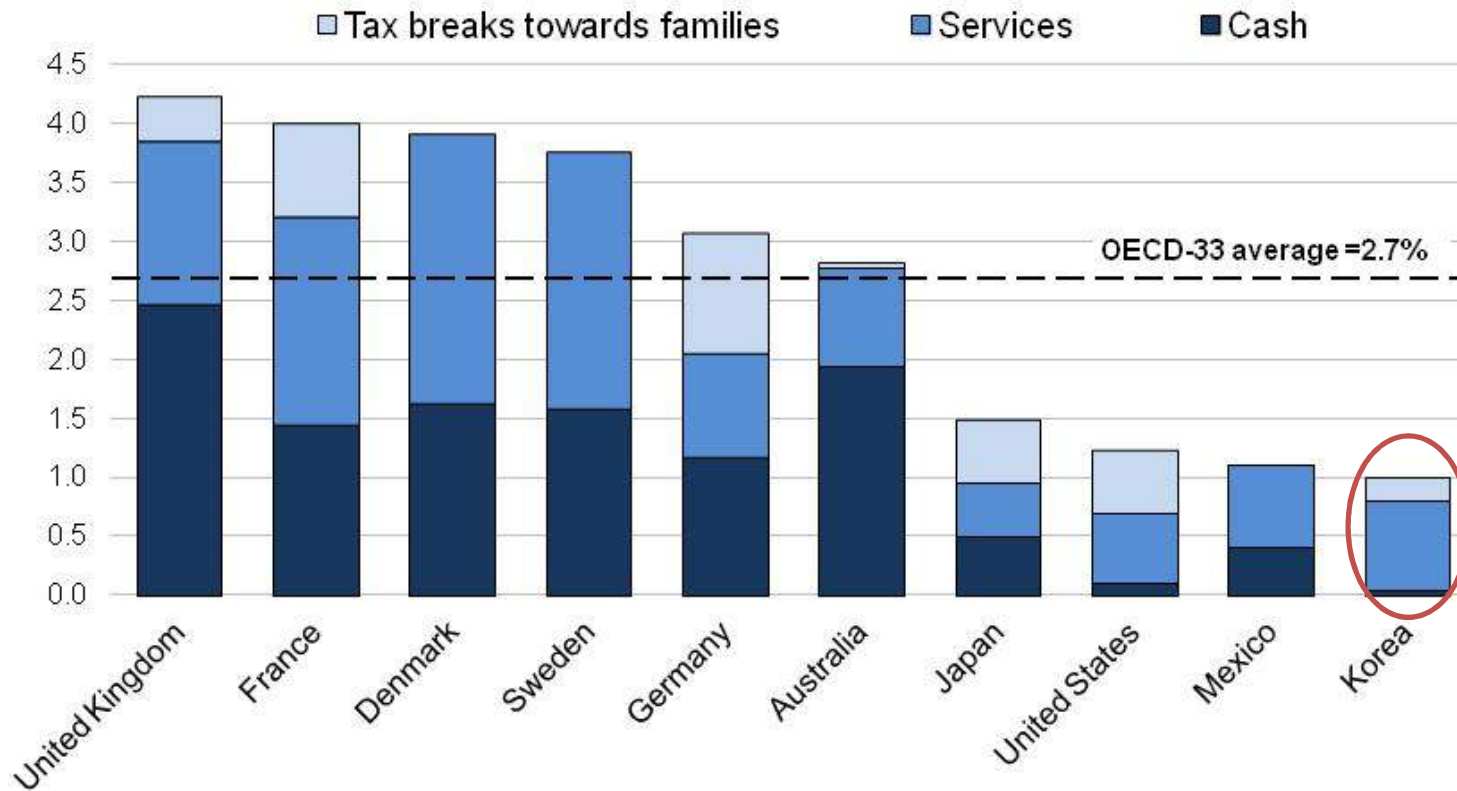






# Different emphases in underlying objectives lead to different national policy mixes

**Public spending on family benefits in cash, services and tax measures, in per cent of GDP, 2009**



Notes: Public support accounted here only concerns public support that is exclusively for families

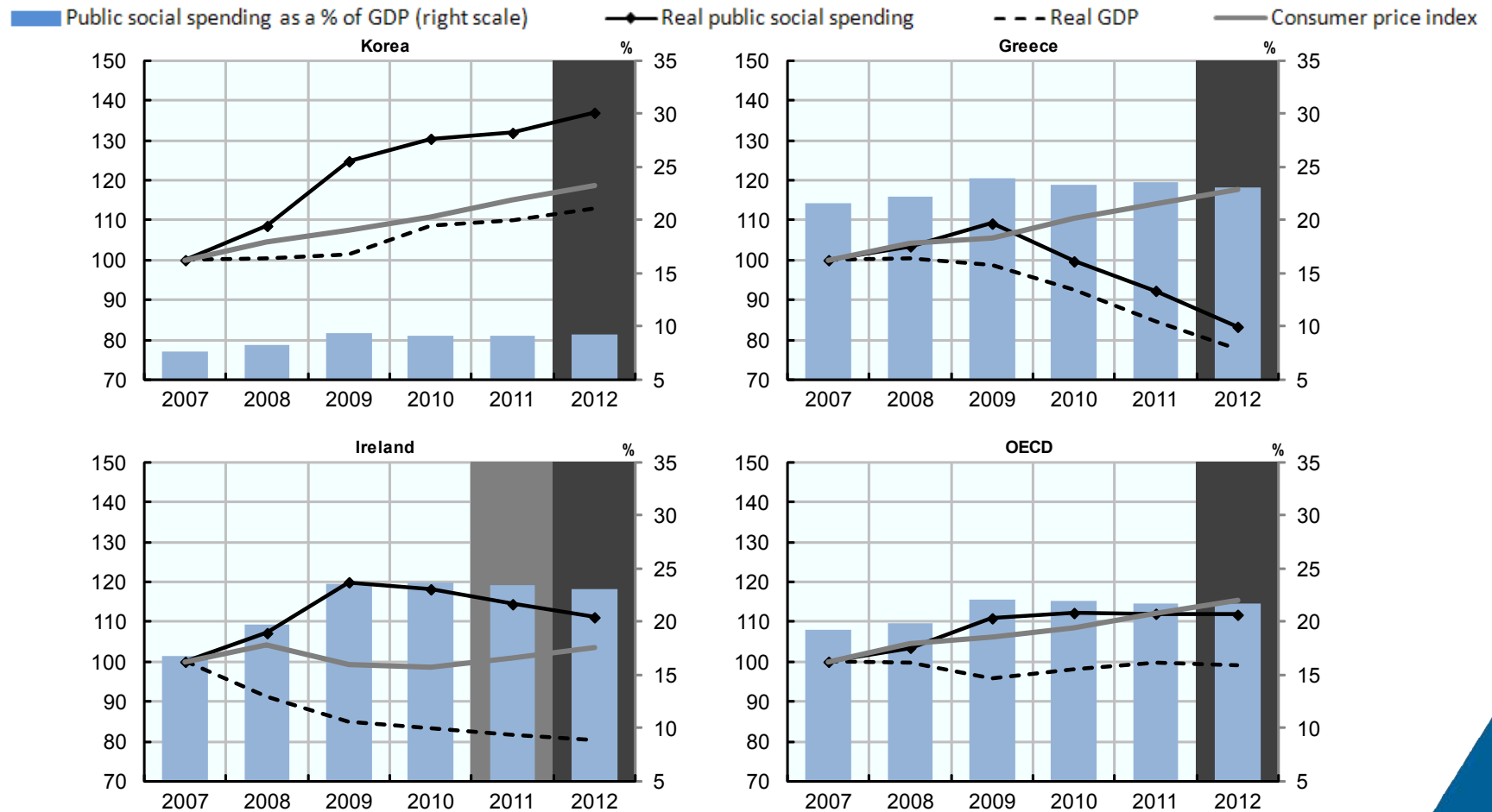
Source: *OECD Social Expenditure database* ([www.oecd.org/els/social/expenditure](http://www.oecd.org/els/social/expenditure)) provisional data





# Social spending has increased during the crisis

**Annual growth in real public social spending and real GDP,  
Index 2007= 100 (left scale and public social spending as a % GDP (right scale))**



Source: OECD Social Expenditure database (SOCX, [www.oecd.org/els/social/expenditure](http://www.oecd.org/els/social/expenditure)), Is the European Welfare State Really More Expensive? Indicators on Social Spending, 1980-2012; and a Manual to the OECD Social Expenditure Database (SOCX) OECD Social, Employment and Migration Working Papers



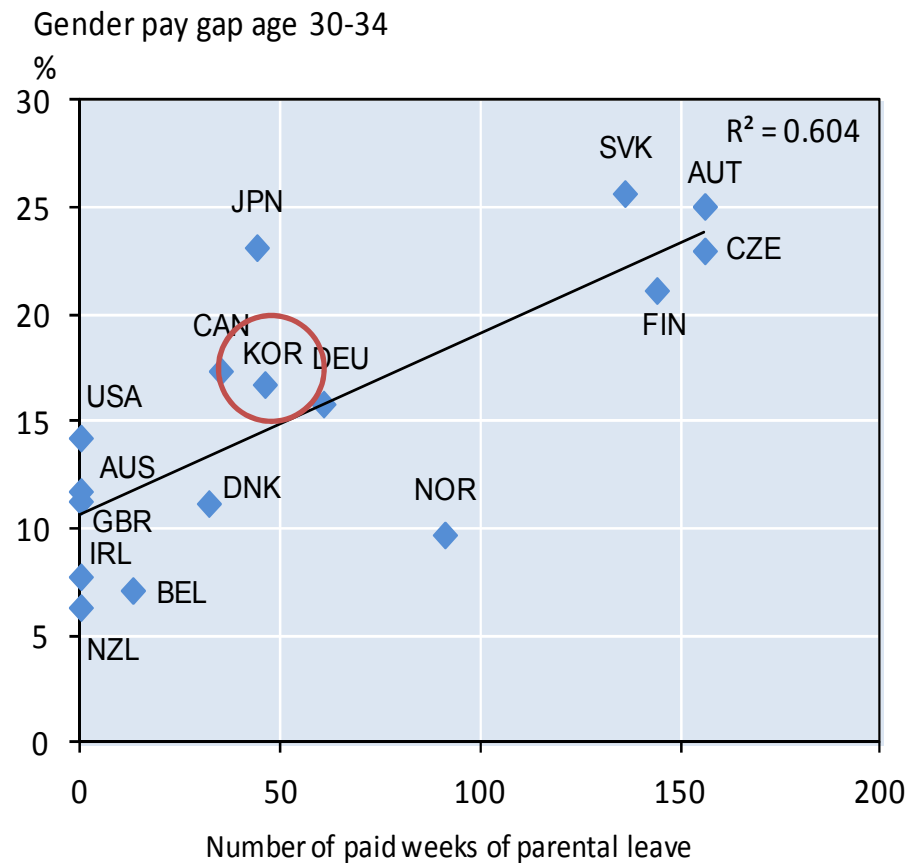


## Extending parental leave increases female employment, but is often bad for careers

The OECD gender report shows that extending paid leave, increases:

- Female-to-male employment ratios
- Weekly working hours (reduces PT work)
- Gender pay gaps among full-time earners.

**Gender pay gap and paid parental leave  
(supplementary to paid maternity leave), 2008\***

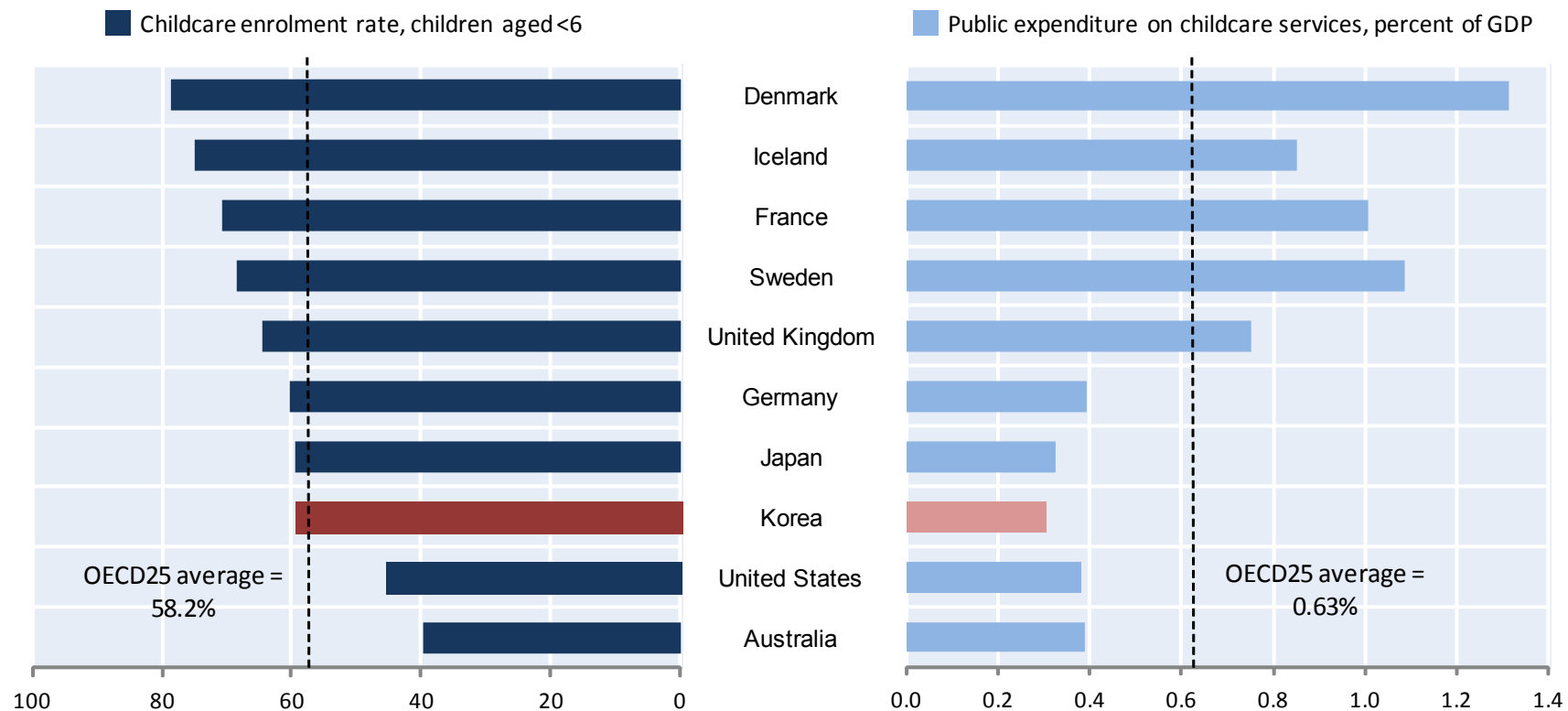


Sources: OECD Family database  
([www.oecd.org/els/family/database](http://www.oecd.org/els/family/database)) and OECD  
Earnings database.



# Public investment in formal childcare can help generate high participation rates

**Proportion of children aged less than 6 enrolled in formal childcare, 2008**  
**Public expenditure in formal childcare, 2007**



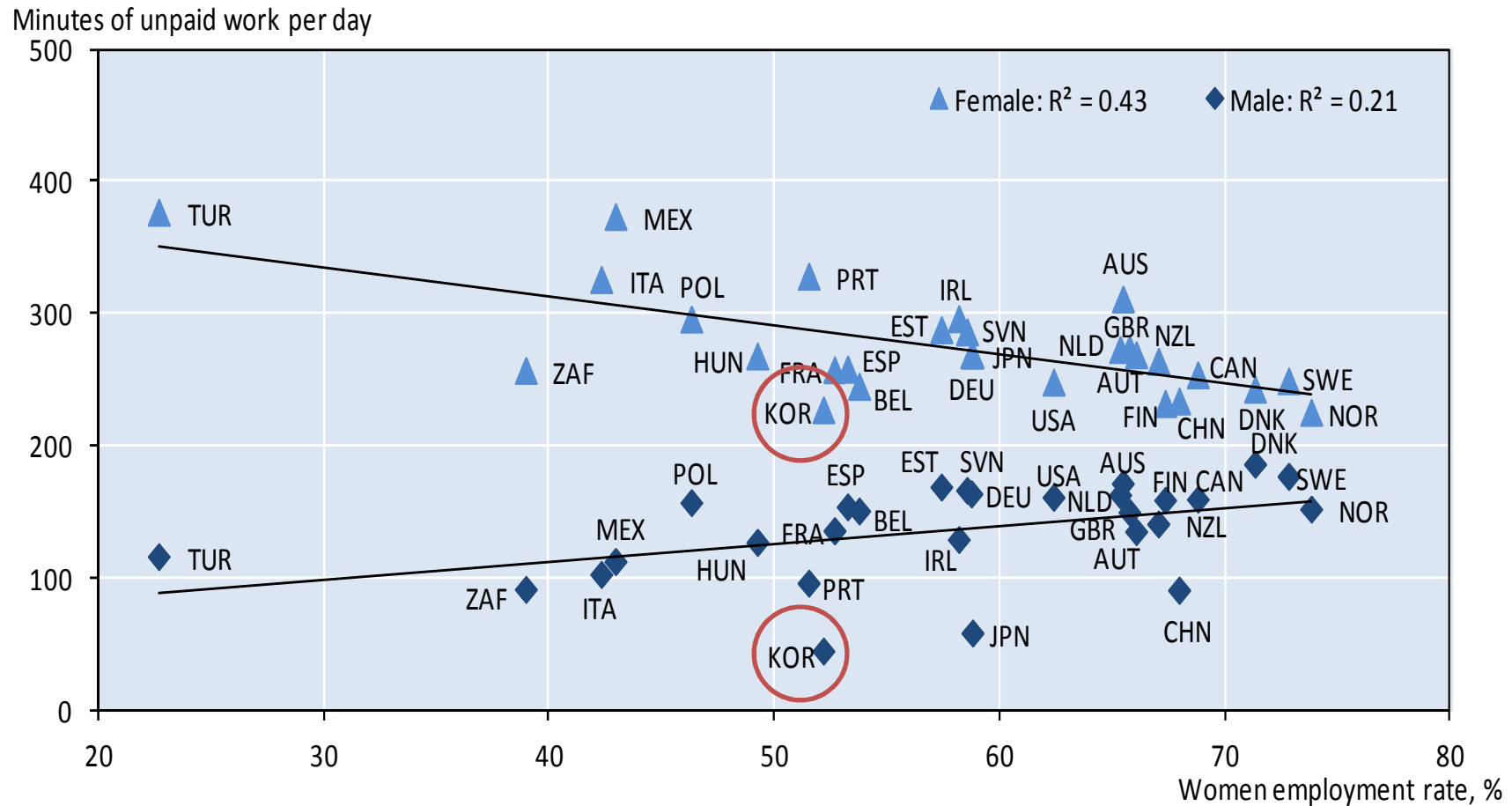
Notes: Numbers do not reflect the intensity of participation; each child is counted regardless of hours of participation.

Source: *OECD Family database* ([www.oecd.org/social/family/database](http://www.oecd.org/social/family/database))



# Countries with smaller gender gaps in unpaid work have higher female employment rates.

**Unpaid work and female employment rates. recent years**



Source: OECD (2012), Gender Equality in Education, Employment and Entrepreneurship ([www.oecd.org/gender](http://www.oecd.org/gender))





## Workplace cultures can affect men's use of family-friendly policies....

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- As long as women take more leave and/or are more likely to reduce their working hours, some employers will continue to perceive women as less committed to their careers and will invest less in them: such employers do not use potential labour force resources efficiently.
- Parental leave is one of the few direct policy levers governments have to get men and women to *de facto* share care commitments. Therefore, many governments try to achieve a greater gender balance in the duration of entitlements to parental leave for the exclusive use either parent: “Father quota” or “Daddy bonuses”, e.g. Iceland, Germany.
- Fathers also need to spend more time on home care and less time socialising



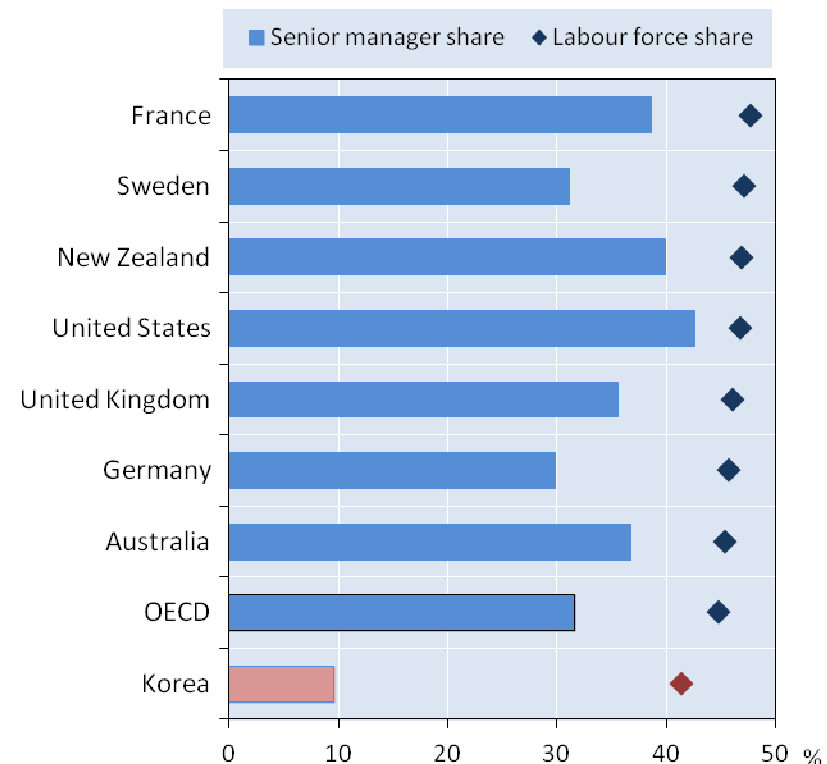


..., and contribute to women being under-represented in senior management...

Main barriers to women's rise to corporate leadership:

- General norms and culture in a country
- Masculine/patriarchal corporate culture
- Lack of role models
- Lack of critical work experience opportunities
- Lack of adequate work/life balance policies

**Women's shares of the labour force and of Senior Managers, 2010.**



Source: OECD Employment database; ILO, and KILM data



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## 3. Looking Ahead

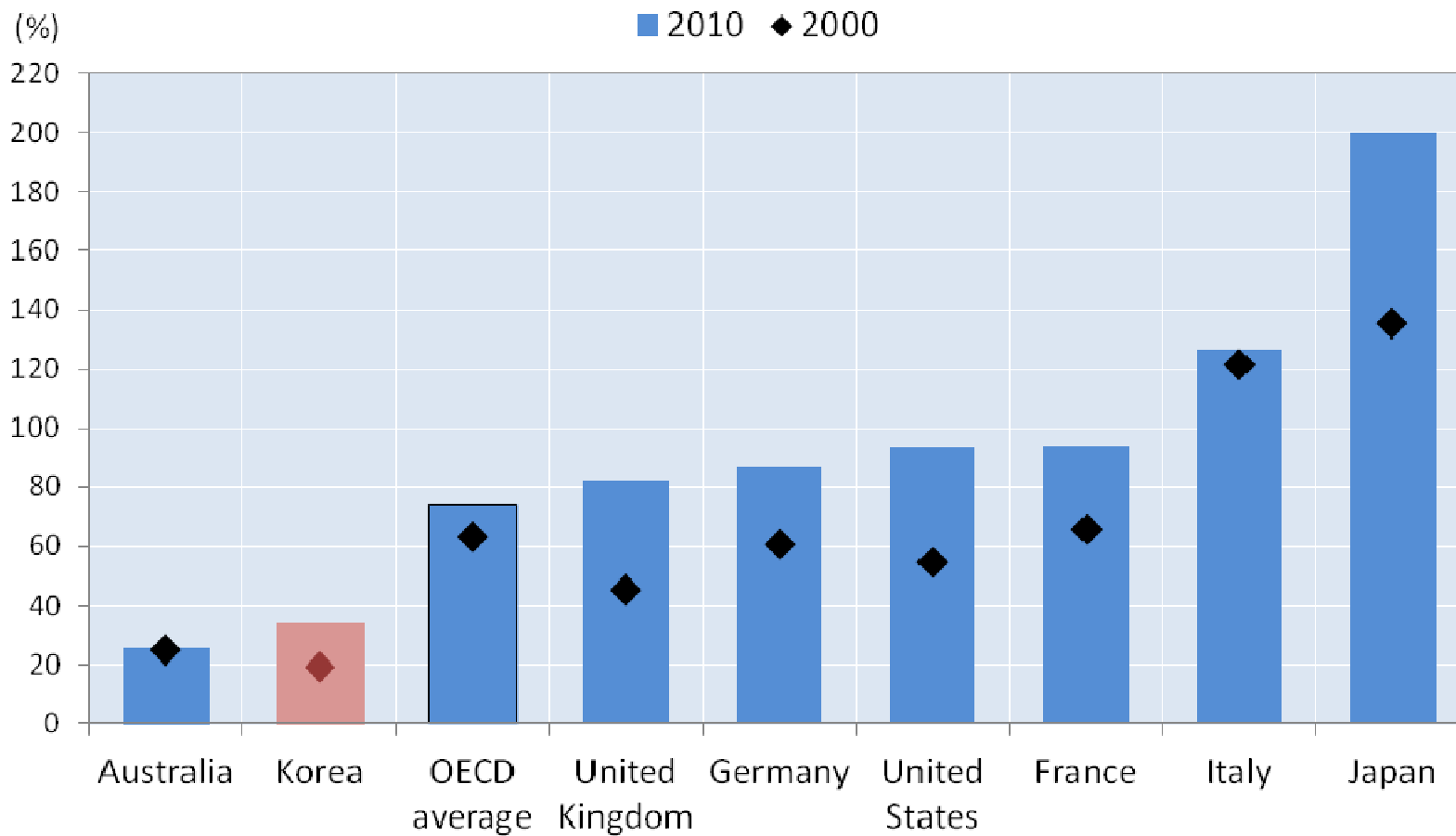






## Korea's public debt position is better than in most OECD countries

**General government gross financial liabilities, as a % of GDP, 2000 and 2010**



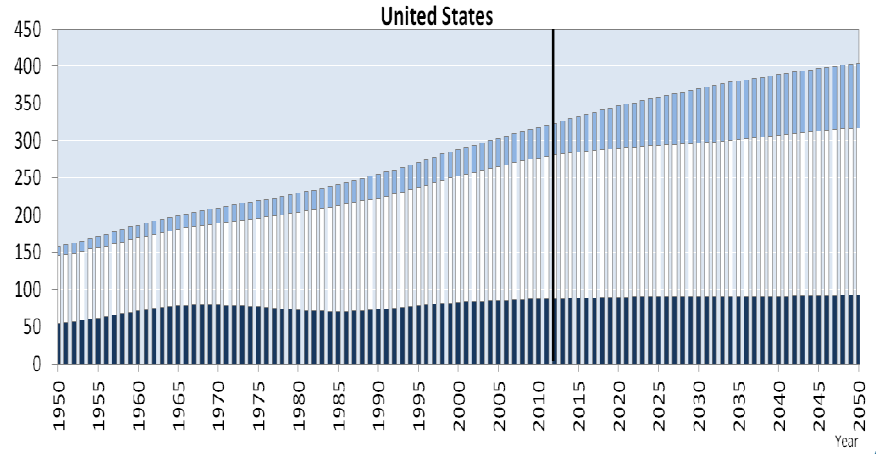
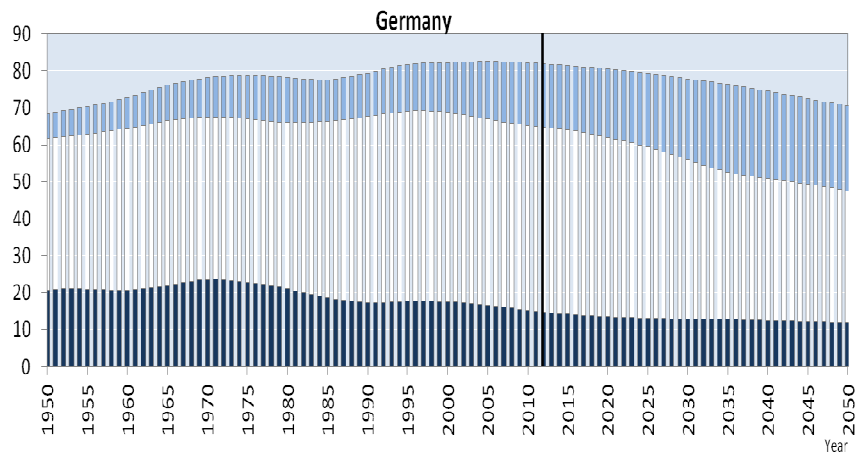
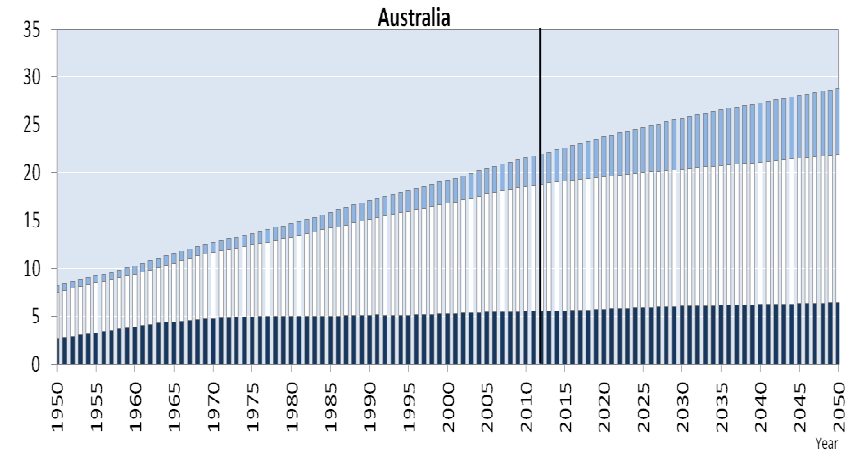
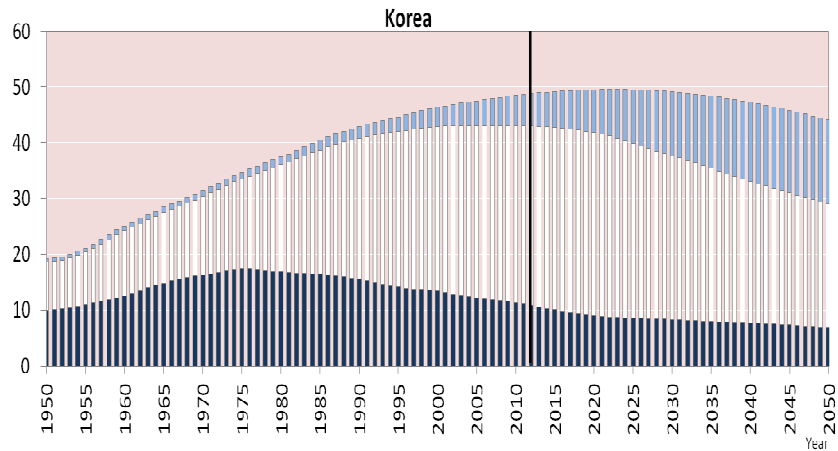
Source: OECD (2011), *OECD Factbook 2011: Economic, Environmental and Social Statistics*.





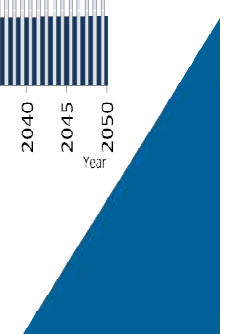
# Persistently low fertility rates will lead to shrinking labour forces in some countries...

**Historic and projected number of persons, millions, 1950-2050 (vertical line denotes year 2012)**



■ 0-19    □ 20-64    ■ 65+

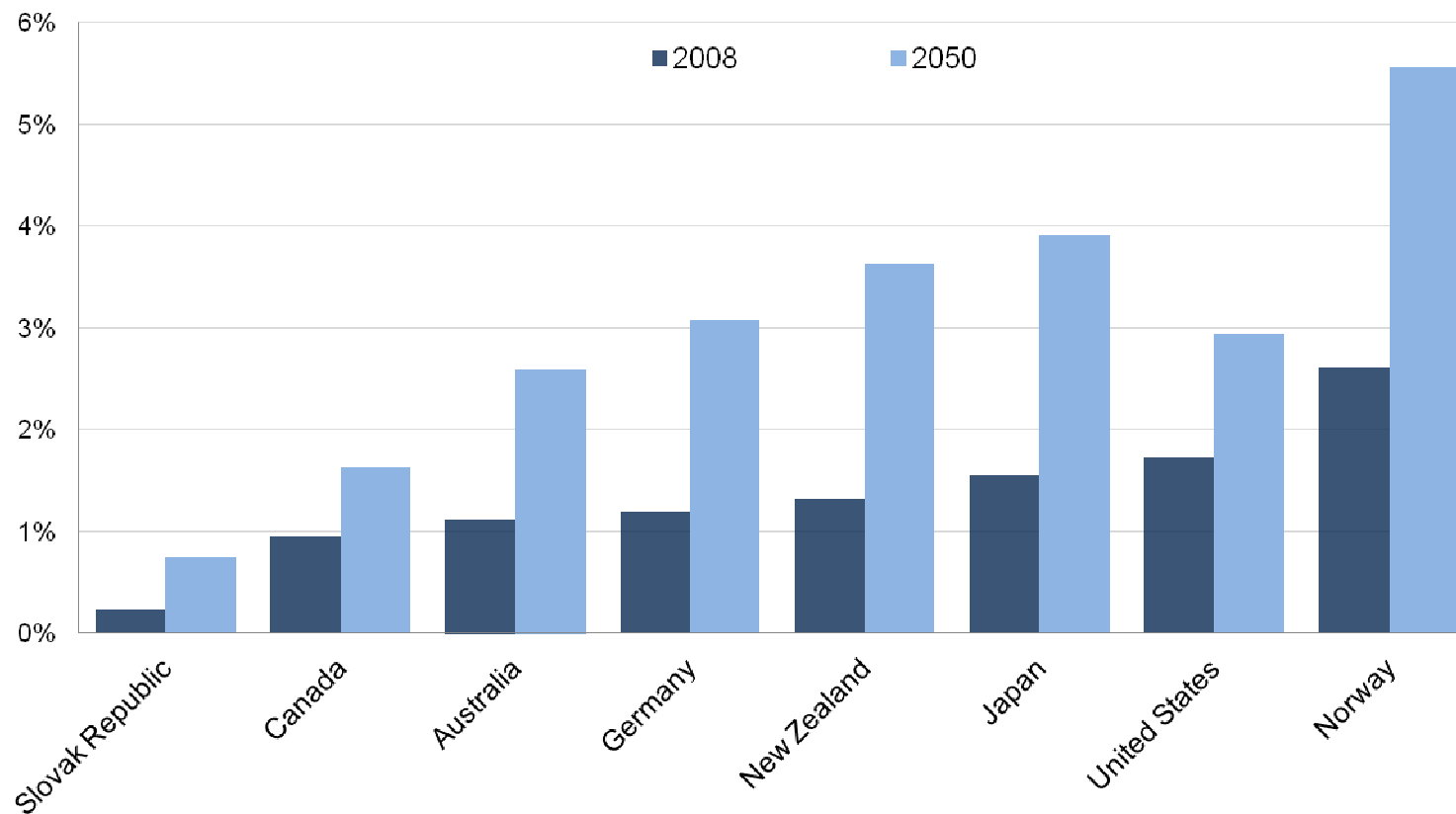
Source: OECD (2012), *OECD Demography and Population database*.





...while population ageing is expected to at least double the demand for long-term care workers by 2050 in many countries.

**Percentage of FTE nurses and personal carers to total projected working population**



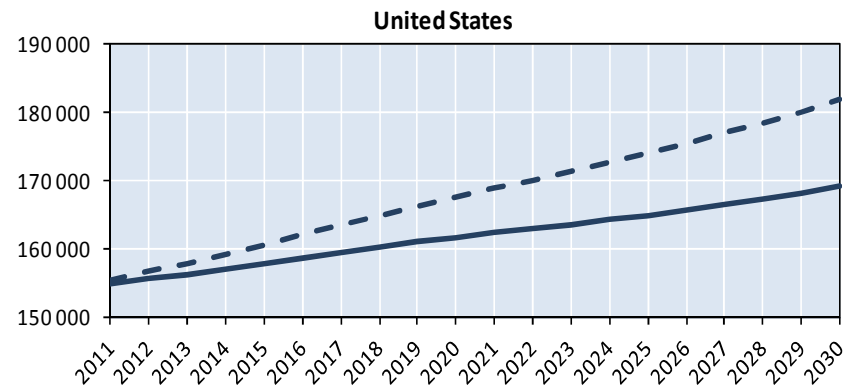
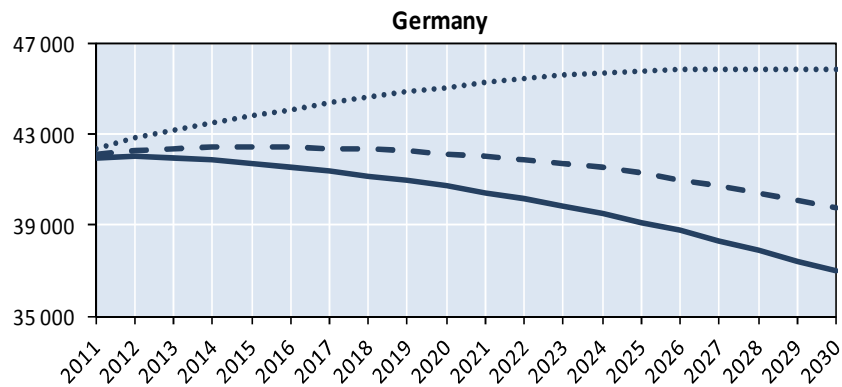
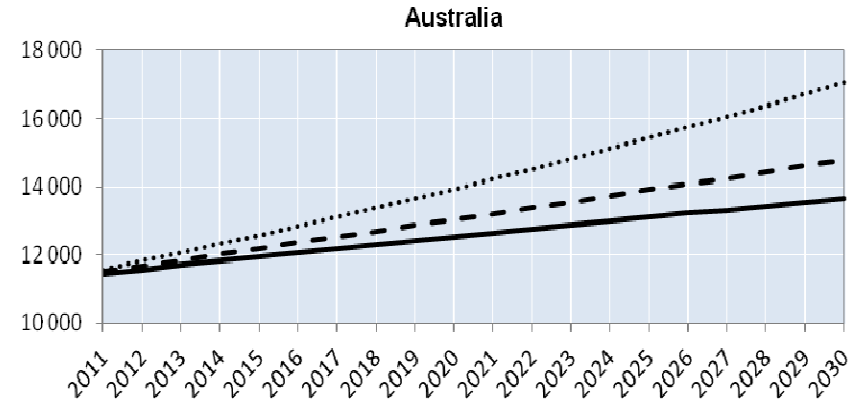
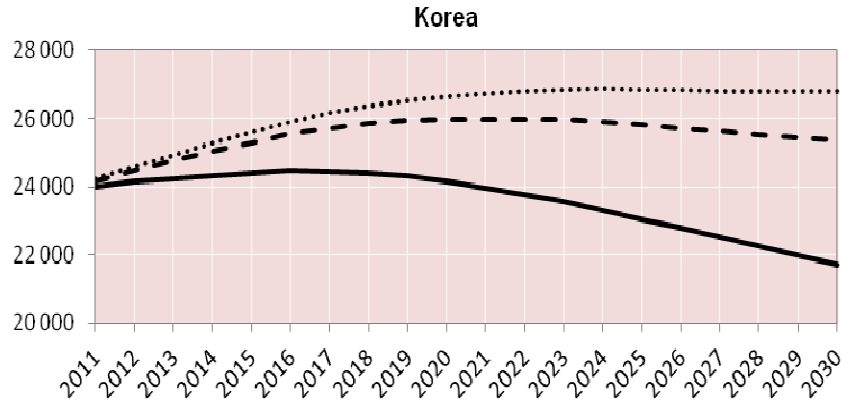
Source: OECD (2011), Help Wanted ? Proving and Paying for Long-Term Care





# Greater gender equality can prop up the labour supply...

**Projected number of persons aged 15-64 in the labour force, thousands, 2011-2030**



— No-change scenario      - - Convergence in participation rates      ..... Convergence in intensity of labour market participation

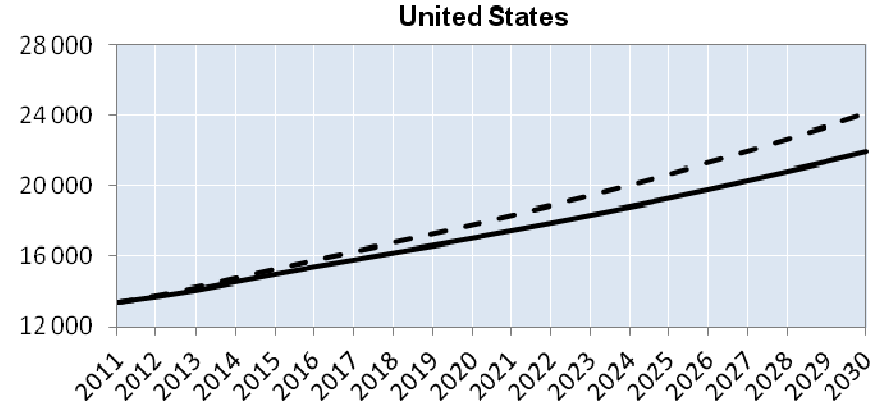
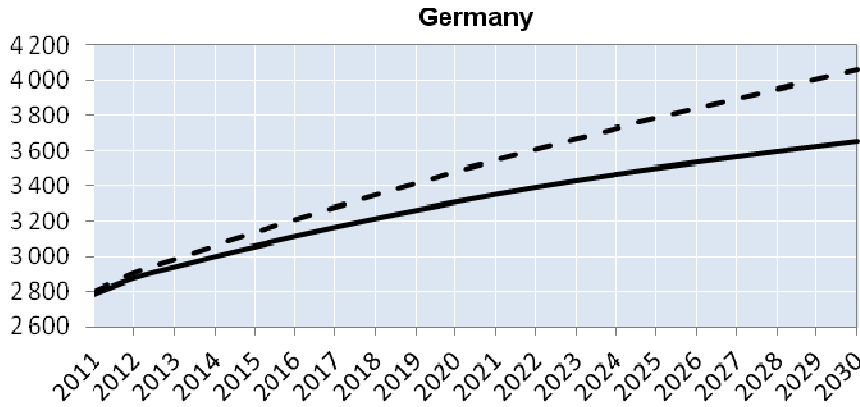
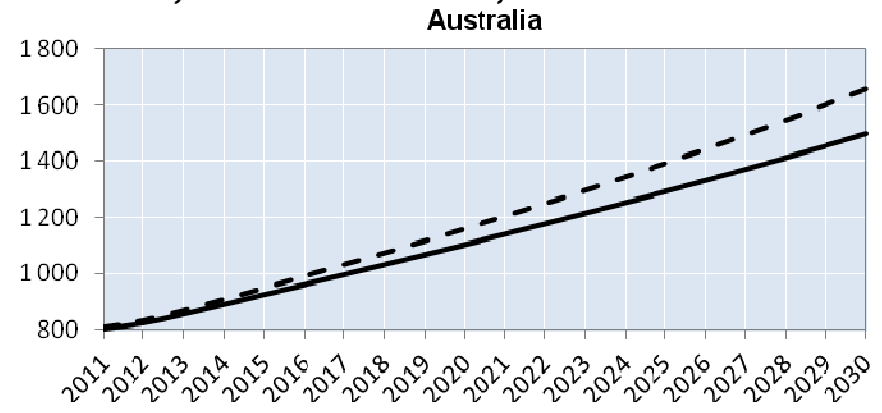
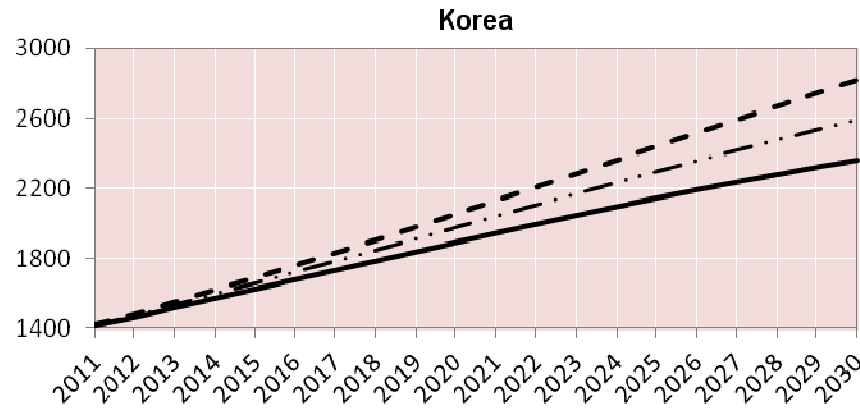
**No-change scenario:** Male and female participation rates remain at their 2010 levels over the whole period; **convergence in participation rates:** Female participation rate increases over the period to the 2010 male participation levels by 2030; and, **convergence in intensity of labour market participation:** Female full-time equivalent participation rate increases to equal the 2010 full-time equivalent rate for men by 2030.

Source: OECD (2012), *Gender Equality in Education, Employment and Entrepreneurship*,



# ... and boost the economy

**Projected size of the economy in GDP. USD 2005 PPP, in 1 000 000 000s, 2011-2030**



— No-change scenario

- · - Gender gaps reduce by 50%

- - Convergence in participation rates

**No-change scenario:** The gap between male and female labour force participation rate remains at the levels observed in 2010.

**Gender gaps reduce by 50%:** The gap between male and female labour force participation levels observed in 2010 is reduced by 50% by 2030.

**Convergence in participation rates:** The gap between male and female labour force participation levels observed in 2010 disappears by 2030.

Source: OECD (2012), *Gender equality in education, employment and entrepreneurship*, OECD publishing, forthcoming.



## Concluding remarks - general

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- Socio-economic outcomes have become more “gender equal”, but much remains to be done.
- Gender equality policy is often not prioritised, and policy levers with immediate effect are few.
- Address stereotyping in educational choices at school from a young age; encourage girls to choose STEM.





## Concluding remarks - Korea

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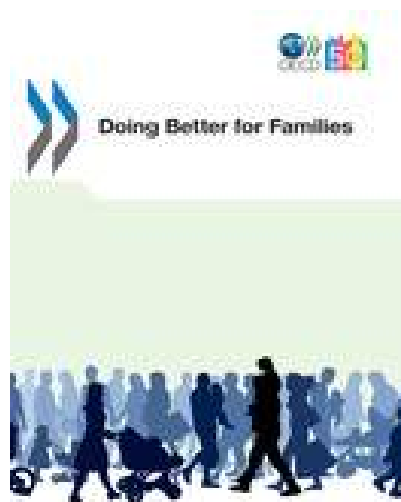
- In public financing terms Korea's position is better than most OECD countries, but there are demographic challenges due to low fertility and aging population
- Gains in education not reflected in employment
- Need to make better use of women in the economy to shore up the labour supply and help economic growth
- Korean workplace practices, for *both men and women*, need to change: more unpaid work men and more paid work for women; flexible and part-time working arrangements; take-up of paternity leave; performance-related pay within regular employment



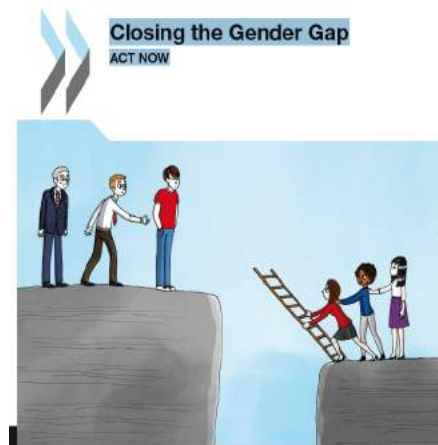


THANK YOU and FURTHER READING!

**“Closing the Gender Gap: Act Now”**  
(to be released 17 December at [www.oecd.org/gender](http://www.oecd.org/gender))



[www.oecd.org/social/family](http://www.oecd.org/social/family)



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



[www.oecd.org/els/social/inequality](http://www.oecd.org/els/social/inequality)

