



OECD Skills Studies

Gender, Education and Skills

THE PERSISTENCE OF GENDER GAPS IN EDUCATION
AND SKILLS

Marta Encinas-Martin and Michelle Cherian



Gender, Education and Skills

The persistence of gender gaps in education and skills

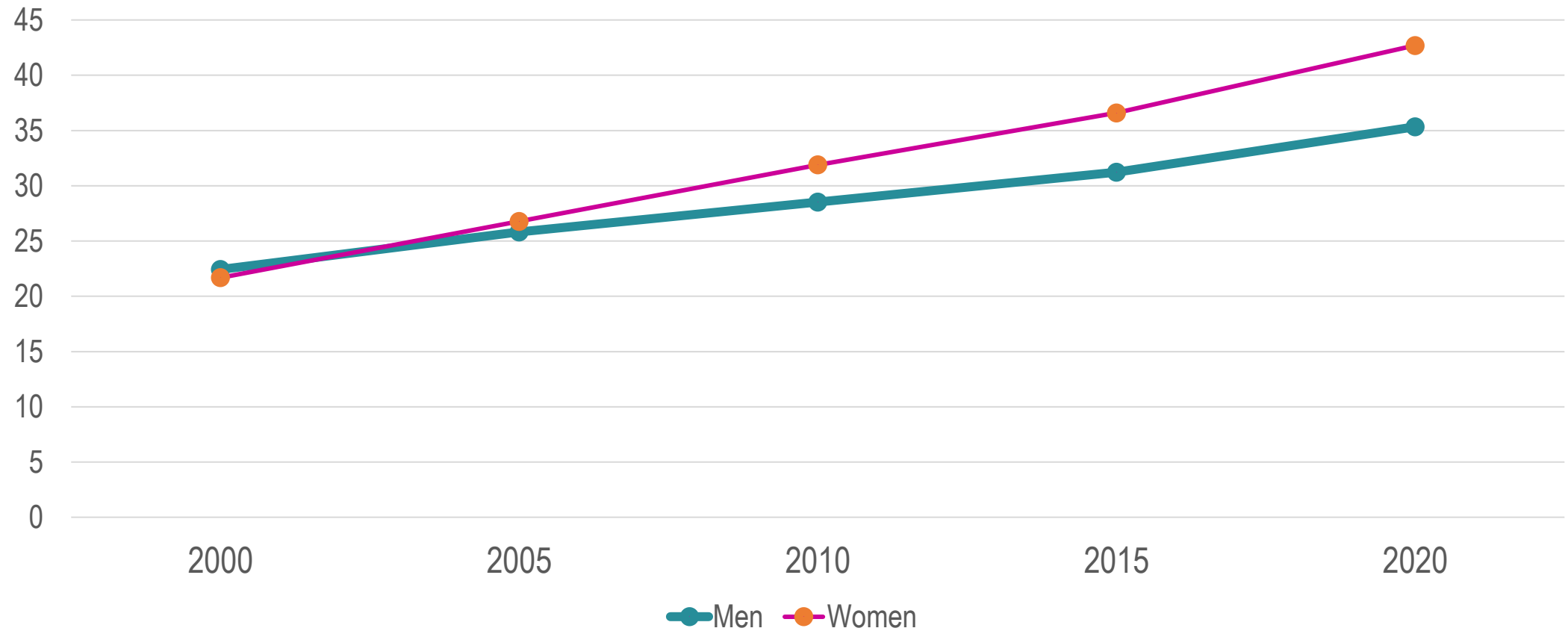
Marta Encinas-Martin



Tertiary Education

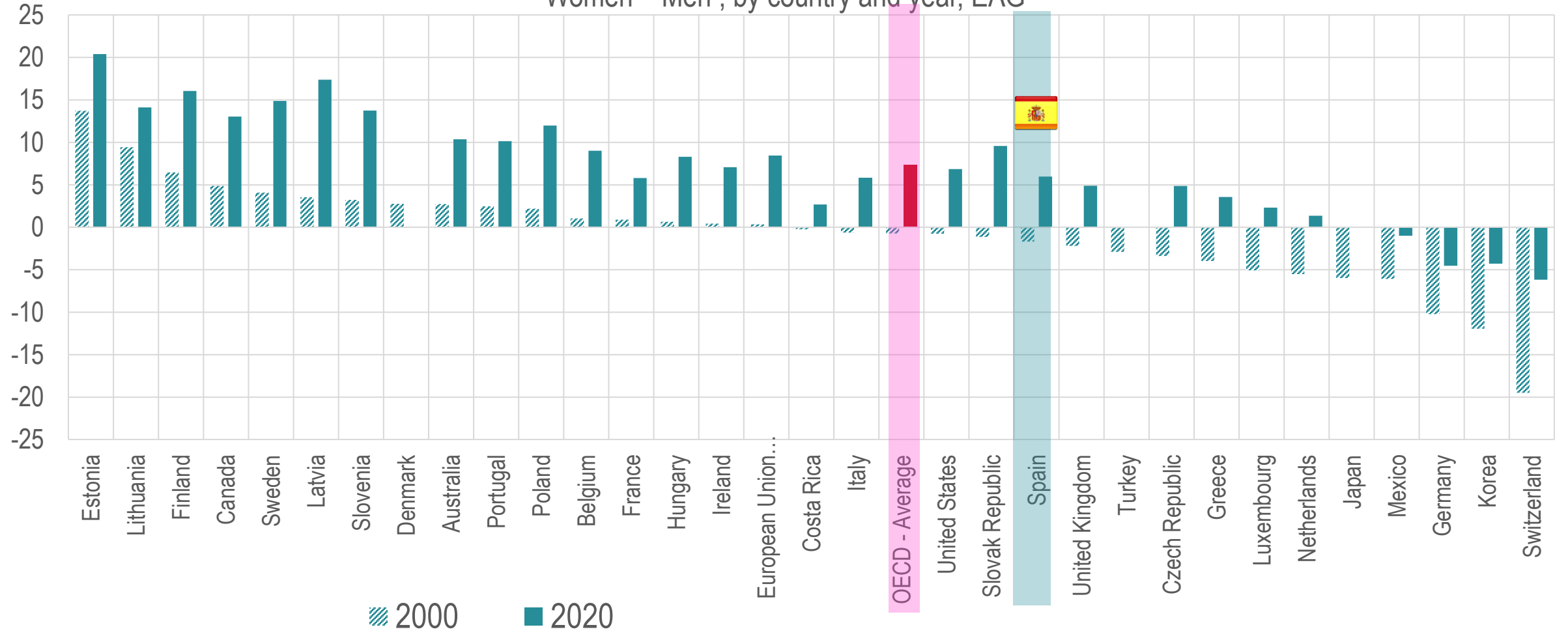
Women in the labour force (25-65) are nowadays more likely than men to hold a tertiary degree

Proportion of tertiary graduates among 25-65 olds
by gender, OECD average, EAG



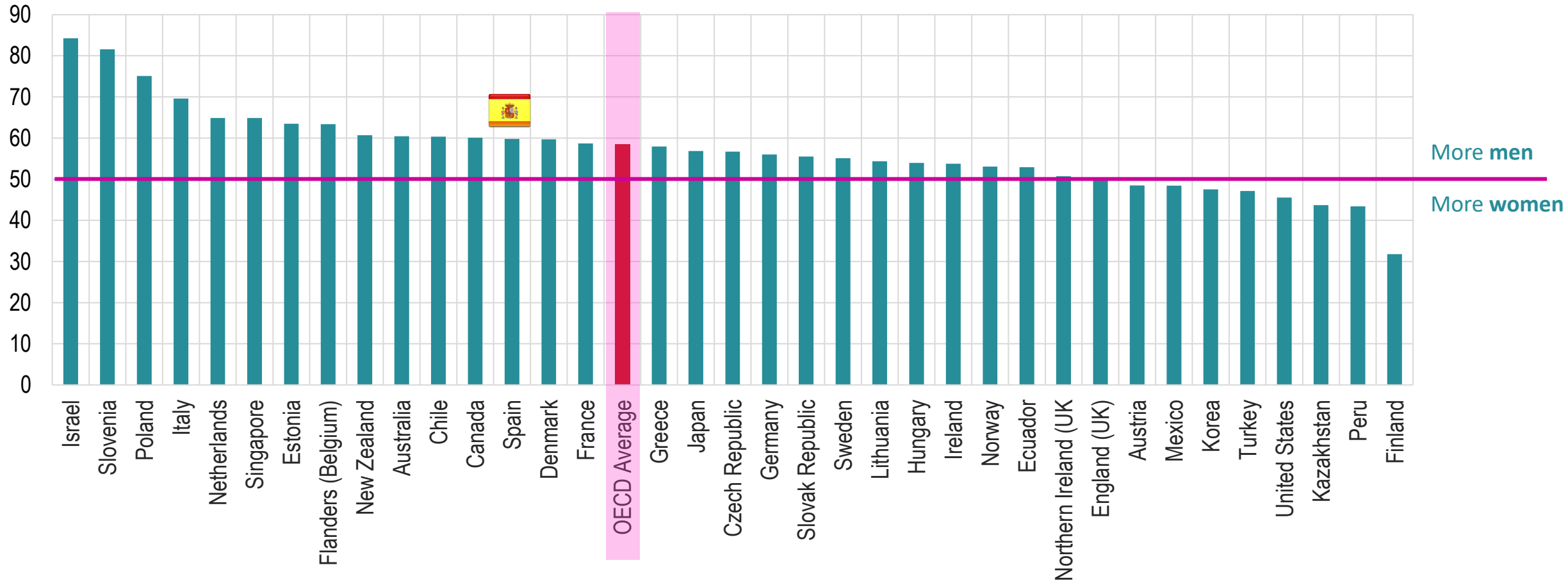
Compared to 2000, this gender gap has increased in all countries and is now very high in some countries

Proportion of tertiary graduates among 25-65 olds
Women – Men , by country and year, EAG



... and young men tend to be early school leavers

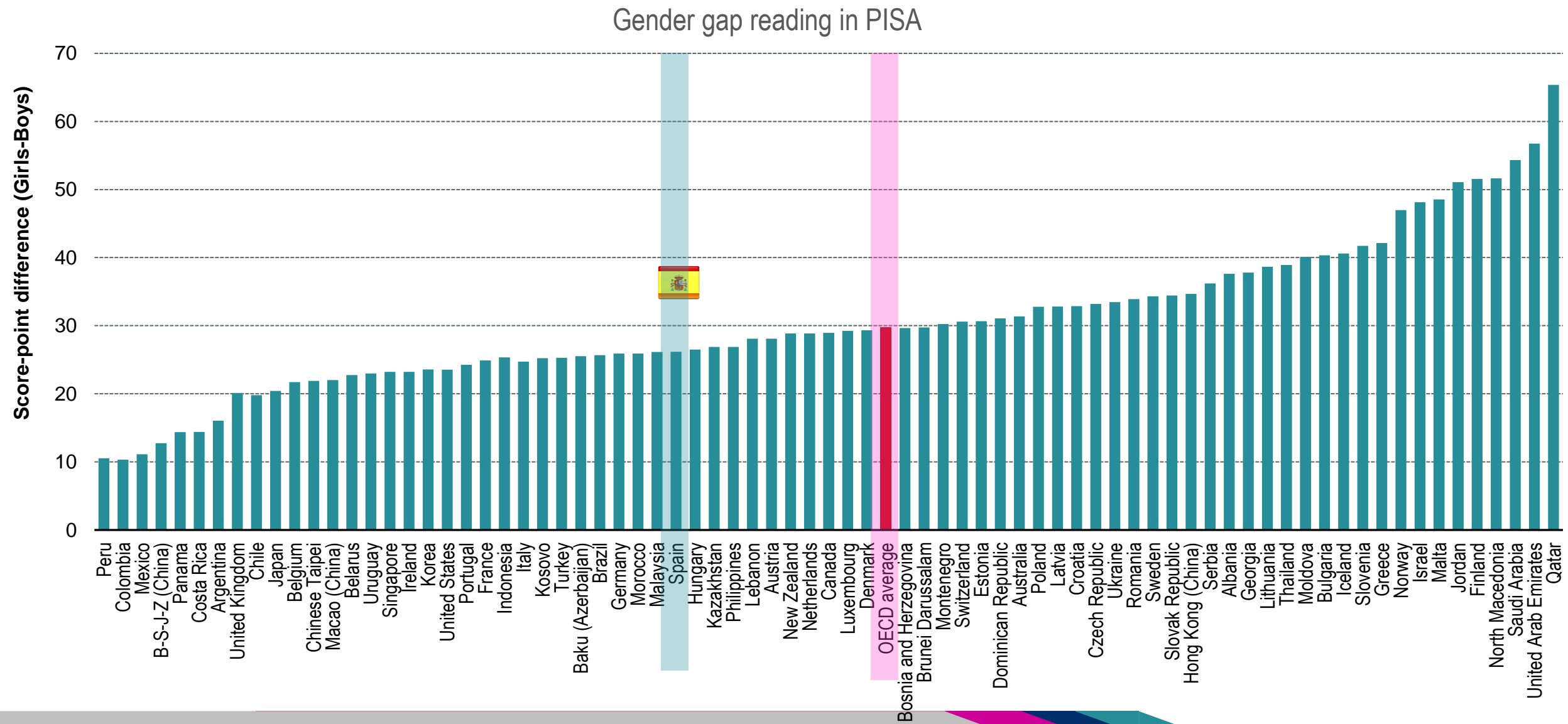
Proportion of men among early school leavers aged 18 to 24 by country, PIAAC Cycle I





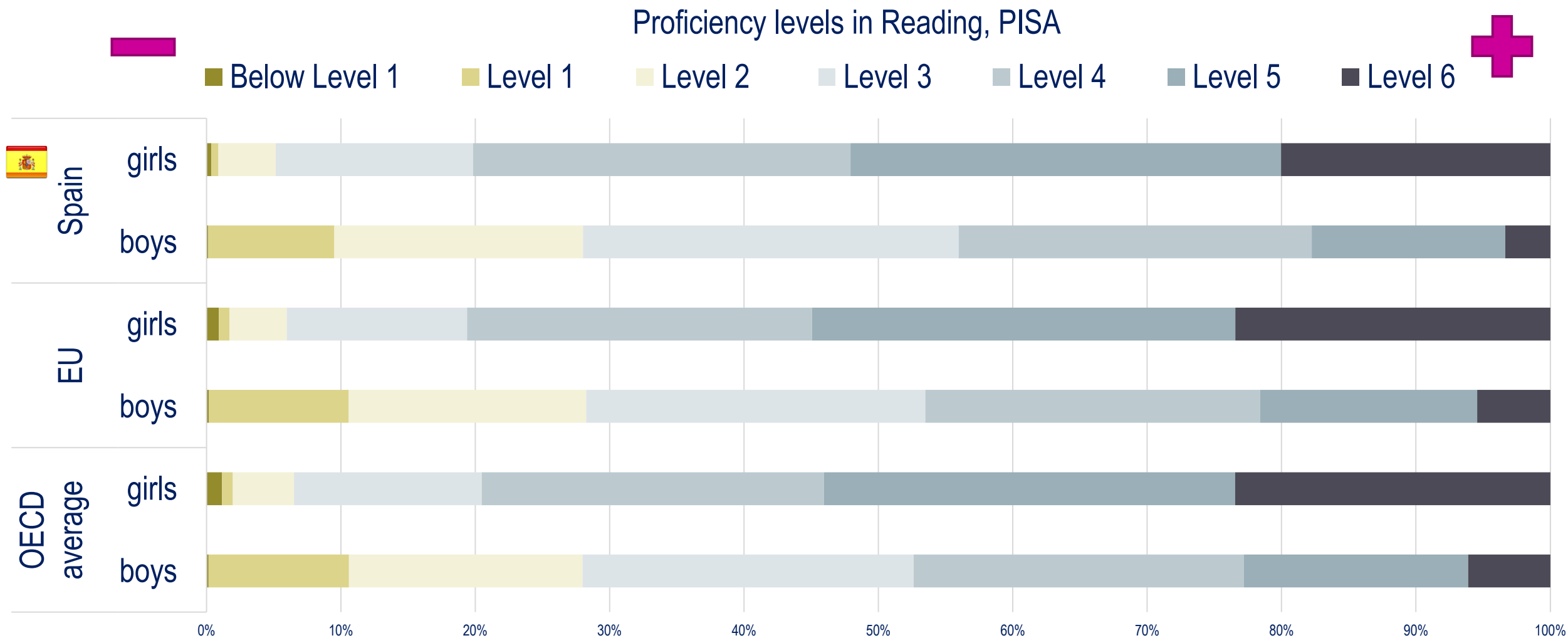
Gender differences in performance in upper secondary education

Girls have a sizeable advantage in reading in all countries

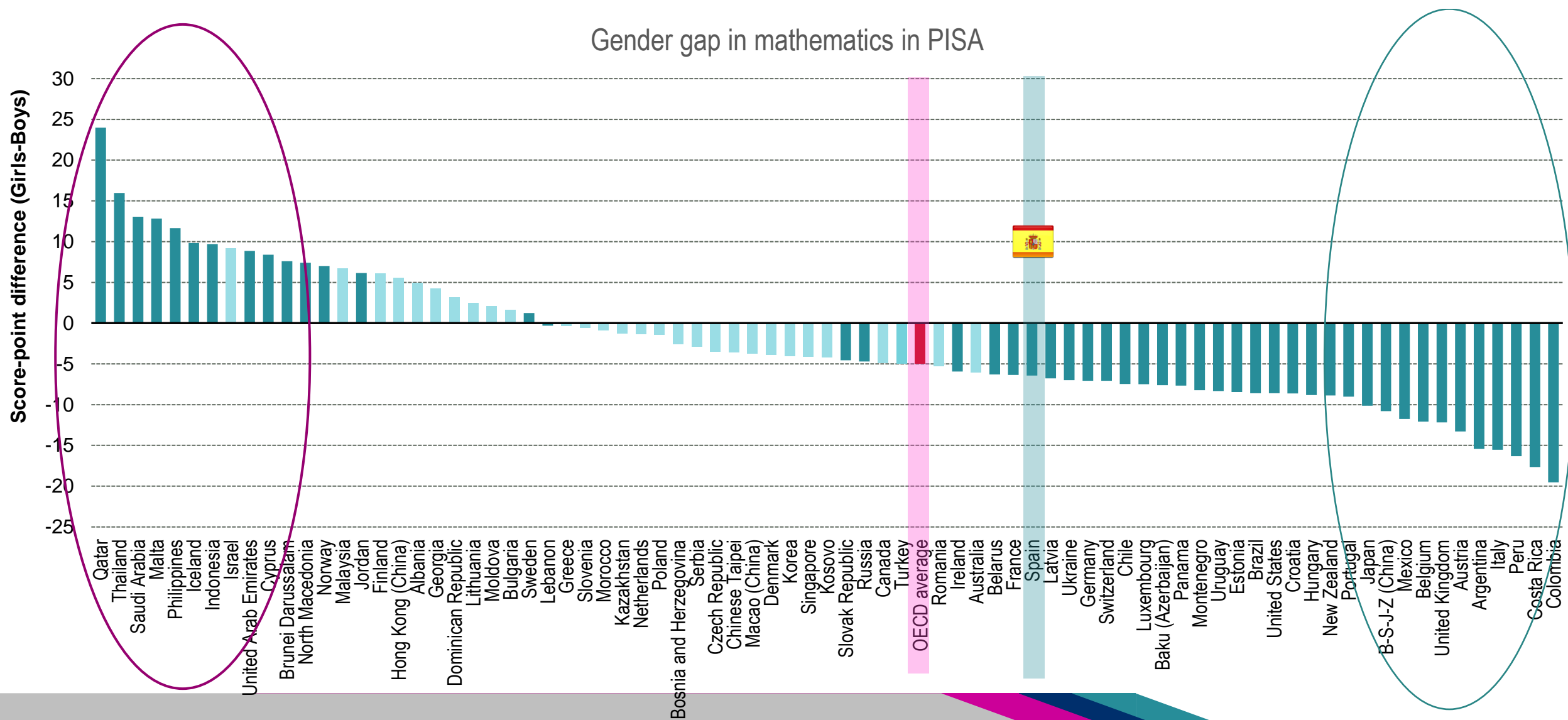




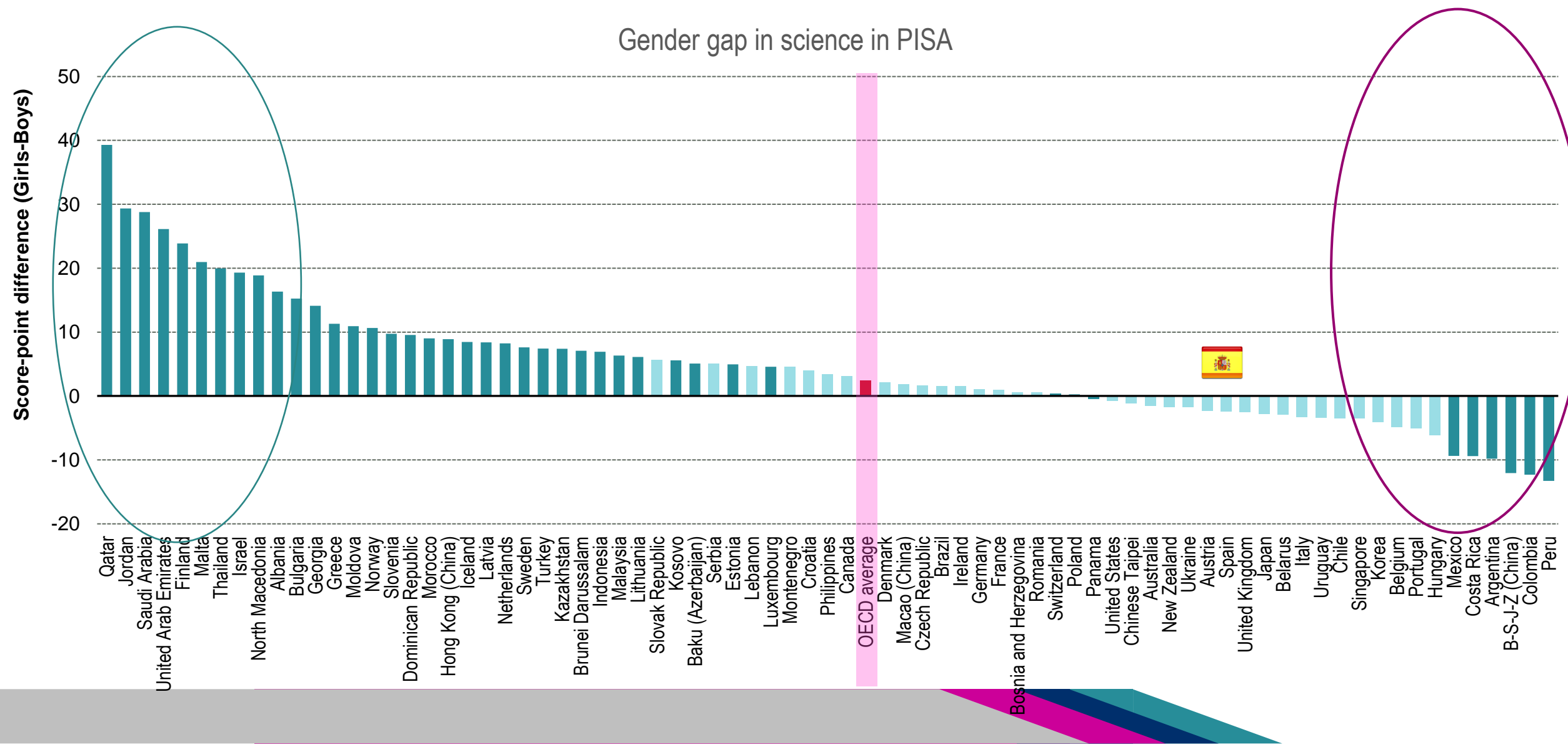
Girls also tend to be higher performers than boys, and boys are among the low performers in Reading



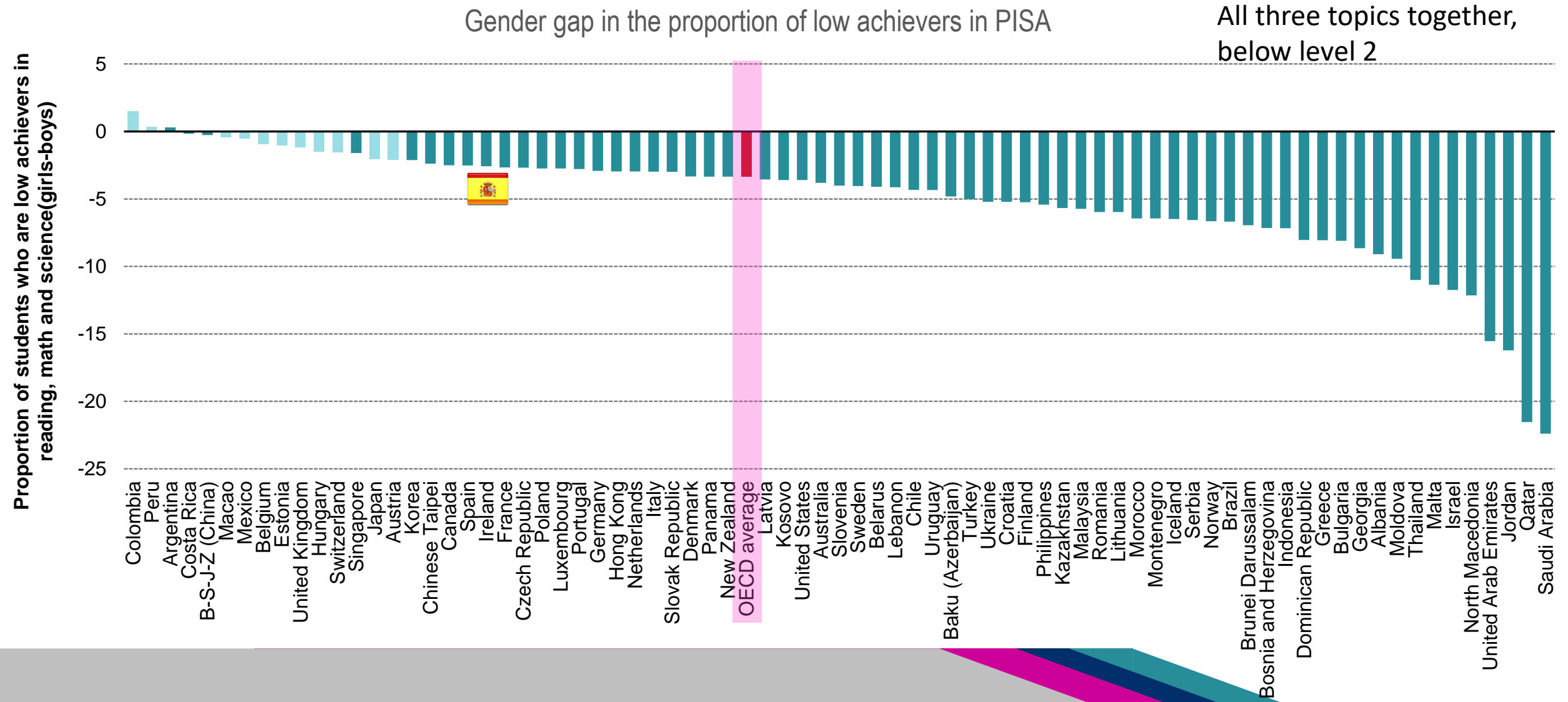
Girls perform slightly below boys on average in mathematics, but not in all countries



The gender gap in Science is low on average in OECD countries, but there are marked countries differences

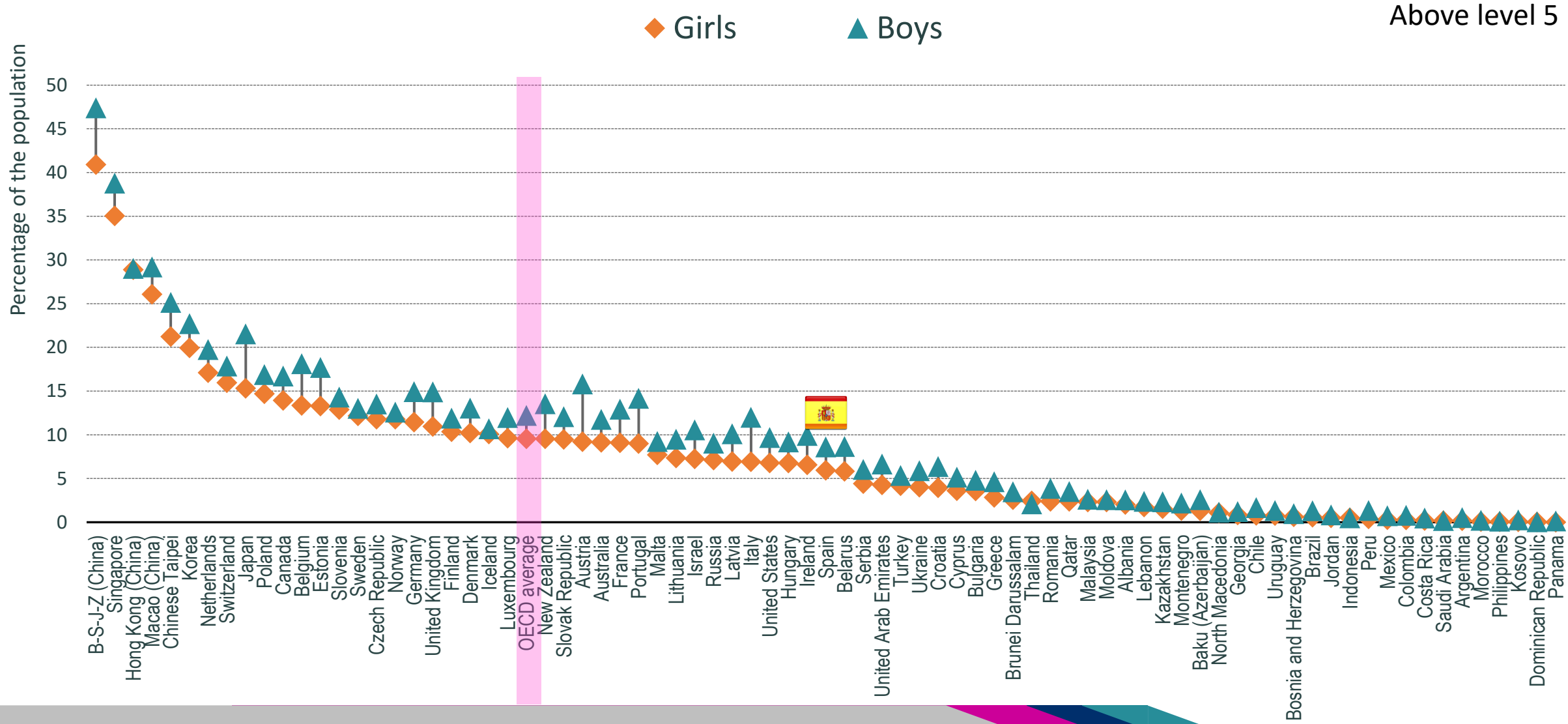


Boys are much more likely to be low achievers in all three topics ...



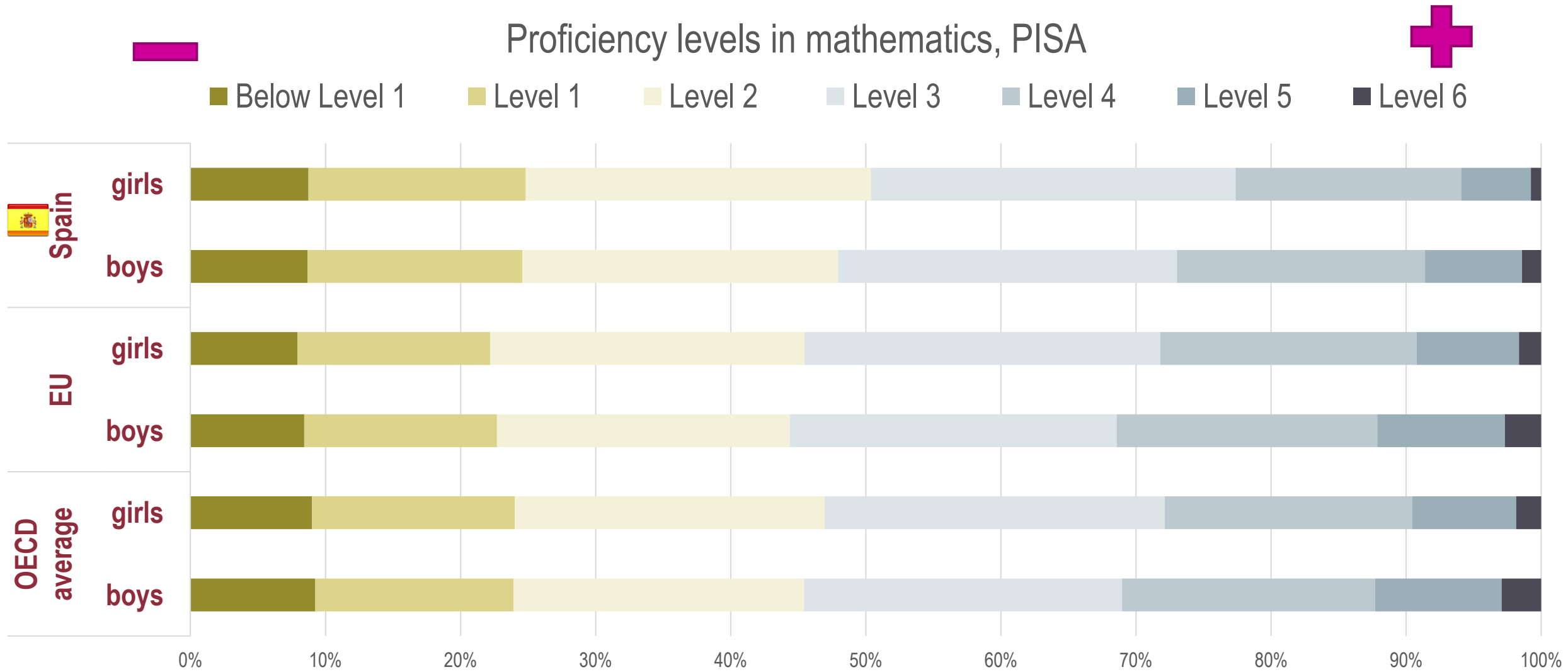
... but 15 years-old girls are less likely than boys to be high achievers in math

Proportion of HIGH achievers in mathematics PISA, by gender





There are fewer girls at the higher levels of proficiency levels in Mathematics

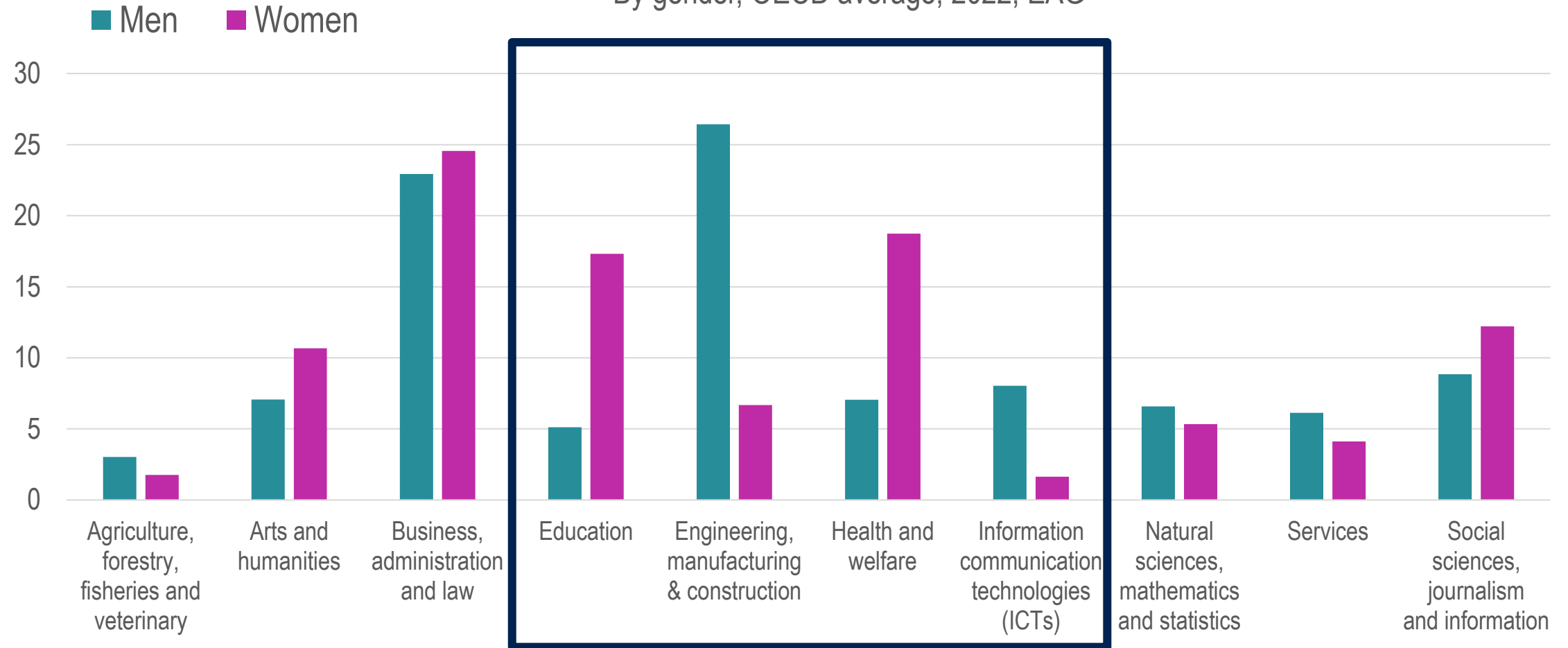




Girls and boys have different career expectations and still chose different career paths

Tertiary educated men and women aged 25 to 65 chose to graduate in different fields of study

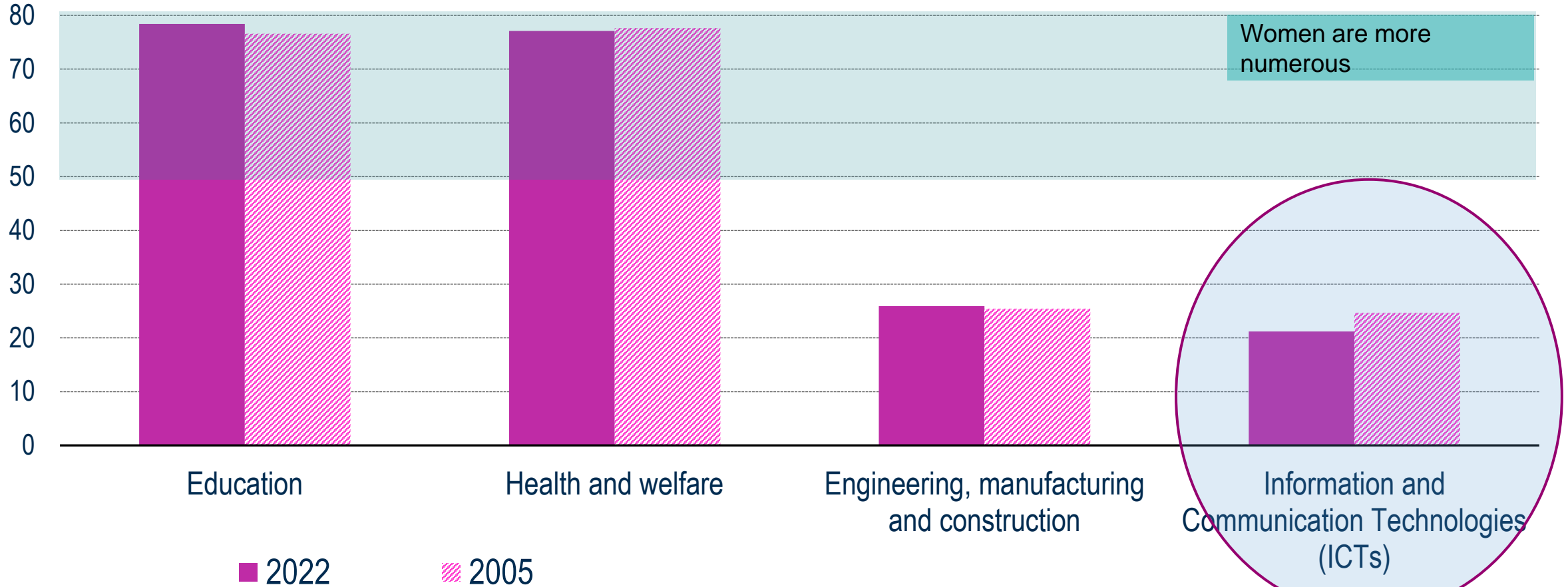
Distribution of fields of study among tertiary graduates aged 25 to 65
By gender, OECD average, 2022, EAG





These differences in career expectations are reflected in university enrolments, which haven't evolved since 2005

Percentage of girls in each field of tertiary education,
Average of participating countries, EAG





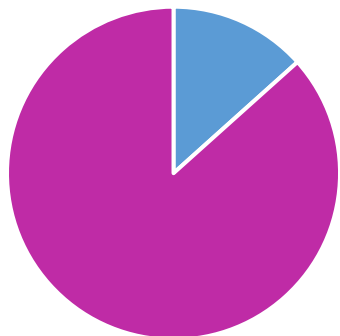
Graduates in Vocational Education by gender and field of study (Spain 2020)

Girls

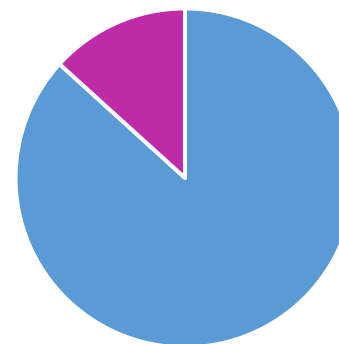


Boys

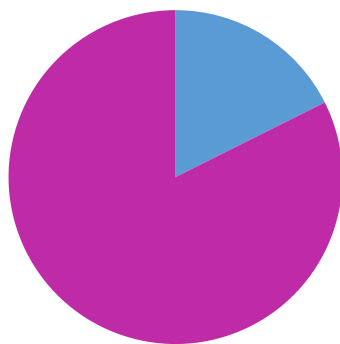
Education



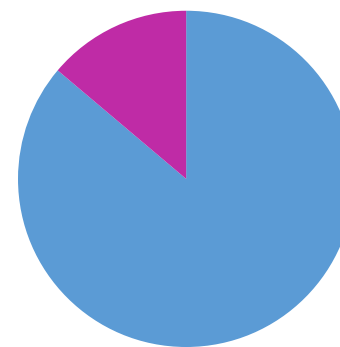
Technology



Health and welfare



Engineering, Construction



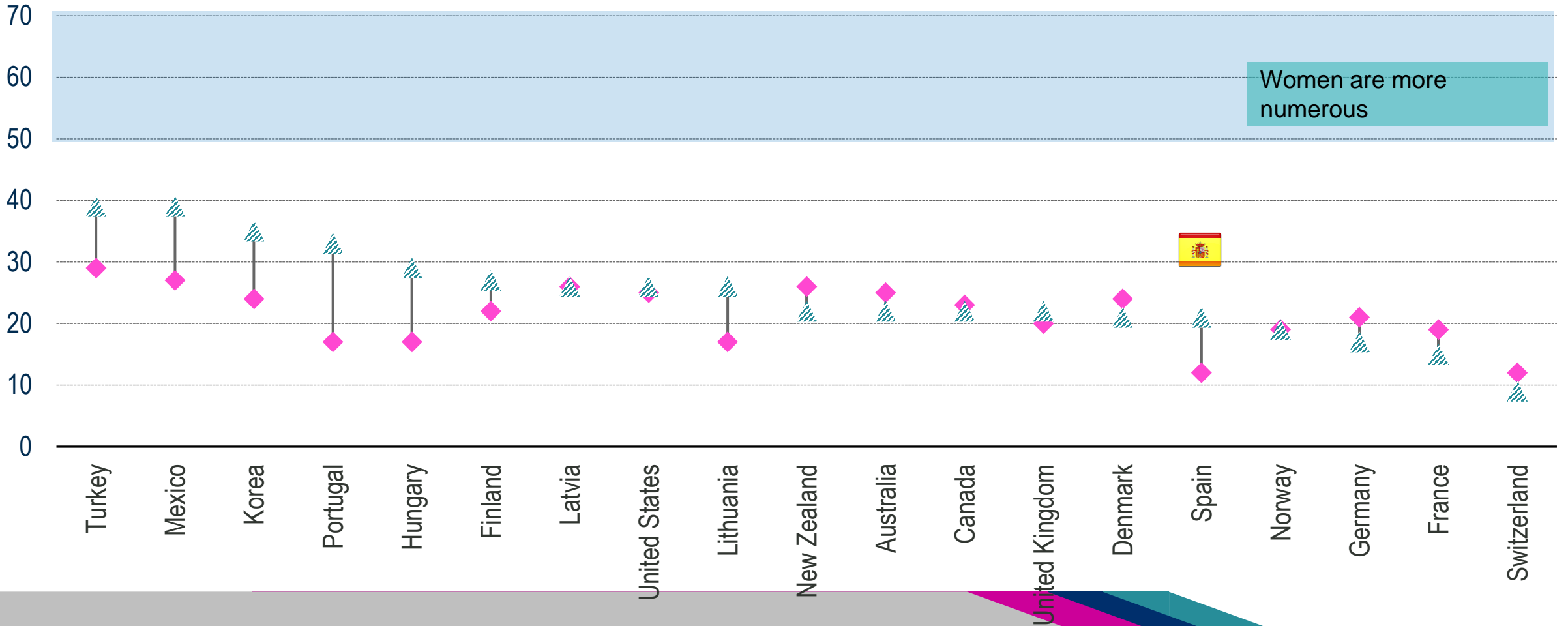


Female ICT enrolment tends to decrease in some countries.

Percentage of girls among ICT tertiary students, EAG

◆ 2020

▲ 2005



Women are more numerous



ICT sector



- Employment growth 8 times higher than average
- Shortages of ICT specialists

BUT

- Very few girls aspire to become ICT professionals
- ICT education does not lead to ICT jobs for women
- Share of women ICT specialists is very low

8 out of 10

Employed ICT specialists are men





15-year-olds Girls and Boys have different career expectations

Career expectation at age 15,
by gender and by year, PISA





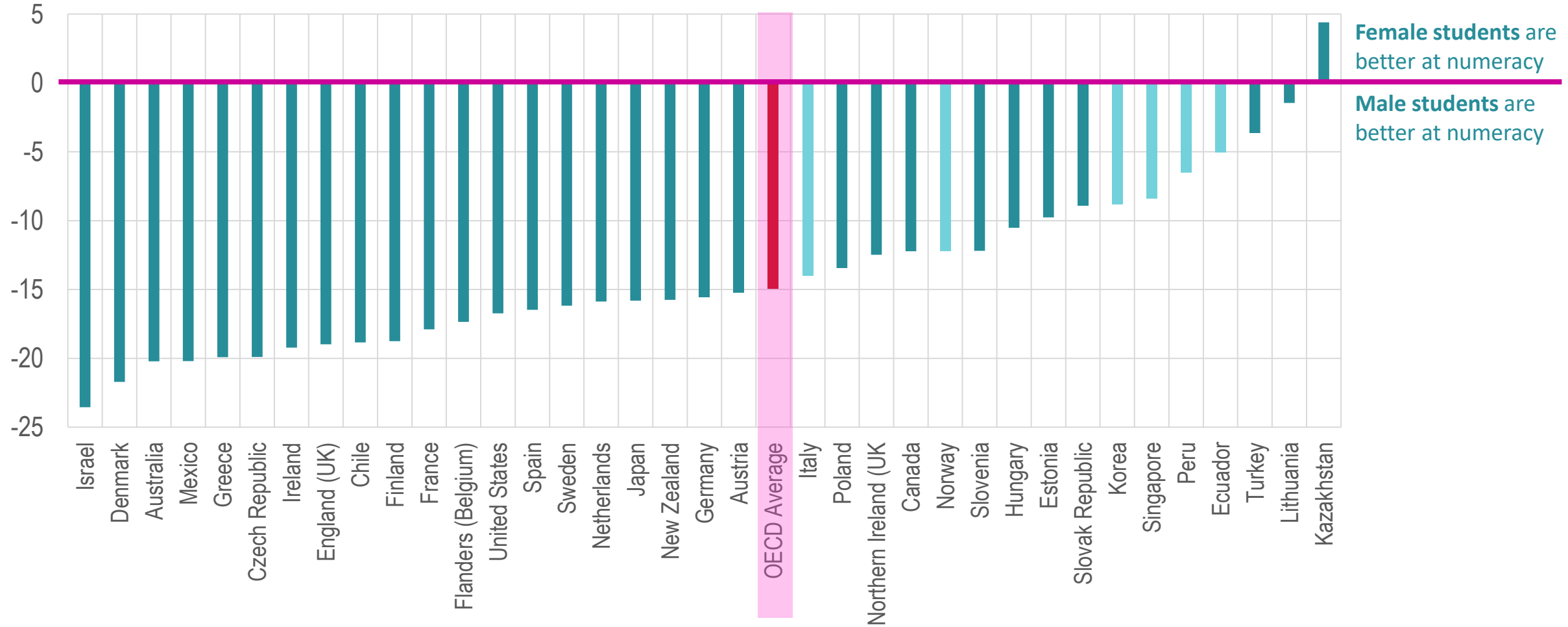
How field-of-study choices affect skills development at university



Male university students have higher proficiency in numeracy than women

Numeracy gender gap among tertiary students, women – men, by country, PIAAC Cycle I

Score point difference

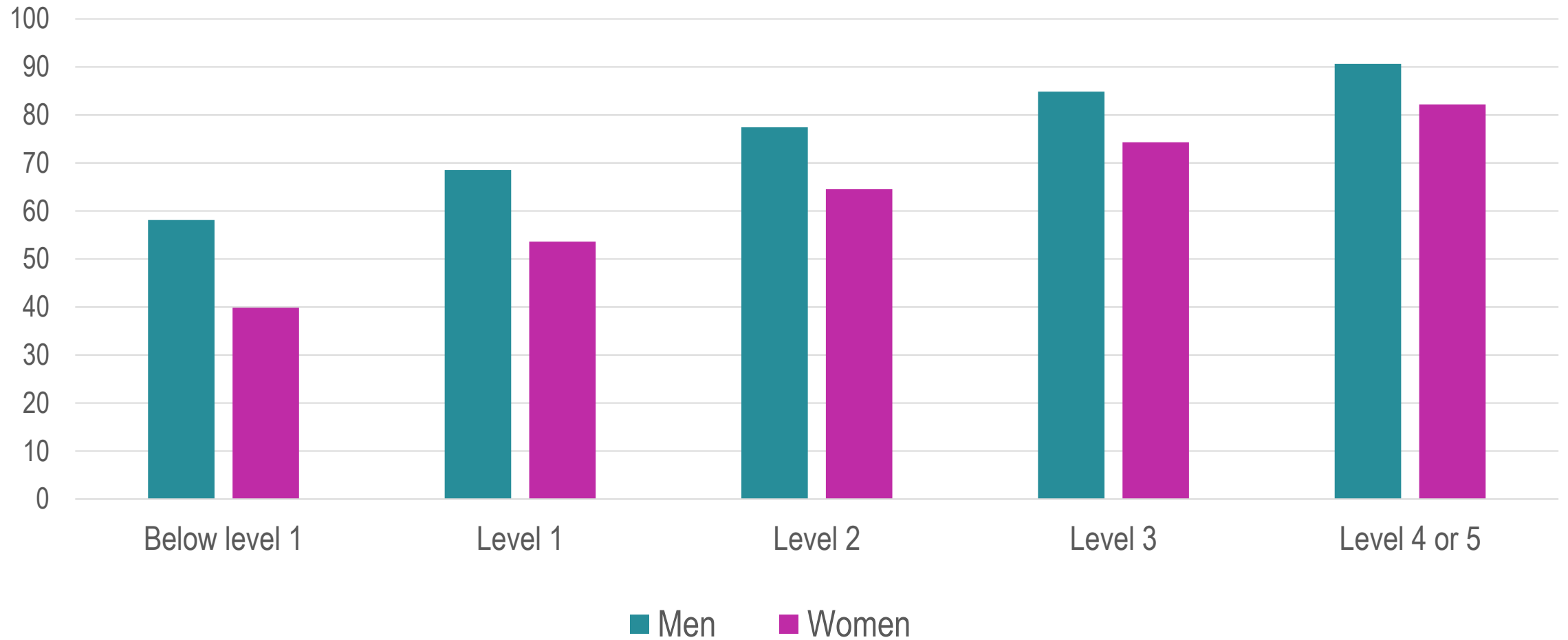




Different competencies lead to different opportunities

Numeracy skills are highly associated to being employed. Low educated women are less likely to be employed

Employment rate among 25 to 65 year olds
by numeracy levels and gender, OECD average, PIAAC cycle I

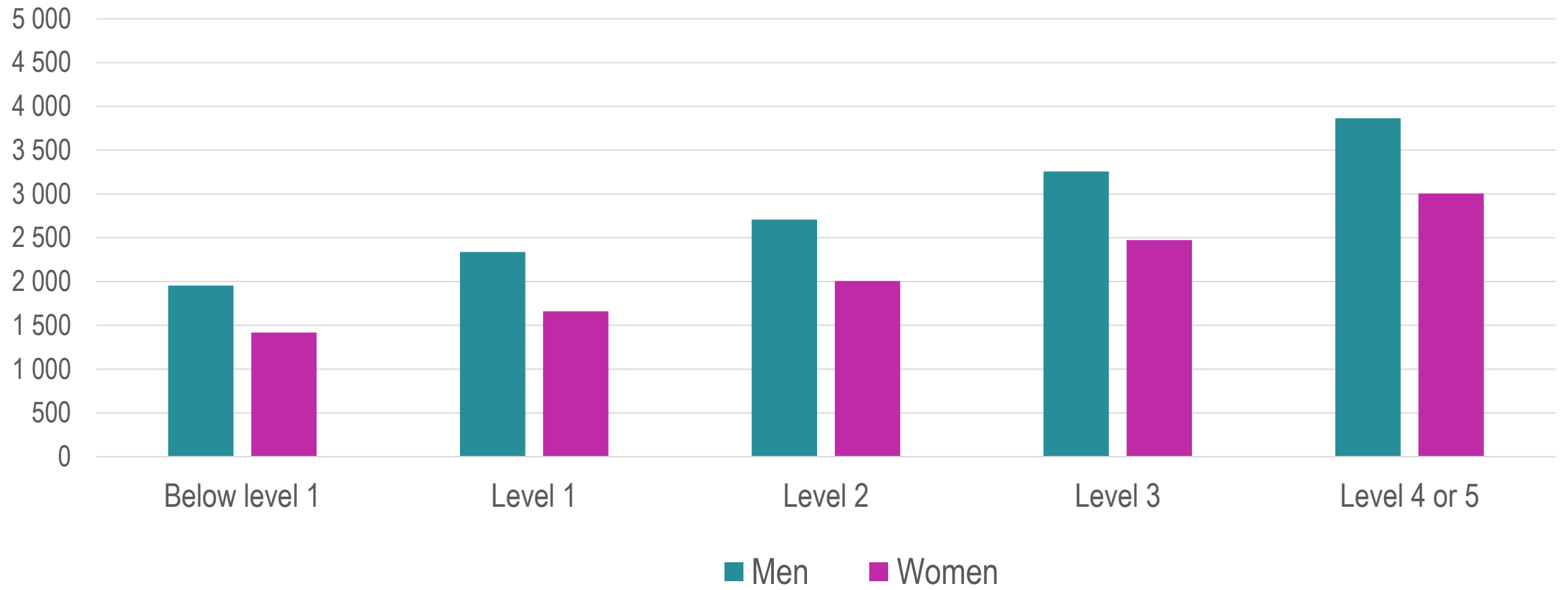


Numeracy skills are related to higher earnings

Same level of skills, women earn lower salaries

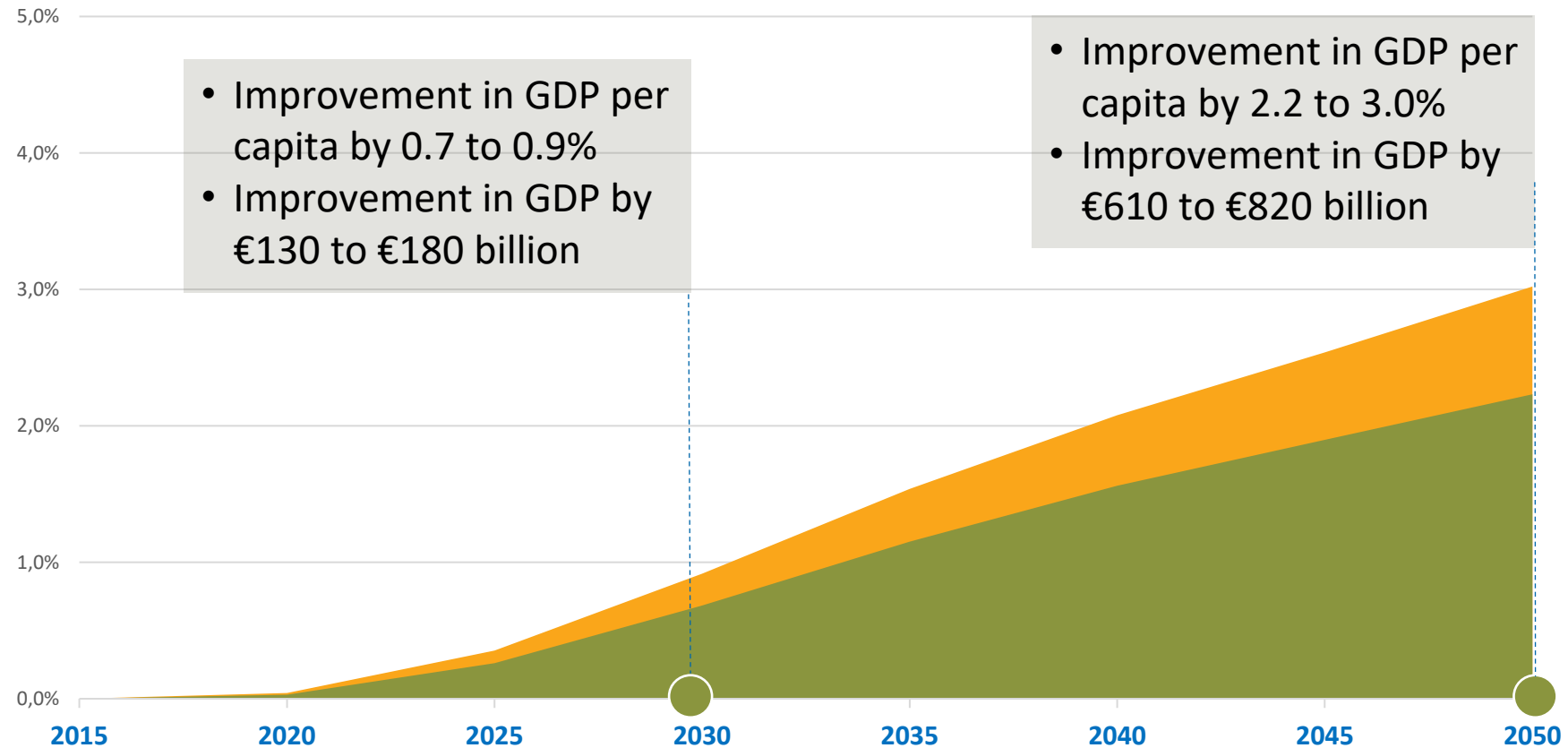
Earnings among 25 to 65 year olds
by numeracy levels and gender, OECD average, PIAAC cycle I

Monthly earnings with bonuses
(\$PPP)



Effect of narrowing the STEM gender gap on GDP

EIGE- Gender equality index 2022



- Improvement in GDP per capita by 0.7 to 0.9%
- Improvement in GDP by €130 to €180 billion

- Improvement in GDP per capita by 2.2 to 3.0%
- Improvement in GDP by €610 to €820 billion

● Rapid improvement in gender equality **● Slow improvement in gender equality**



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Thank you!

More information about our Work:

www.oecd.org

All publications and database about Gender:

www.oecd.org/gender

For more information, contact:

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