

Table of contents

Acronyms and conventional signs	15
Executive summary	17
Part I. Gender equality: A global overview	
Chapter 1. Gender equality in the OECD and around the world: An overview	21
Gender equality for inclusive growth.....	22
Gender gaps in labour market outcomes persist, despite girls and young women’s gains in education	24
Priority issues and recent policy gains	30
Bringing down barriers to female employment	33
Towards a fairer representation of women in public life	35
Changing policies, changing minds: The persistence of stereotypes as a barrier to equality	37
The way forward	40
References.....	43
<i>Annex 1.A1. Increasing female labour supply and the growth dividend</i>	<i>45</i>
Chapter 2. Sustainable development goals and gender equality	49
Agenda 2030: A timely lever to achieve the unfinished business of gender equality	50
Challenges in the implementation of Agenda 2030	51
Measuring and tracking progress towards SDG5	54
References.....	57
Chapter 3. Governance for gender equality.....	59
Gender awareness must be built in to all legislation and government at all levels.....	60
Gender budgeting: A key change in governance	60
Important tools for gender budgeting	63
Accountability for and oversight of gender mainstreaming.....	65
References.....	67
Chapter 4. Socio-demographic change and gender roles.....	69
Family formation patterns are changing	70
Gender role divisions are slowly eroding	73
Divorce exposes women to greater income vulnerability	76
References.....	79
<i>Annex 4.A1. Additional data on the distribution of single young people by level of education ...</i>	<i>81</i>
Chapter 5. Violence against women: A new policy priority for OECD countries.....	83
Violence against women remains far too widespread.....	84
Policy increasingly prioritises violence against women, including sexual harassment	84
A multidimensional approach to ending violence against women.....	86
The challenge of measuring violence against women	89
References.....	91

Part II. Gender equality in education

Chapter 6. Where girls still lag behind in education	95
Though the gender gap has narrowed, gender-related education disparities are still there	96
Narrowing gaps in mathematics scores and numeracy	99
References.....	102
Chapter 7. The under-representation of women in STEM fields	105
Girls are under-represented in STEM subjects and careers	106
Choices made at the age of 15 can have long-term consequences.....	107
Building girls' confidence.....	111
References.....	112
Chapter 8. Boys fall behind at school, but catch up shortly thereafter	113
Women have generally higher upper-secondary and higher education qualifications.....	114
Boys and low achievement	115
Gender gaps in literacy narrow with age	117
Finding ways to engage low-performing boys and girls.....	118
References.....	120
Chapter 9. Boys and men are under-represented in health studies and among teachers	121
Men are under-represented in health and welfare	122
Men are less likely than women to work as teachers.....	122
The gender gaps in career plans to work as teachers or health workers emerge in adolescence.....	123
Boys and young men are unlikely to pursue health-related studies	124
Addressing gender imbalances in the teaching profession	126
References.....	128
Chapter 10. Gender gaps in financial literacy and financial education	129
Gender differences in financial knowledge remain	130
Women are less financially resilient than men	131
Financial knowledge is associated with gender differences in financial resilience	132
Financial education initiatives to improve women's financial literacy continue.....	132
More evidence is needed on whether and how to close gender gaps.....	133
References.....	136
Annex 10.A1. Tables available on line	138

Part III. Gender equality in employment

Chapter 11. Women at work: A snapshot of women in the labour force	141
Female employment in the OECD: Cause for cautious optimism?	142
Gender gaps in hours worked and occupations.....	143
The glass ceiling remains intact.....	144
Highly-educated and childless women fare better than others.....	145
Targeting policies for gender equality	147
References.....	150
Annex 11.A1. Additional data on gender segregation	151

Chapter 12. The gender wage gap	153
The gender pay gap remains at just below 15%.....	154
The gender pay gap increases with age and during parenthood.....	159
Within-occupation and industry gender pay gap	161
The gender pay gap by educational level.....	161
The gender pay gap often increases along the hourly wage distribution	161
Policies to address the gender wage gap.....	163
References.....	165
Chapter 13. Barriers to women’s career path and income mobility	167
Women’s careers are shorter than men’s, with fewer opportunities.....	168
Women start their careers differently.....	168
Childbirth is a turning point in women’s labour market activity	170
Financial consequences of job losses are smoothed by pooling resources	171
Career breaks lead to gender gaps in pension entitlements.....	172
References.....	174
Annex 13.A1. Women’s detailed activity status across the life course	175
Chapter 14. Glass ceilings still unbroken	177
Progress in women’s representation at the top between 2013 and 2016.....	178
Changing policy environments	182
Remaining challenges	185
References.....	187
Chapter 15. Gender inequality in unpaid work	189
Women still do most unpaid work	190
Childcare and housework obligations restrict women's paid work prospects.....	190
Who does what? Determinants of the distribution of unpaid work	192
Policies can help to distribute the burden of paid and unpaid work more equally	193
References.....	196
Chapter 16. A good start for equal parenting: Paid parental leave	199
Paid maternity and paternity leave entitlements directly around childbirth.....	200
Paid parental leave for infants and young children.....	200
Paid leave pays off – for mothers, fathers and families	203
Recent progress in paid leave policies for fathers.....	204
References.....	205
Chapter 17. Childcare supports: Helping both parents in paid work	207
Participation in early childhood education and care varies across countries and socio-economic groups	208
Out-of-school-hours care services remain under-developed in most OECD countries	210
A lack of affordable ECEC continues to act as an obstacle to paid work for many parents.....	211
References.....	214
Chapter 18. Flexible working arrangements	217
Though still wide, the gender gap in part-time employment is narrowing	218
Mothers are less likely than fathers to work from home.....	218
Policies to promote greater access to flexible working arrangements	221
References.....	224

<i>Chapter 19. Gender gaps in education and labour markets of emerging economies</i>	227
Uneven progress in narrowing education and employment gender gaps in emerging economies	228
Women often hold worse jobs than men.....	231
References.....	235
<i>Chapter 20. Gender inequality in the Middle East and North Africa: Women’s participation in economic and public life</i>	237
Women’s representation in education, employment, entrepreneurship and public life	238
Remaining barriers to gender equality in the MENA Region.....	242
References.....	244
<i>Chapter 21. Women on the move</i>	247
There are more migrant women than men	248
Migrant women’s double disadvantage in the labour market	252
The gender dimension of the brain drain	255
References.....	259
<i>Chapter 22. Gender, health and labour force participation</i>	261
Women live longer than men, but spend their extra years in poor health.....	262
Women are more likely to provide informal care, which can affect their health and work.....	264
References.....	267
<i>Chapter 23. Going digital: The future of work for women</i>	269
More flexibility in work can increase women's employment, but also raises concerns about job quality	270
The impact of digitally-mediated platforms on gender gaps is still unclear	271
Automation is expected to spread across most sectors and occupations, affecting both men and women	273
The new world of work will depend crucially on skills.....	274
Policy can help improve women’s labour market prospects in the new world of work	278
References.....	280
Part IV. Gender equality in entrepreneurship	
<i>Chapter 24. Gender gaps in entrepreneurship persist</i>	285
Gender disparities in self-employment rates.....	286
Self-employed with employees.....	289
Self-employment earnings	289
References.....	291
<i>Chapter 25. Policies to address barriers to women entrepreneurs</i>	293
Self-employment motivations and intentions	294
Barriers to business start-up.....	294
Supporting the development of entrepreneurship skills for business growth	296
Facilitating access to finance	297
References.....	301