# Table of contents

Executive su	ımmary	13
	Part I	
Gende	r equality: The economic case, social norms, and public policies	
Chapter 1.	The economic case for gender equality	23
Chapter 2. Chapter 3.	Why social institutions matter for gender equality Embedding gender equality in public policy	31 37
Annex I.A1. Annex I.A2.	Estimating the effects of human capital accumulation on growth  Labour force projections for OECD countries not covered	45
Annex I.A3.	in Figure 1.2. Gross domestic product projections for OECD countries not covered	49
	in Figure 1.2	54
References .		59
	Part II	
	Gender equality in education	
Chapter 4.	Keeping girls and boys in school	65
Chapter 5.	Aid in support of gender equality in education	75
Chapter 6.	Who is good at what in school?	83
Chapter 7.	Secondary school graduates: What next?	91
Chapter 8.	Science versus the humanities	99
Chapter 9.	Getting the job you studied for	109
Chapter 10.	Financial education for financial empowerment	117
Annex II.A1.	Supplementary tables to Chapter 4	123
Annex II.A2.	Supplementary table to Chapter 5	133
Annex II.A3.	Supplementary table to Chapter 8	137
Annex II.A4.	General background data on education	138
References .		141

CLOSING THE GENDER GAP: ACT NOW © OECD 2012

## Part III

## Gender equality in employment

Chapter 11.	Who is in paid work?	149
Chapter 12.	Does motherhood mean part-time work?	159
Chapter 13.	A woman's worth	165
Chapter 14.	The business case for women and addressing the leaky pipeline	175
Chapter 15.	Women on boards	183
Chapter 16.	Gender divides in the public domain	191
Chapter 17.	Who cares?	199
Chapter 18.	Supporting parents in juggling work and family life	
Chapter 19.	Male and female employment in the aftermath of the crisis	215
Chapter 20.	The hidden workers: Women in informal employment	
Chapter 21.	Women in retirement	229
Annex III.A1.	Supplementary tables to Chapter 11	235
Annex III.A2.	The determinants of female labour force participation	
	and part-time work	246
Annex III.A3.	Data sources for the analysis in Chapter 13	249
Annex III.A4.	Supplementary table to Chapter 15	252
Annex III.A5.	Supplementary table to Chapter 18	253
	Supplementary tables to Chapter 20	
Annex III.A7.	General background data on employment	258
References .		261
	Part IV	
	Gender equality in entrepreneurship	
Chapter 22.	Trends in women entrepreneurship	273
Chapter 23.	Motivations and skills of women entrepreneurs	
Chapter 24.	Is there a gender gap in enterprise performance?	
Chapter 25.	Does entrepreneurship pay for women?	
Chapter 26.	Women's access to credit	
Chapter 27.	Financing female-owned enterprises in partner countries	
Chapter 28.	Do women innovate differently?	
Chapter 29.	Formalising female-owned businesses	315
Annex IV.A1.	Methodological issues and additional findings	
	to Chapters 22 and 24	321
Annex IV.A2.	Methodological issues and additional findings	
	to Chapters 23 and 25	328
Annex IV.A3.	Methodological issues and additional findings to Chapter 26	330
Annex IV.A4.	Methodological issues and additional findings	
		221
Annex IV.A5.	to Chapters 27 and 29	33 <sub>2</sub>
	to Chapters 27 and 29  Methodological issues and additional findings to Chapter 28	
References .	•	337
	Methodological issues and additional findings to Chapter 28	337 340

#### **Tables**

I.A1.1.	A general growth model with total human capital	47
I.A1.2.	Basic growth model statistics	48
I.A2.1.	Projected increase and decrease in labour force size from 2011 to 2030	
	under three scenarios of labour force participation	53
I.A3.1.	Projected average annual growth rate in GDP and GDP per capita	
	in USD 2005 PPP, percentage, 2011-30	57
I.A3.2.	Projected GDP in USD 2005 PPP, millions, 2020 and 2030	58
II.A1.1.	Adjusted primary school net enrolment rates, 2000 and 2010	123
II.A1.2.	Gross secondary school enrolment ratios, 2000 and 2010	128
II.A2.1.	Gender equality focused aid in primary and secondary education,	
	percentage of 2009-10 annual average DAC members' aid commitments,	
	2010 prices	133
II.A3.1.	Percentage of female students in higher education, 1985-2025	137
II.A4.1.	Educational attainment, PISA scores, and field of tertiary education, 2009 $\ldots$	139
11.1.	Women are over-represented in the service sector	152
III.A1.1.	Labour force participation rates by gender, 1990, 2000 and 2010	235
III.A1.2.	Employment by broad economic activity and gender, 2010	240
III.A1.3.	Female employment as a proportion of total employment in each industry	
	sector according to ISIC Revision 3 and ISIC Revision 4 classifications, 2010	244
III.A2.1.	Econometric estimates of the determinants of female labour force	
	participation, women aged 25-54, OECD, 1980-2007	247
III.A4.1.	Quotas on boardroom representation in Europe and sanctions	
	for non-compliance	252
	Tax and benefit systems and their "neutrality"	253
III.A6.1.	Informal employment in non-agricultural activities by gender	255
	Distribution of male and female informal employment by work category	257
III.A7.1.	Labour force participation, employment, part-time and temporary work,	
	gender wage gaps, boardroom membership and unpaid work	259
IV.A1.1.	Women owned-enterprises lag behind in average productivity,	
	profits and generation of new jobs	326
	Blinder-Oaxaca decompositions of the gender performance gap	326
	Determinants of the earnings of male and female business owners	329
IV.A3.1.	Differences in credit use and access for enterprises owned by women	
	and men, 2009 (16 European countries)	
	Description of the dataset used in Chapters 27 and 29	333
IV.A4.2.	Statistics on small and micro-enterprises and their owners from surveys	
	used in Chapter 27	335
IV.A4.3.	Differences in sales and sales per employee across gender	
	and formality status	336
IV.A5.1.	Enterprises founded by women with previous entrepreneurial experience	
	are more likely to innovate and invest in R&D	338
IV.A5.2.	The innovation gap by gender in the United States disappears	
	when controlling for other characteristics of firms and founders	339
IV.A5.3.	Differences in expenditure on different forms of innovation by new	
	enterprises founded by women and men in the United States	339

## **Figures**

1.1.	Richer countries have higher and more gender-equal educational	0.0
1 2	attainments	25
1.2.	and the economy	28
2.1.	Discriminatory attitudes are related to women's employment rates	32
	The incidence of early marriage varies across regions	34
	Early marriage is related to girls' secondary school enrolment	34
	Barriers to effective pursuit of gender mainstreaming and equality policies .	39
	The effect of converging participation rates between men and women	
	on the size of the labour force	49
I.A3.1.	The effect of converging participation rates between men and women	
	on the size of the economy in GDP	54
4.1.	Gender gaps in primary education still persist in some geographic regions	66
4.2.	In secondary education girls are disadvantaged in regions with low overall	
	enrolment rates	67
4.3.	In most OECD countries, young women are more likely to have completed	
	upper secondary education than young men	69
5.1.	The education sector receives the highest volume of gender equality	
	focused aid	78
5.2.	The education sector has the highest proportion of gender equality	
	focused aid	78
5.3.	The proportion of OECD DAC donor aid targeting gender equality	
	in primary and secondary education varies across regions	79
6.1.	Girls significantly outperform boys in reading, but boys perform	
	better than girls in mathematics	84
	Girls continue to outperform boys in reading	85
6.3.	The gender gap in reading is widest among the lowest performing	
	students	86
	Girls are more likely than boys to enjoy reading	87
6.5.	Fathers are less likely than mothers to read to their children or have	
	positive attitudes towards reading	88
7.1.	In low and middle income countries, NEET rates for women can be	
7.0	relatively high	92
7.2.	Married and less educated young women aged 20-24 are more likely	0.0
7.0	to be NEETs in Africa and India	93
	After secondary school boys are more likely than girls to work	94
	Today women are more likely to obtain a tertiary degree than men	100
8.2.	More women enter health related degrees but remain underrepresented	100
0.2	in computer science degrees	102
	Gender differences persist in technical vocational programmes	103
	Women and men perform equally well at the tertiary level	104 110
	Men and women who graduated from the same field often make different	11(
٦.८.	occupational choices	111
10.1	Women have slightly lower levels of financial knowledge than men	

10.2.	Young women typically have lower levels of financial literacy	
	than their elders	121
11.1.	In the OECD, gender gaps in labour force participation vary widely	
	across countries	150
11.2.	Gender gaps in labour force participation have narrowed but remain	
	significant in South Asia, the Middle East and North Africa	151
11.3.	Economic sectors with the highest feminisation rates are health	
	and community services followed by education	153
11.4.	Female employment is concentrated in a limited number of occupations	154
11.5.	In the OECD less than one-third of managers are women	156
11.6.	More women are in paid work during childbearing years than in the past	157
11.7.	Women are at a higher risk of poverty than men, especially in old age	158
12.1.	There are large gender gaps in part-time work and full-time equivalent	
	employment rates	161
12.2.	Motherhood makes part-time work much more likely	163
12.3.	Women are more likely to work part-time in countries with high childcare	
	costs	163
13.1.	The gender pay gap: Narrowing but more slowly and still wide at the top $\dots$	167
13.2.	Gender pay gap increases with age	169
13.3.	The price of motherhood is high across OECD countries	170
13.4.	The difference in take-home pay is wider because women work	
	fewer hours	170
13.5.	Differences in hours worked and the type of job explain part	
	of the gender pay gap	171
13.6.	Childcare and leave policies are inversely related to the pay gap	172
13.7.	The gender pay gap is related to wage compression factors	173
14.1.	The leaky pipeline: Women are under-represented in senior management	177
14.2.	Cultural and corporate practices are perceived as the main barriers	
	to women's rise to leadership	178
15.1.	Norway has the largest proportion of women on boards of listed	
	companies	186
16.1.	Women make up a significant share of public sector employment	192
16.2.	The government leaky pipeline: Women's under-representation in senior	
	management in the central civil service	193
17.1.	Women do more unpaid work than men in all countries	200
17.2.	Women's unpaid work decreases with increases in the national levels	
	of women's employment, but they always do more unpaid work than men $% \left( 1\right) =\left( 1\right) \left( 1\right) +\left( 1\right) \left( 1\right) \left( 1\right) +\left( 1\right) \left( 1$	201
17.3.	Regardless of a woman's employment status, men do less unpaid work	
	than their spouses	202
17.4.	Gender gaps in unpaid and paid work increase with the arrival of children	202
18.1.	In most OECD countries, dual-earner families are the norm	206
19.1.	In most countries the employment gender gap narrowed during	
	the economic crisis	216
19.2.	Most employment losses are in male-dominated sectors	217
19.3.	In most countries, women increased their hours worked to compensate	
	for the employment loss of their partners during the crisis	218

19.4.	The difference in unemployment rates between males and females	
	is on the rise	219
20.1.	In Africa, Asia and Latin America informal employment is high and often	
	in non-registered companies	223
20.2.	Women in informal non-agricultural employment tend to be concentrated	
	among the most vulnerable work categories	224
20.3.	Both women and men earn less in non-agricultural informal employment	
	than in formal wage employment, but women earn even less than men	226
20.4.	A significant proportion of women in non-agricultural informal	
	employment have indirect pension coverage through their spouses	226
21.1.	Women pensioners are more likely to be poor than their male	
	counterparts	230
21.2.	Most countries have a large pension gap	231
21.3.	Women receive their pension for longer	232
	The proportion of female entrepreneurs has not significantly increased	
	in most countries over the past decade	274
22.2.	The proportion of individually-owned enterprises with a female owner	
	varies between 20 and 40% across OECD countries	276
22.3.	The birth rate of female-owned enterprises is higher than	
	that of male-owned enterprises	276
22.4.	Births of female-owned enterprises declined less than male-owned ones	
	during the crisis	277
23.1.	Work-life balance is a motive for starting their business for more women	
	than men	280
23.2.	More women than men start a business out of necessity, particularly	
	in Egypt and Mexico	281
23.3.	Female business owners have higher educational attainment than men	282
24.1.	There are wide international differences in the survival rates	
	of women-owned enterprises	286
24.2.	Female and male-owned enterprises perform similarly in terms	
	of job creation	287
24.3.	The share of female-owned enterprises falls among largest firms	288
25.1.	Female business owners earn significantly less than men	292
25.2.	Most women tend to realise low profits, men being better represented	
	among average and top earners	293
25.3.	In most OECD countries self-employed women work fewer hours	
	than men	294
25.4.	Highly educated women earn more as salaried workers than	
	as self-employed	294
26.1.	More men than women use credit from banks to finance their start-up. $\dots$	298
26.2.	There are large international differences in the difficulties perceived	
	by women in financing their start-up	300
26.3.	Women create their enterprises with considerably lower amounts	
	of initial funds	301
	The financial inclusion of women does not depend only on income	304
27.2.	Women entrepreneurs in Africa are less likely to ask for loans than men	305

27.3.	Neither male nor female micro-enterprise owners tend to use external	
	loans to start up	306
28.1.	Female founders perceive their activity as less innovative, particularly	
	in terms of process innovation	310
28.2.	Venture-capital investors are predominantly male, particularly in Asia	313
29.1.	Women frequently own small and micro-enterprises, though less	
	so in MENA countries	316
29.2.	The percentage of female-owned micro and small businesses has	
	increased in Mexico both in the formal and informal sectors	317
IV.A1.1.	Gender differences in self-employment are much more pronounced	
	among the self-employed with employees	323
IV.A1.2.	Unemployed women are much less likely than men to consider	
	self-employment	324
IV.A1.3.	Enterprises run by women are significantly smaller than those run	
	by men	324
IV.A1.4.	Women are much less likely than men to run enterprises	
	in manufacturing	325
IV.A4.1.	Business owners in Brazil and Mexico consider level of prices and sales	
	the most important business constraint	334

## This book has...



Look for the *StatLinks* at the bottom right-hand corner of the tables or graphs in this book. To download the matching Excel® spreadsheet, just type the link into your Internet browser, starting with the *http://dx.doi.org* prefix.

If you're reading the PDF e-book edition, and your PC is connected to the Internet, simply click on the link. You'll find *StatLinks* appearing in more OECD books.