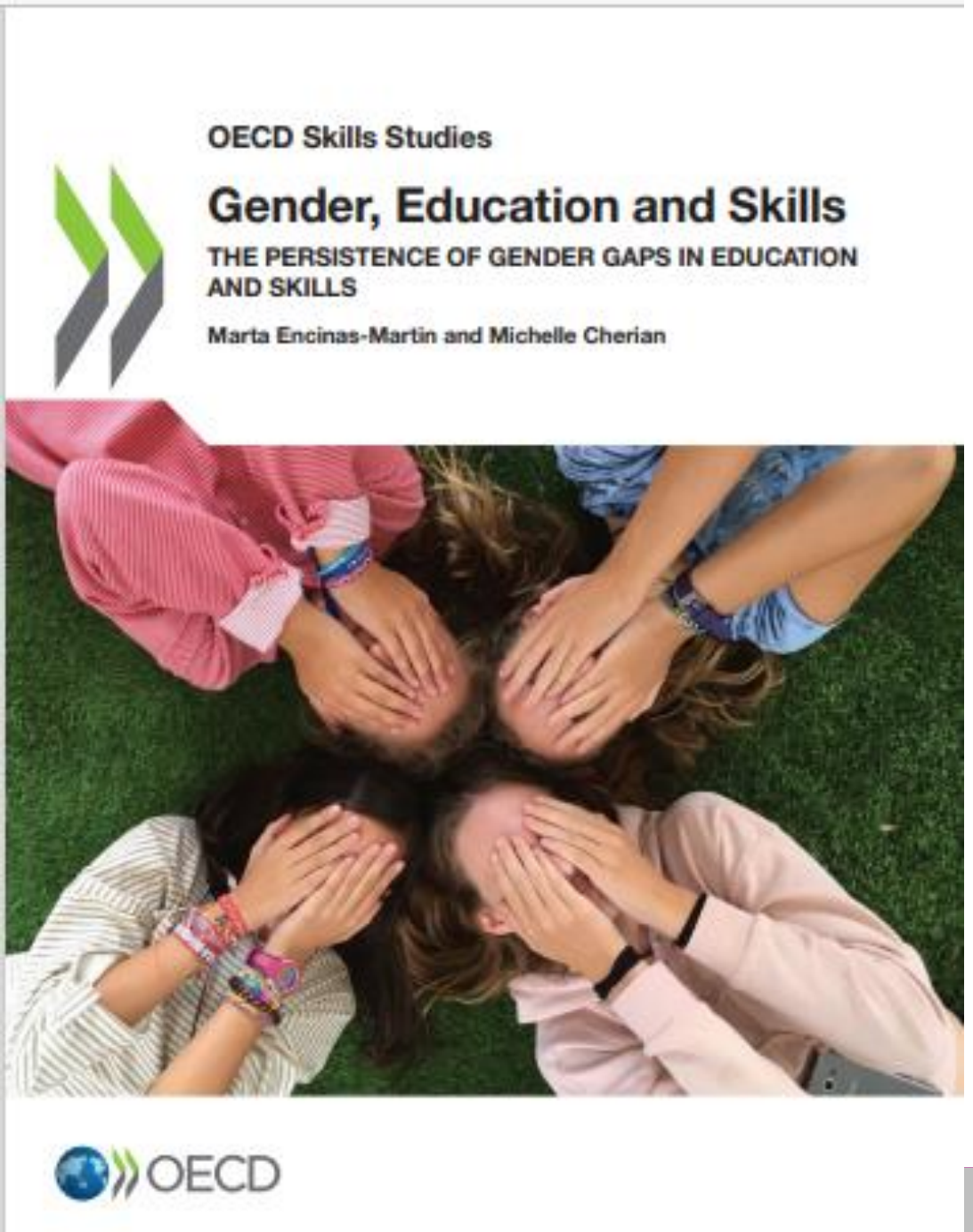


Gender, Education and Skills

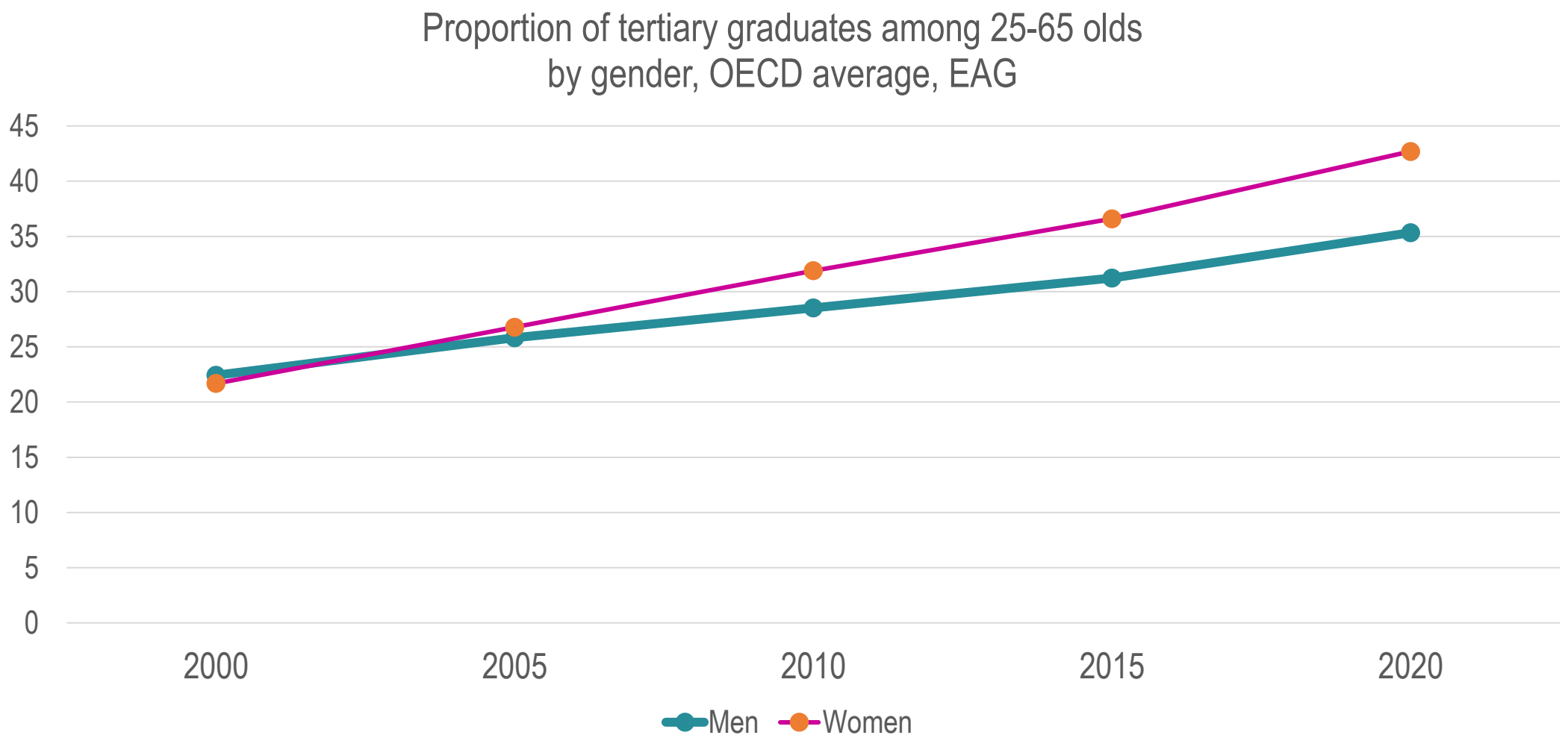
The persistence of gender gaps in education and skills

Marta Encinas-Martin

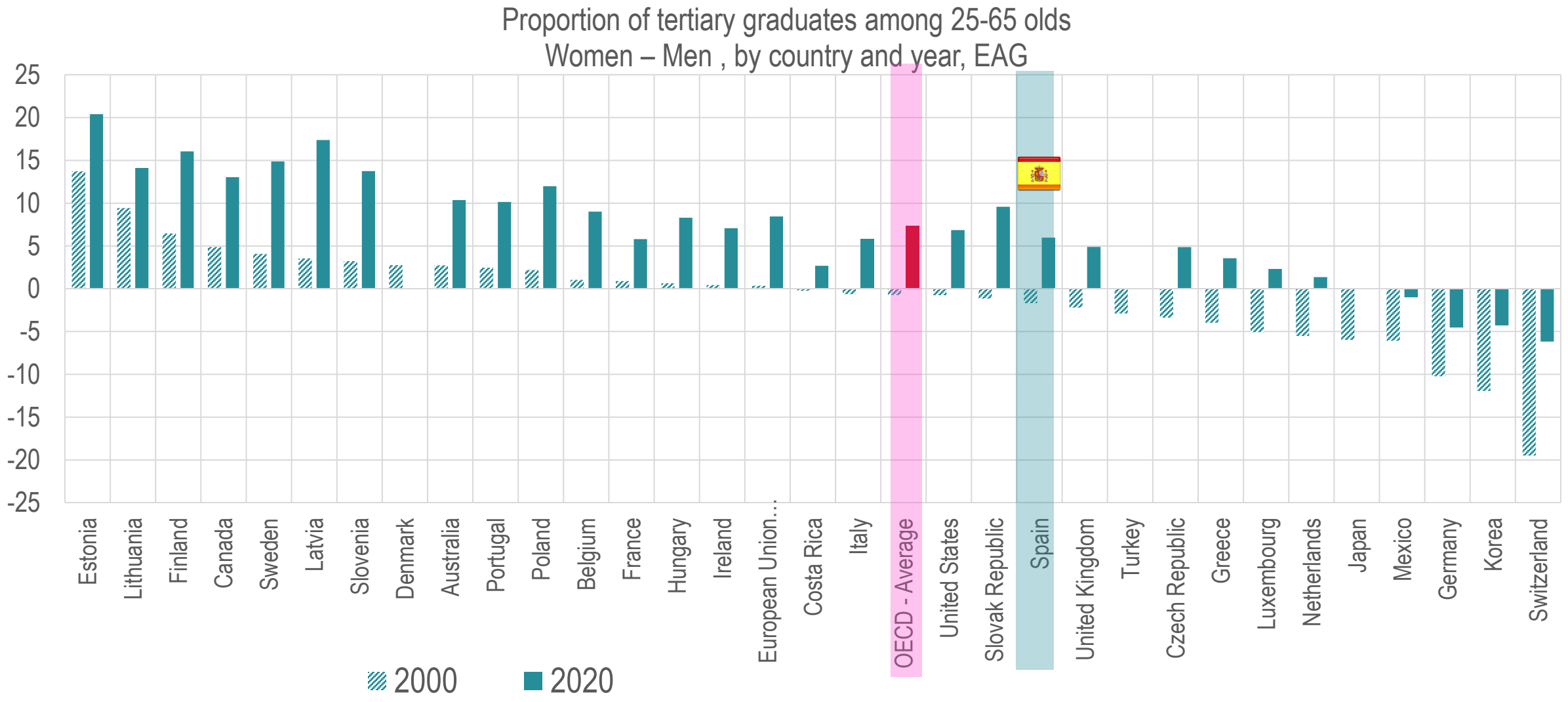
OECD

Tertiary Education

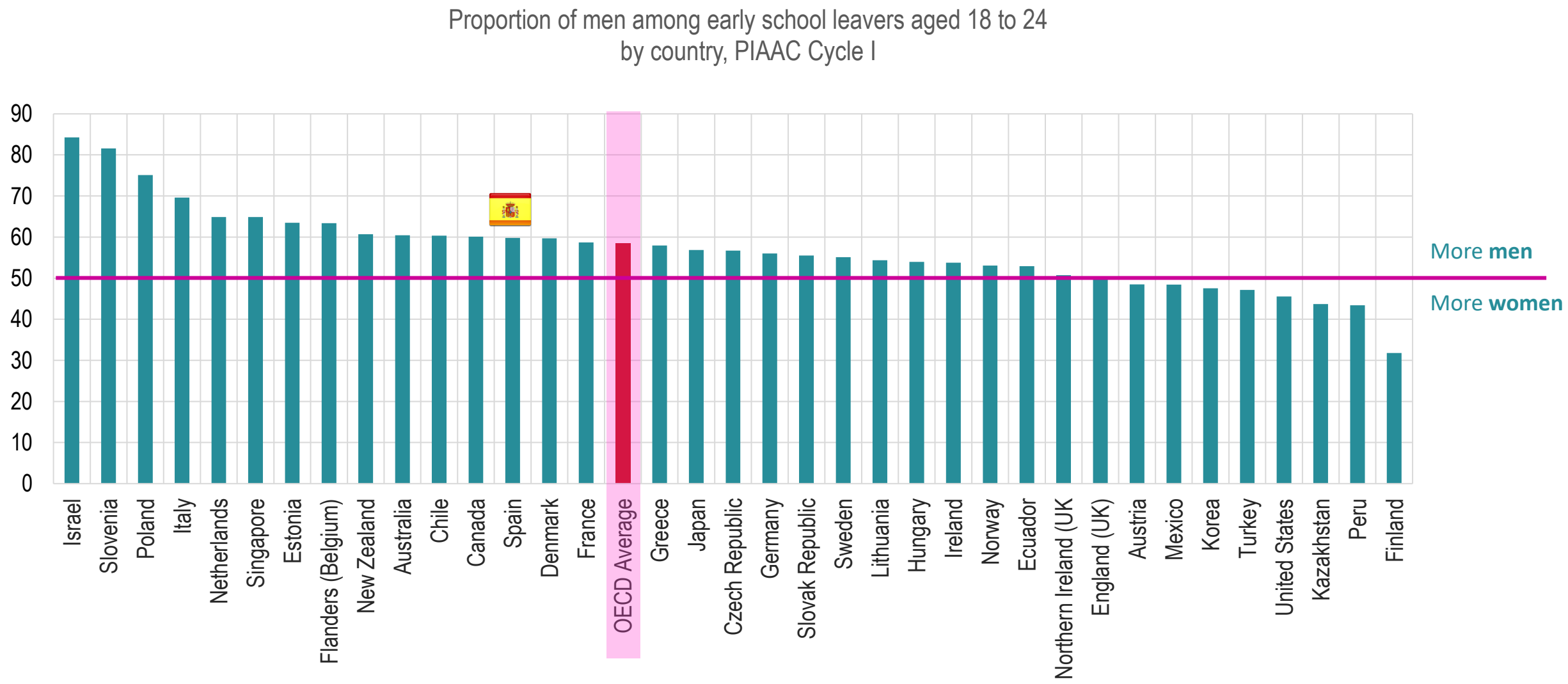
Women in the labour force (25-65) are nowadays more likely than men to hold a tertiary degree



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

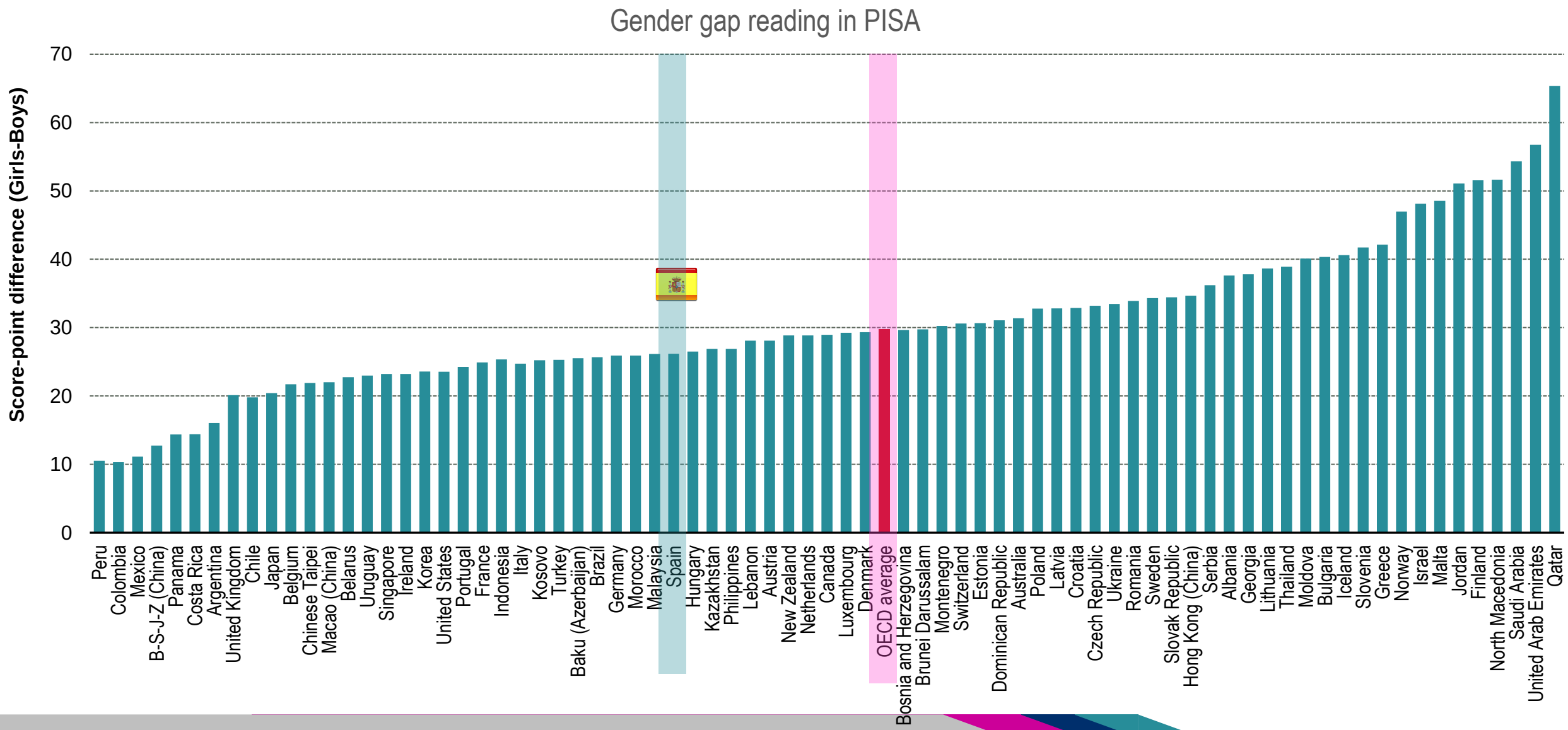


… and young men tend to be early school leavers

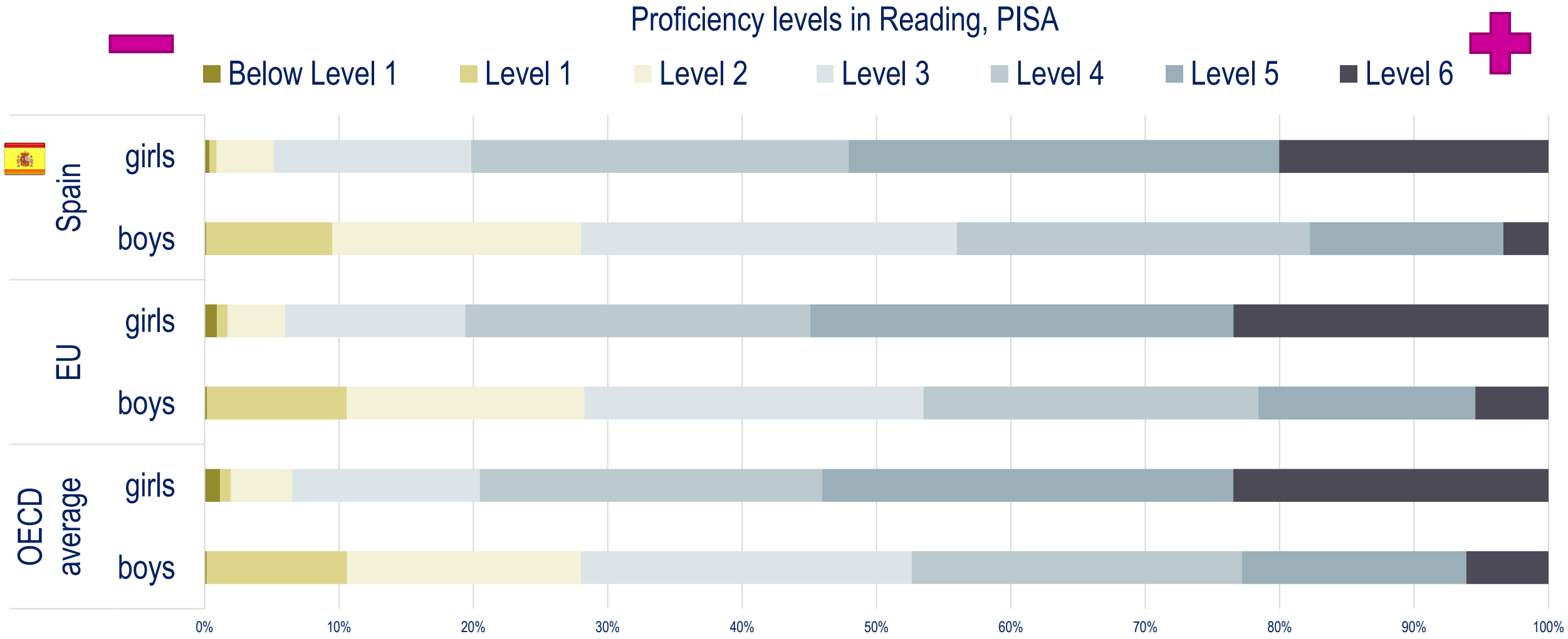


Gender differences in performance in upper secondary education

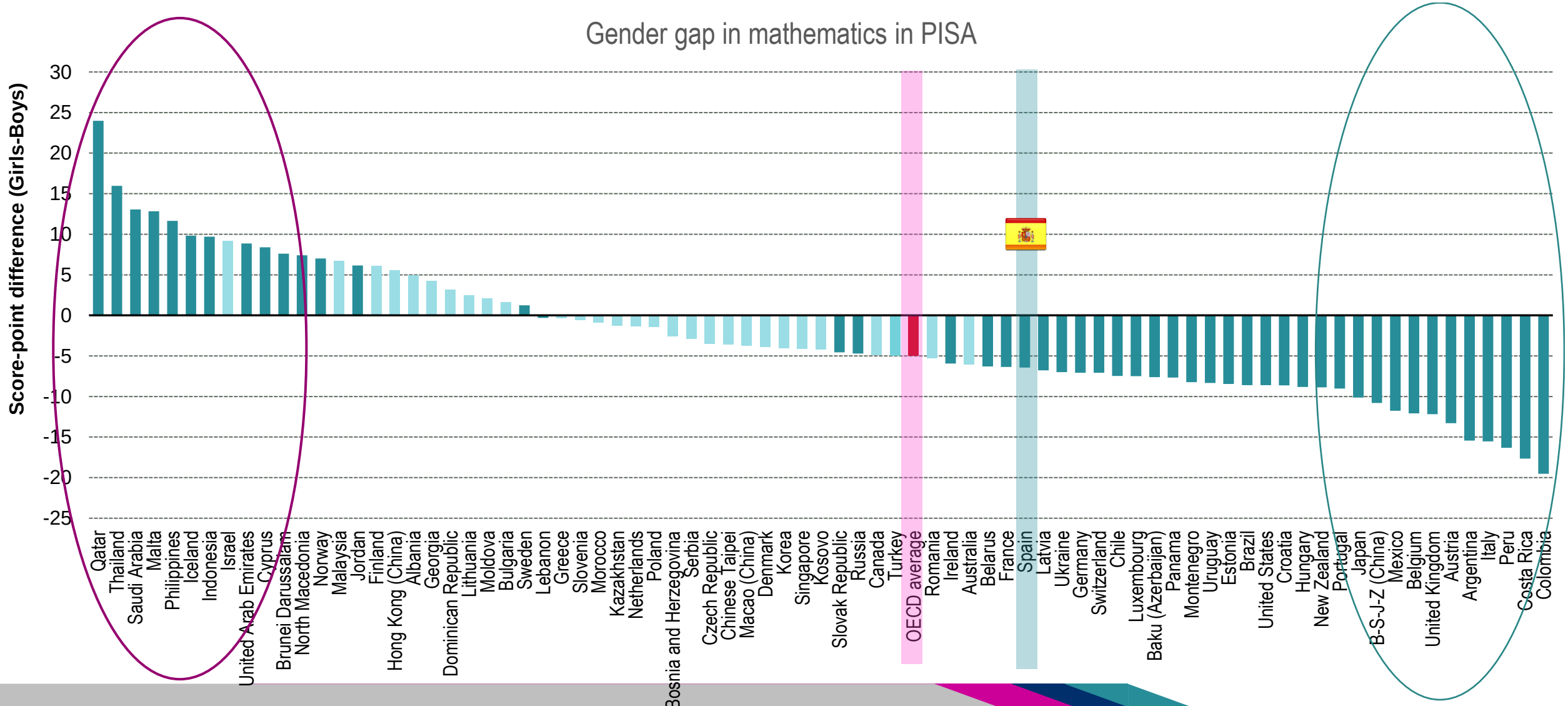
Girls have a sizeable advantage in reading in all countries



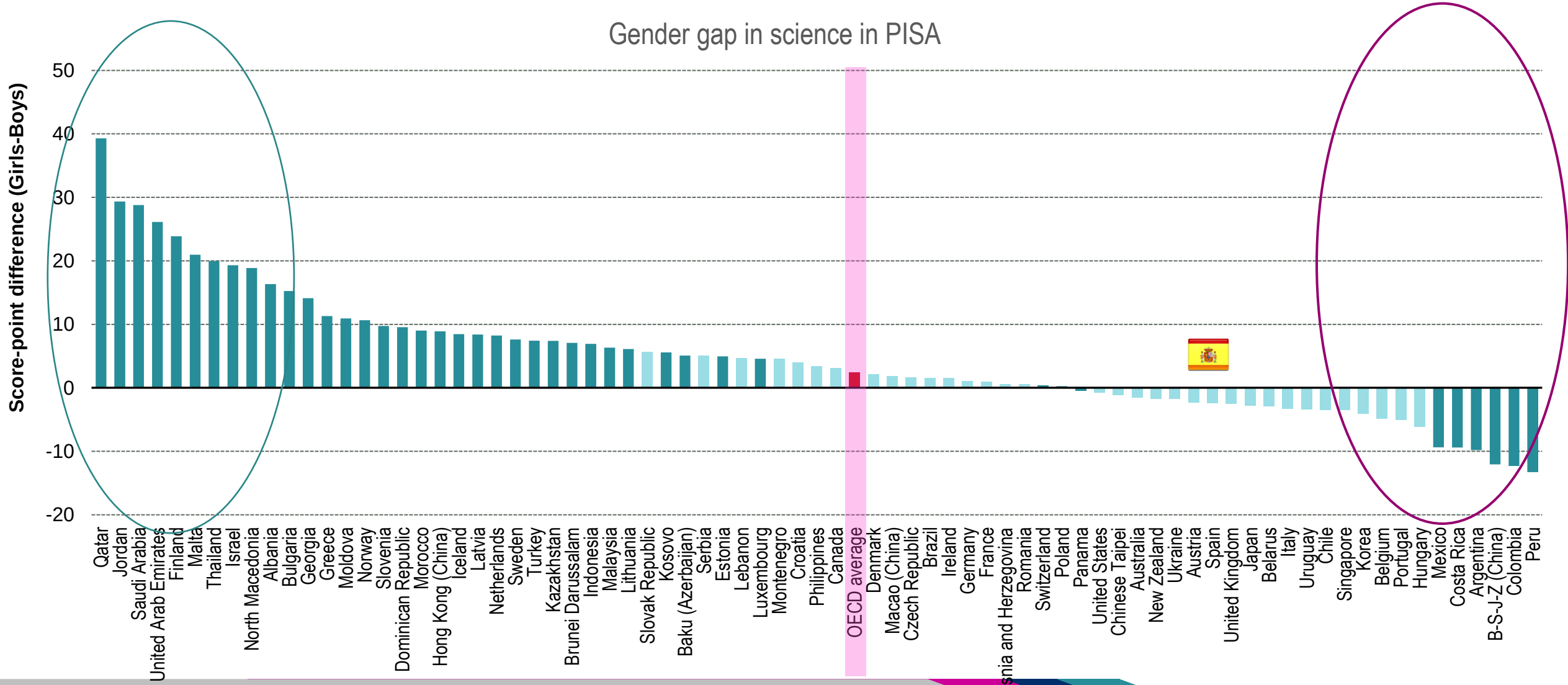
Girls also tend to be higher performers than boys, and boys are among the low performers in Reading



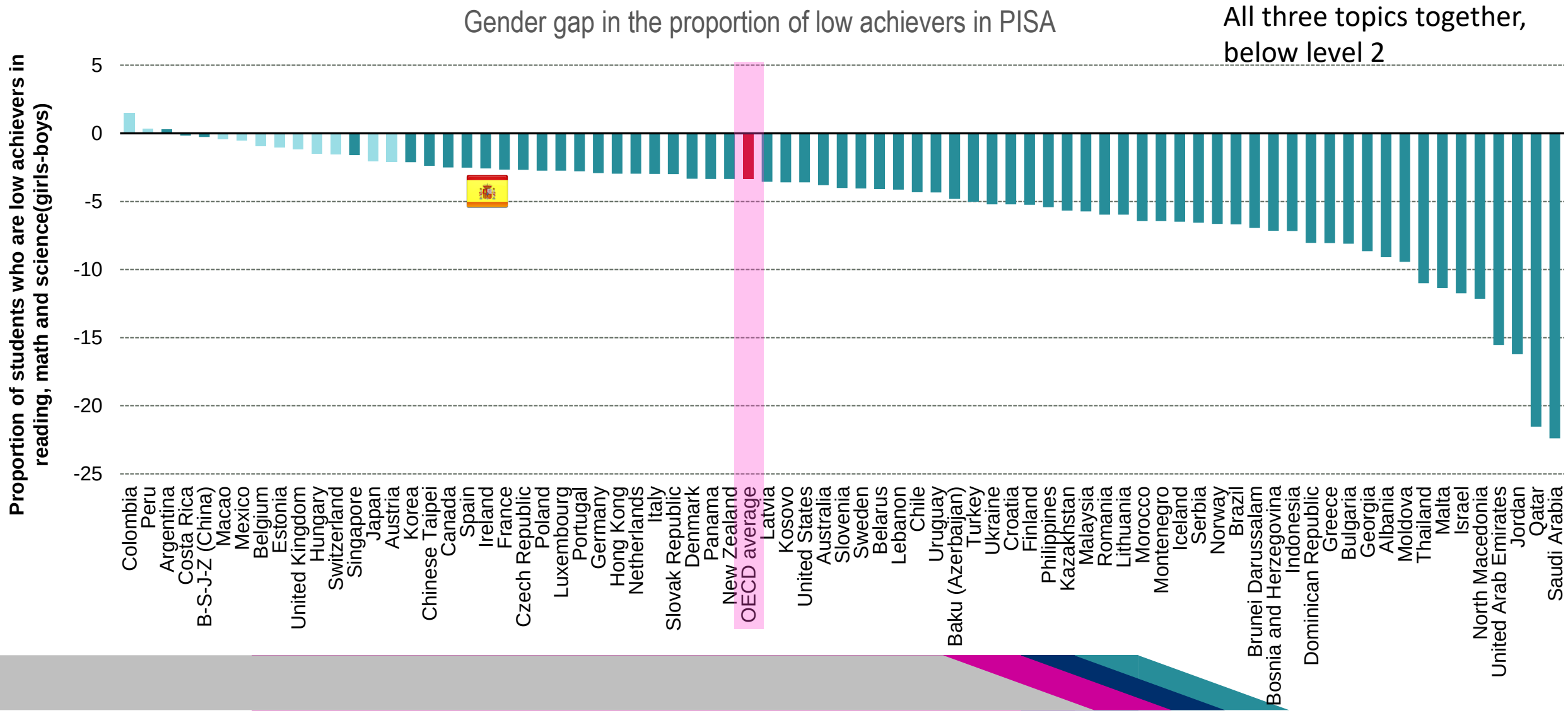
Girls perform slightly below boys on average in mathematics, but not in all countries



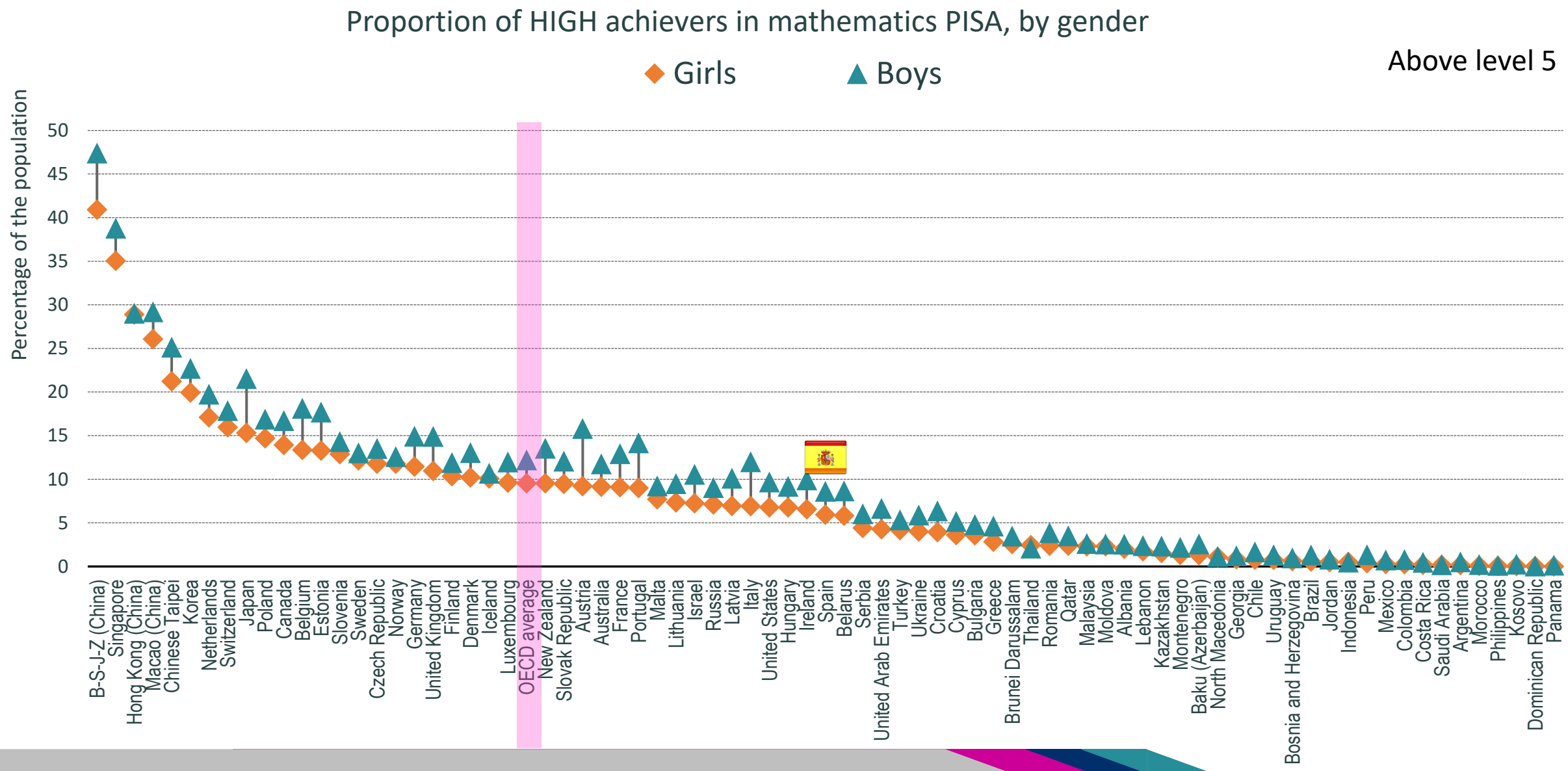
The gender gap in Science is low on average in OECD countries, but there are marked countries differences



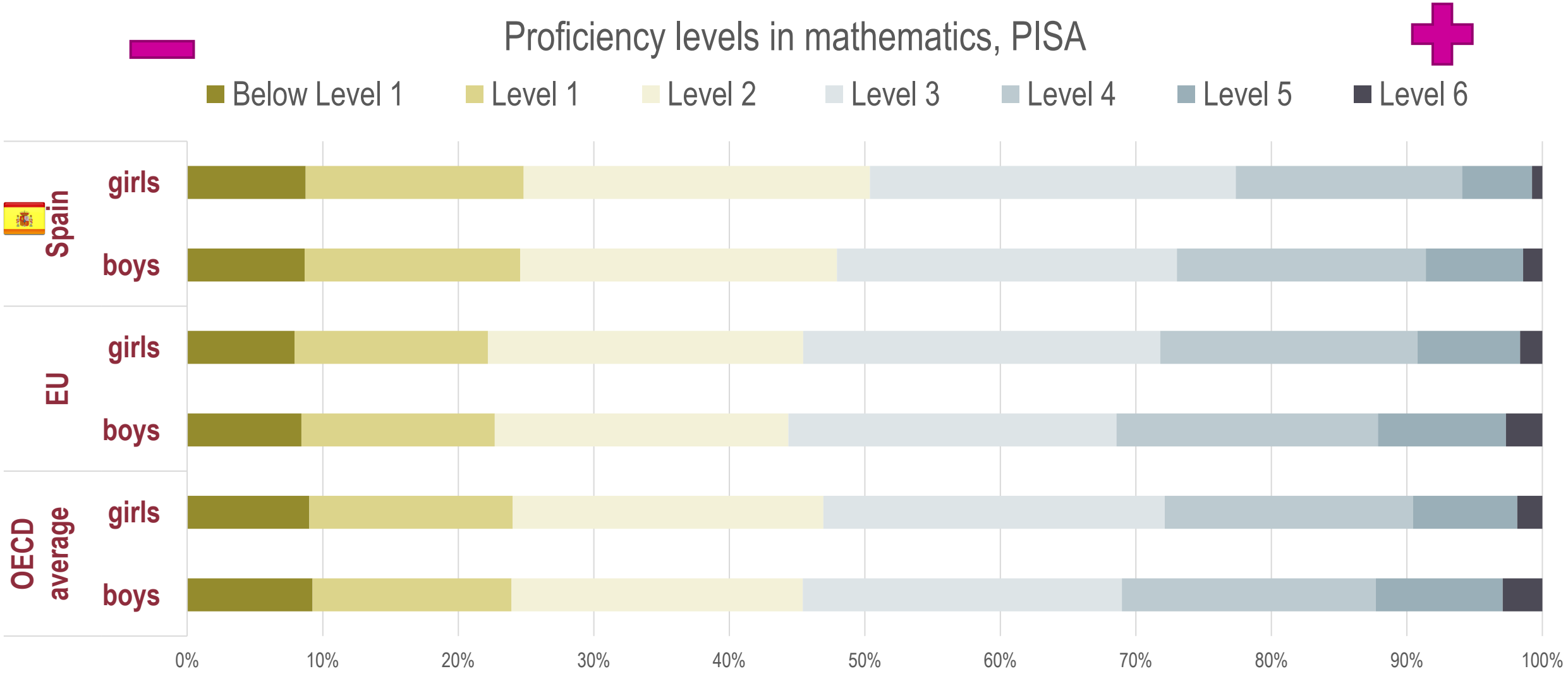
Boys are much more likely to be low achievers in all three topics …



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

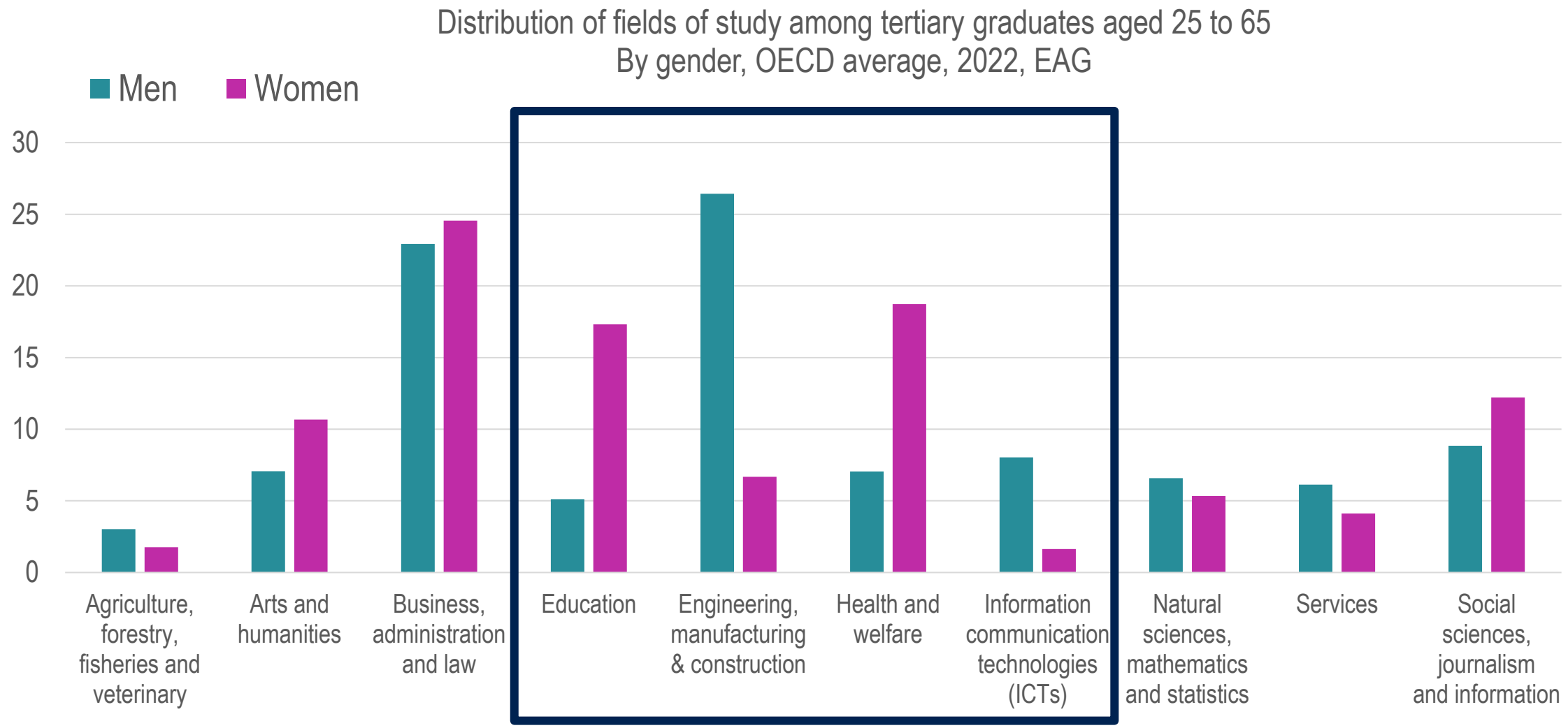


There are fewer girls at the higher levels of proficiency levels in Mathematics

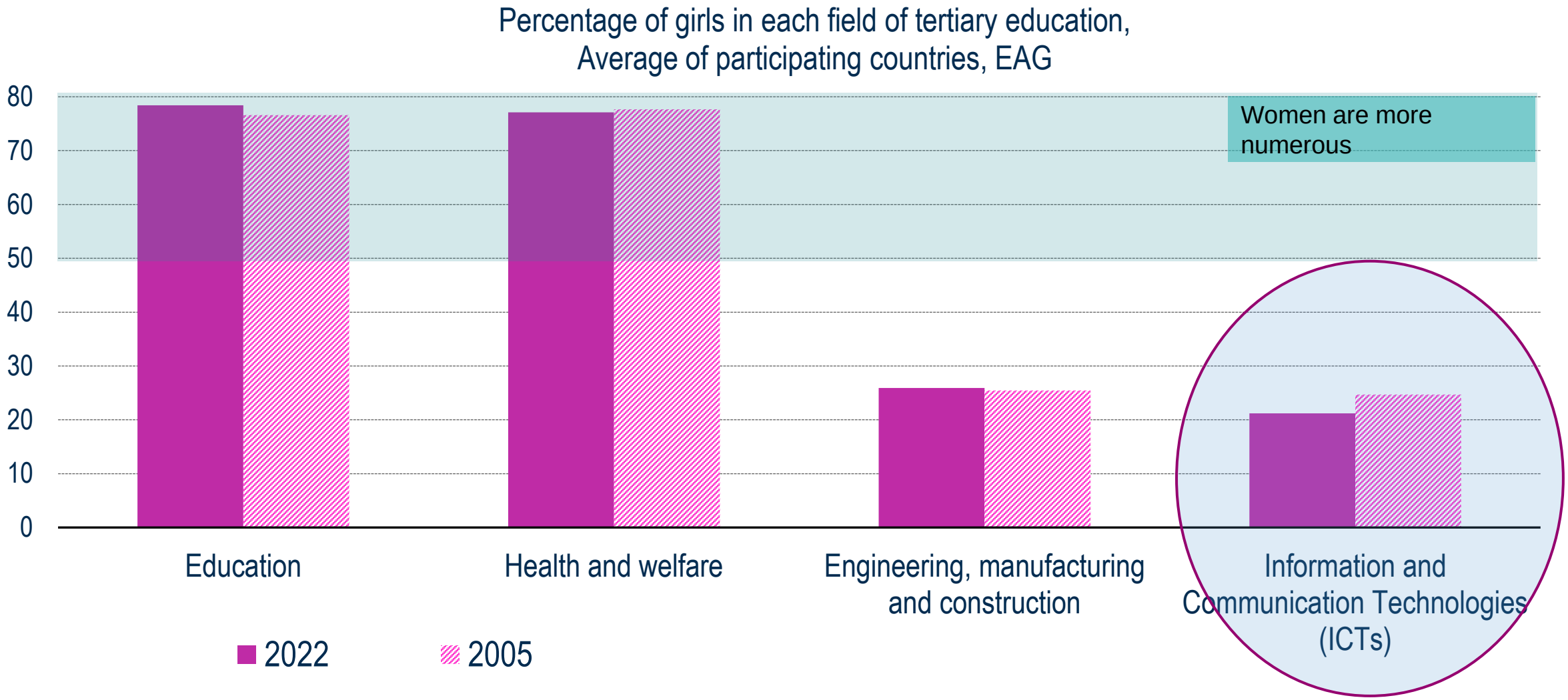


Girls and boys have different career expectations and still chose different career paths

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



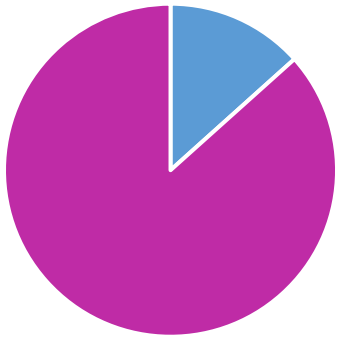
These differences in career expectations are reflected in university enrolments, which haven't evolved since 2005



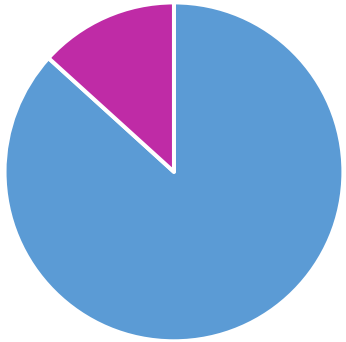
Graduates in Vocational Education by gender and field of study (Spain 2020)

Girls **Boys**

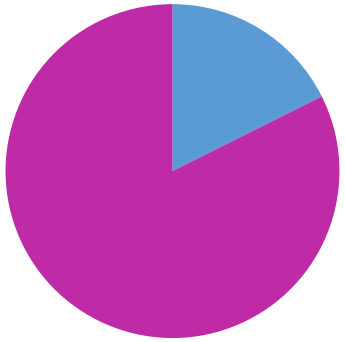
Education



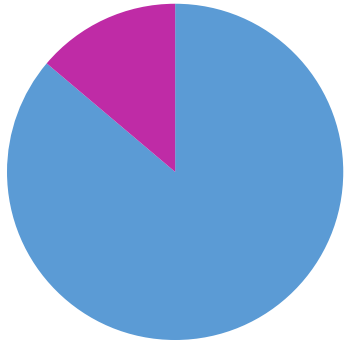
Technology



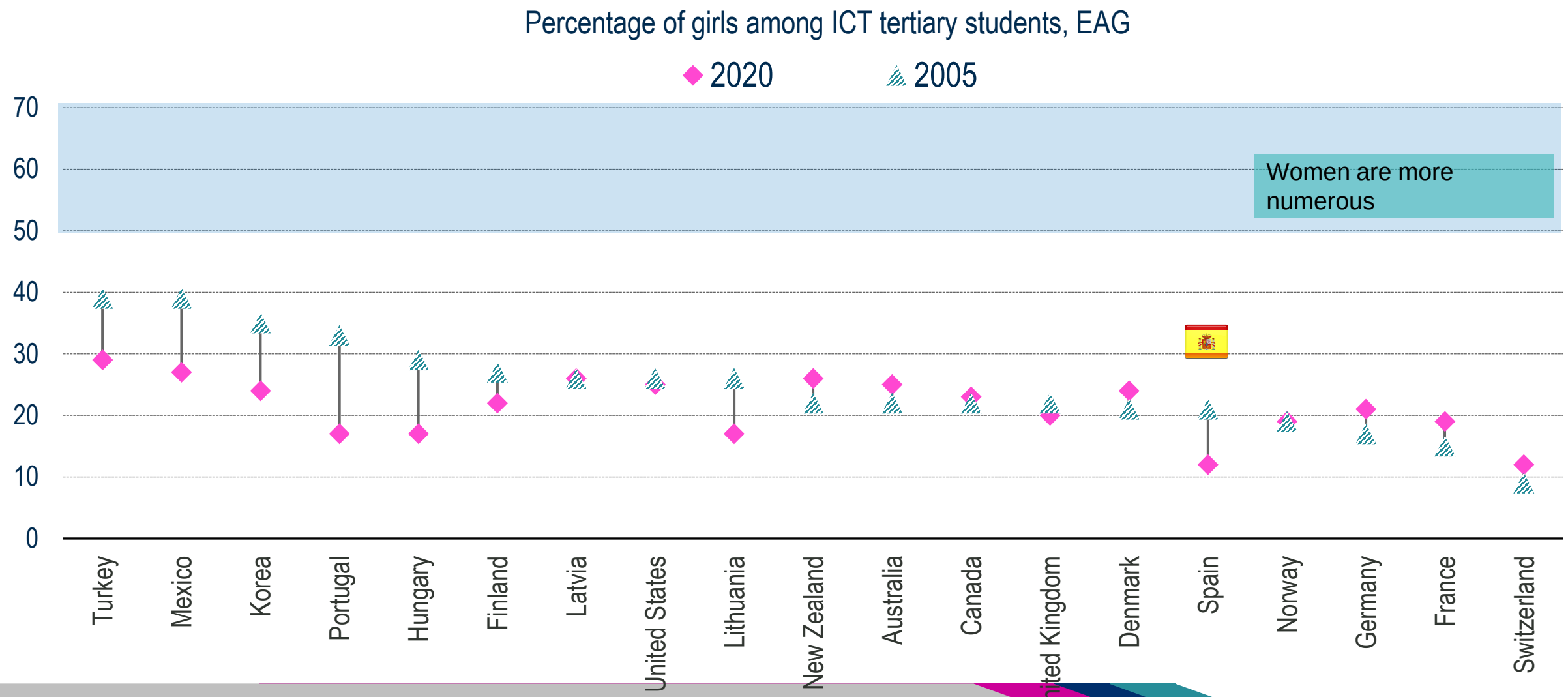
Health and welfare



Engineering, Construction



Female ICT enrolment tends to decrease in some countries.



ICT sector

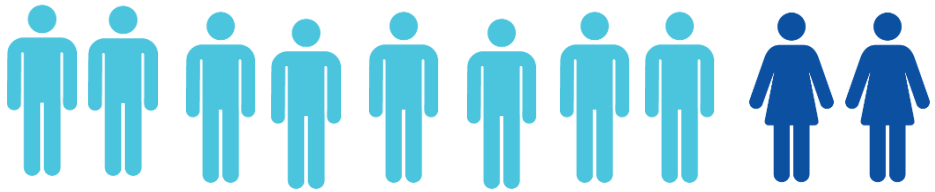
- Employment growth 8 times higher than average
- Shortages of ICT specialists

BUT

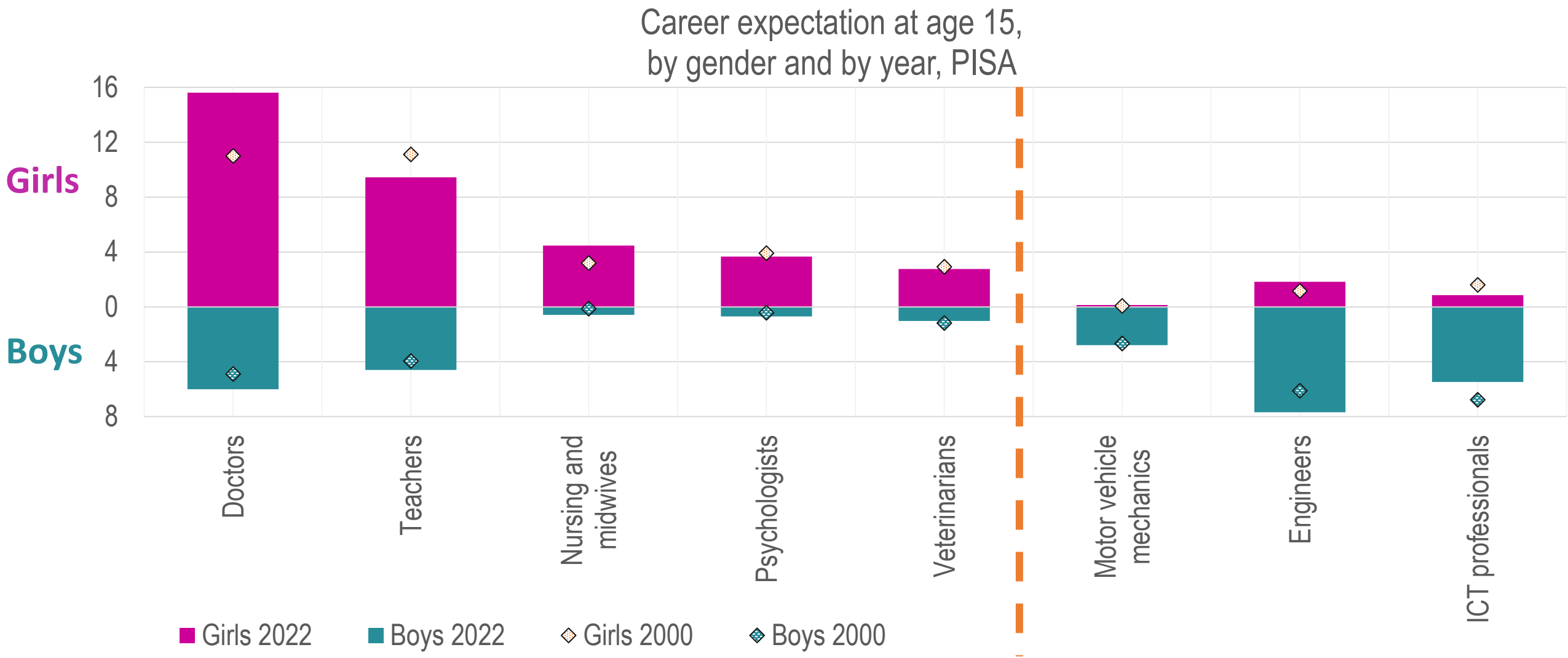
- Very few girls aspire to become ICT professionals
- ICT education does not lead to ICT jobs for women
- Share of women ICT specialists is vey low

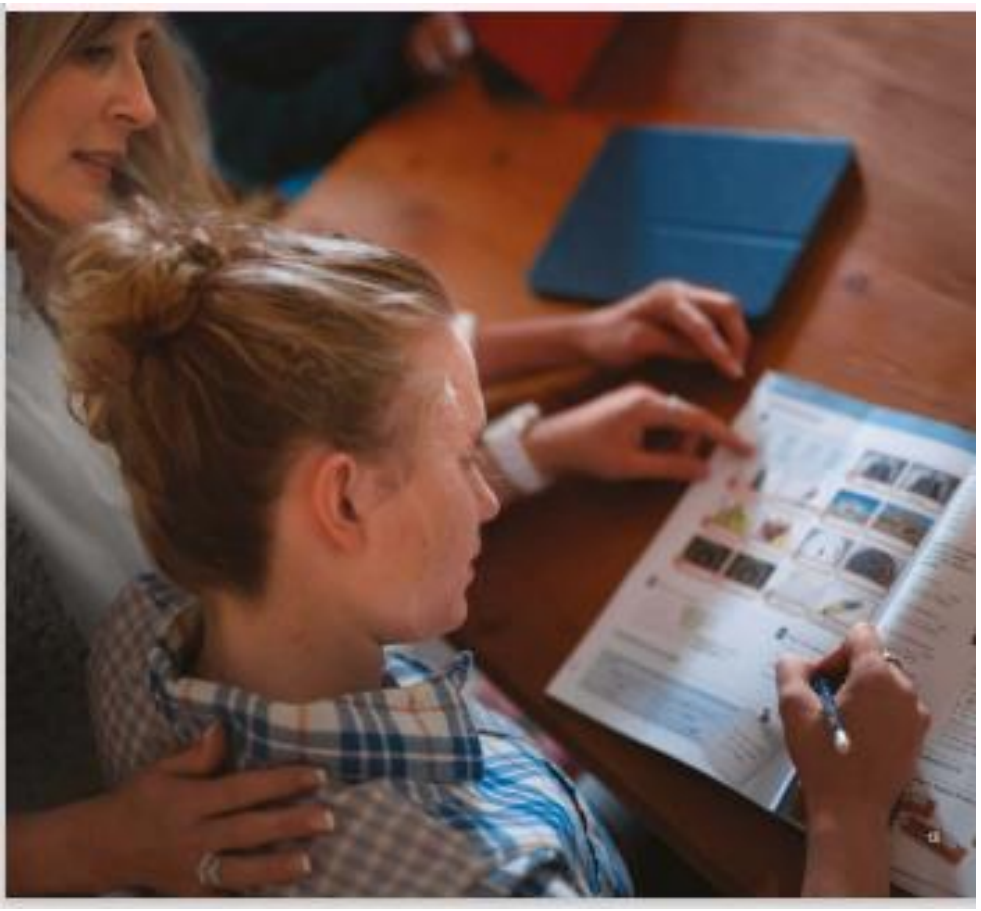
8 out of 10

Employed ICT specialists are men



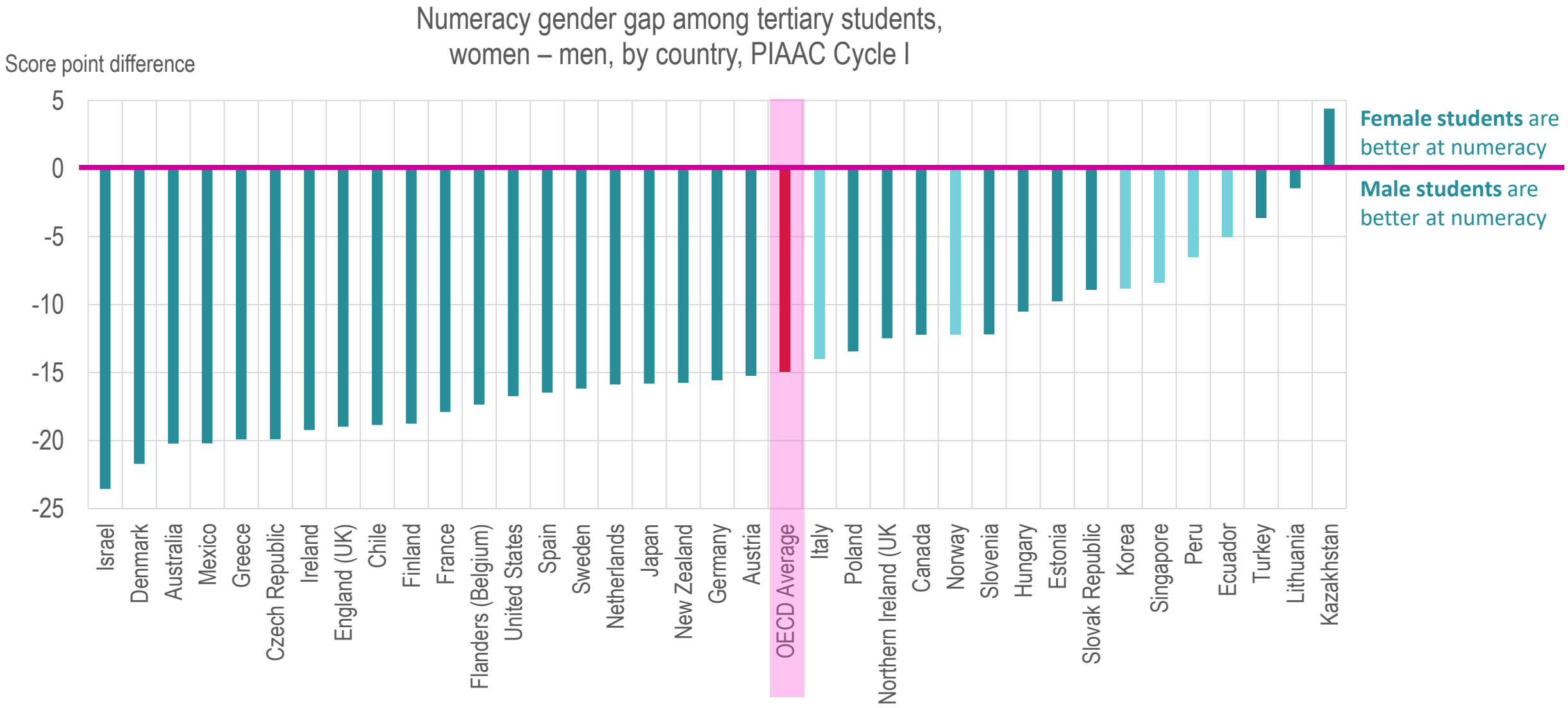
15-year-olds Girls and Boys have different career expectations





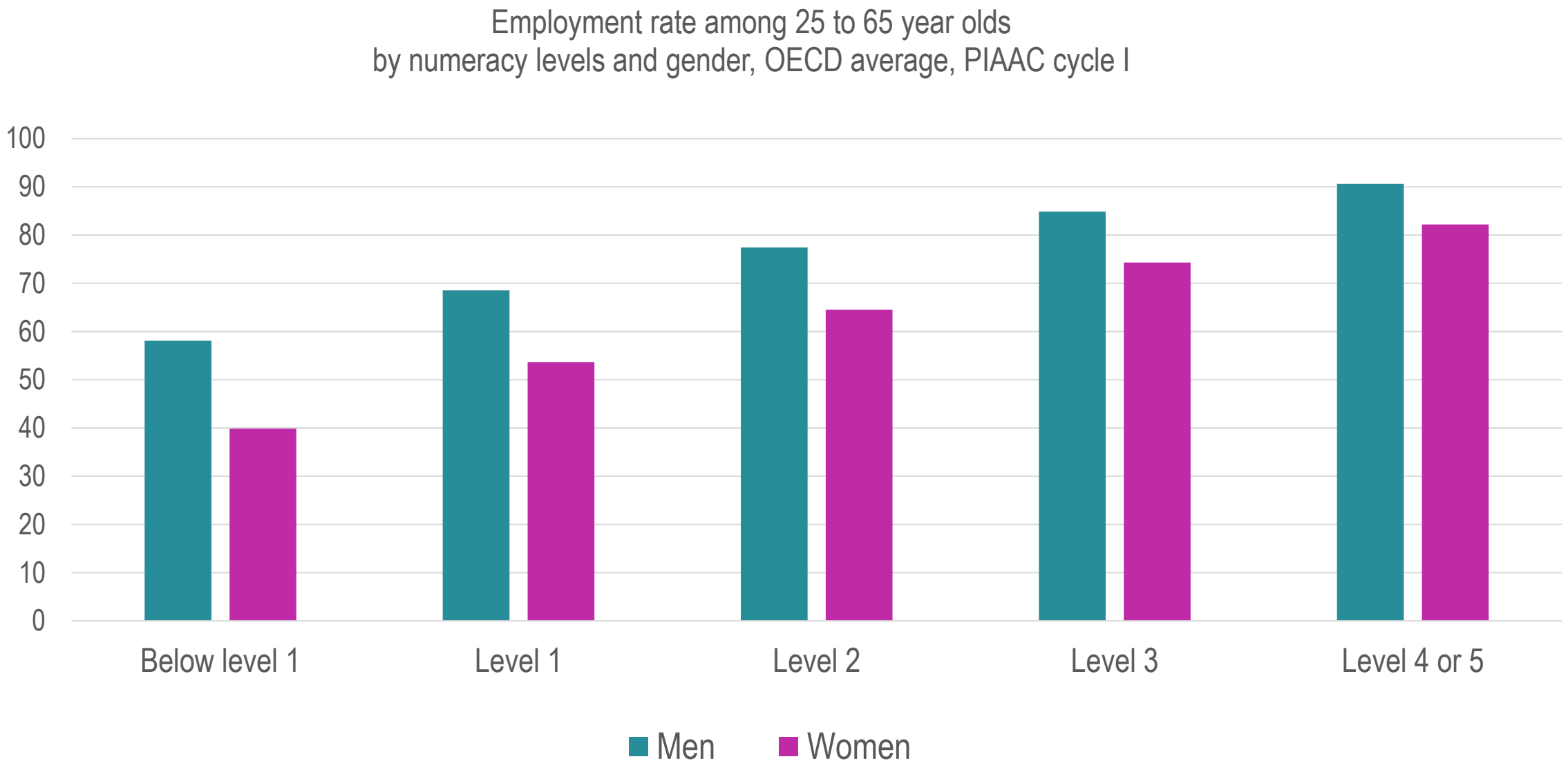
How field-of-study choices affect skills development at university

Male university students have higher proficiency in numeracy than women

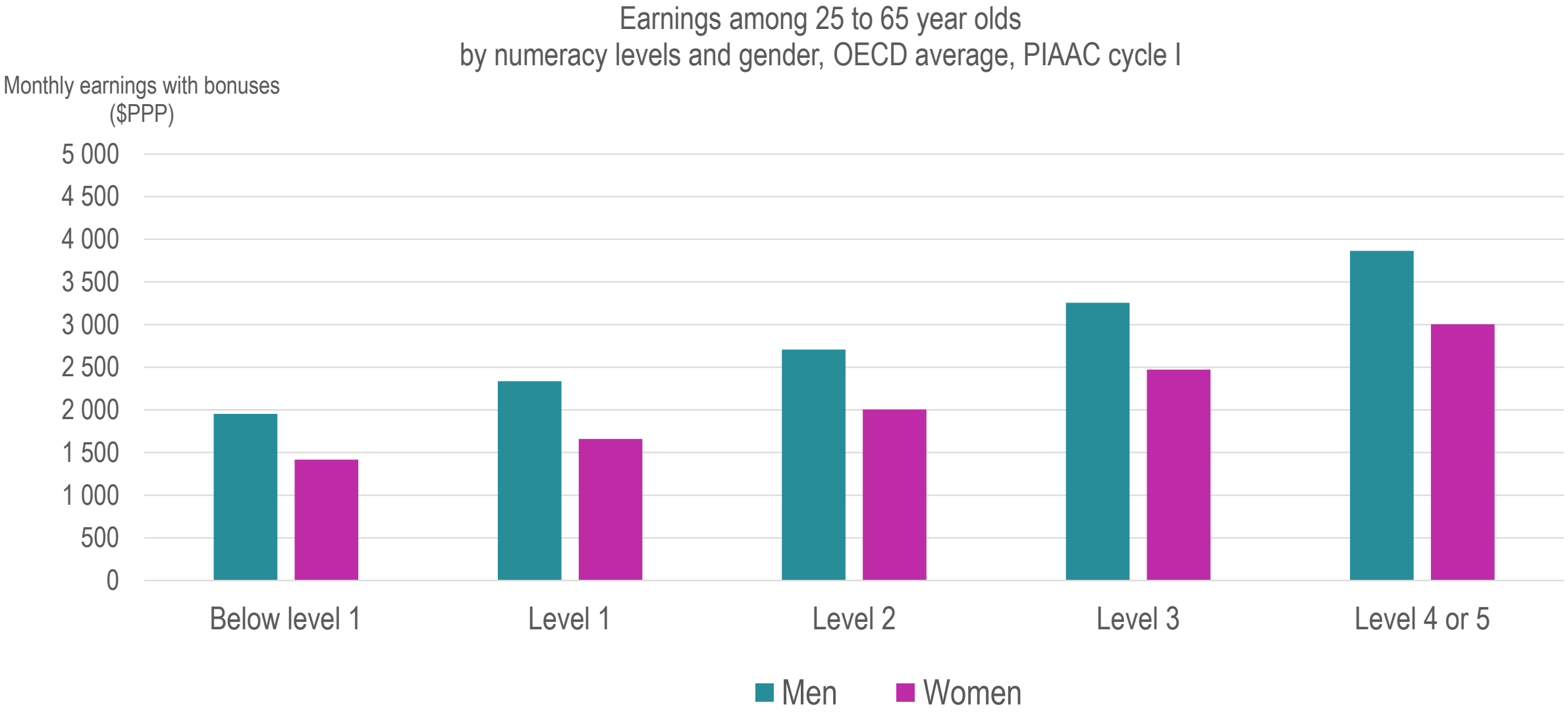


Different competencies lead to different opportunities

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

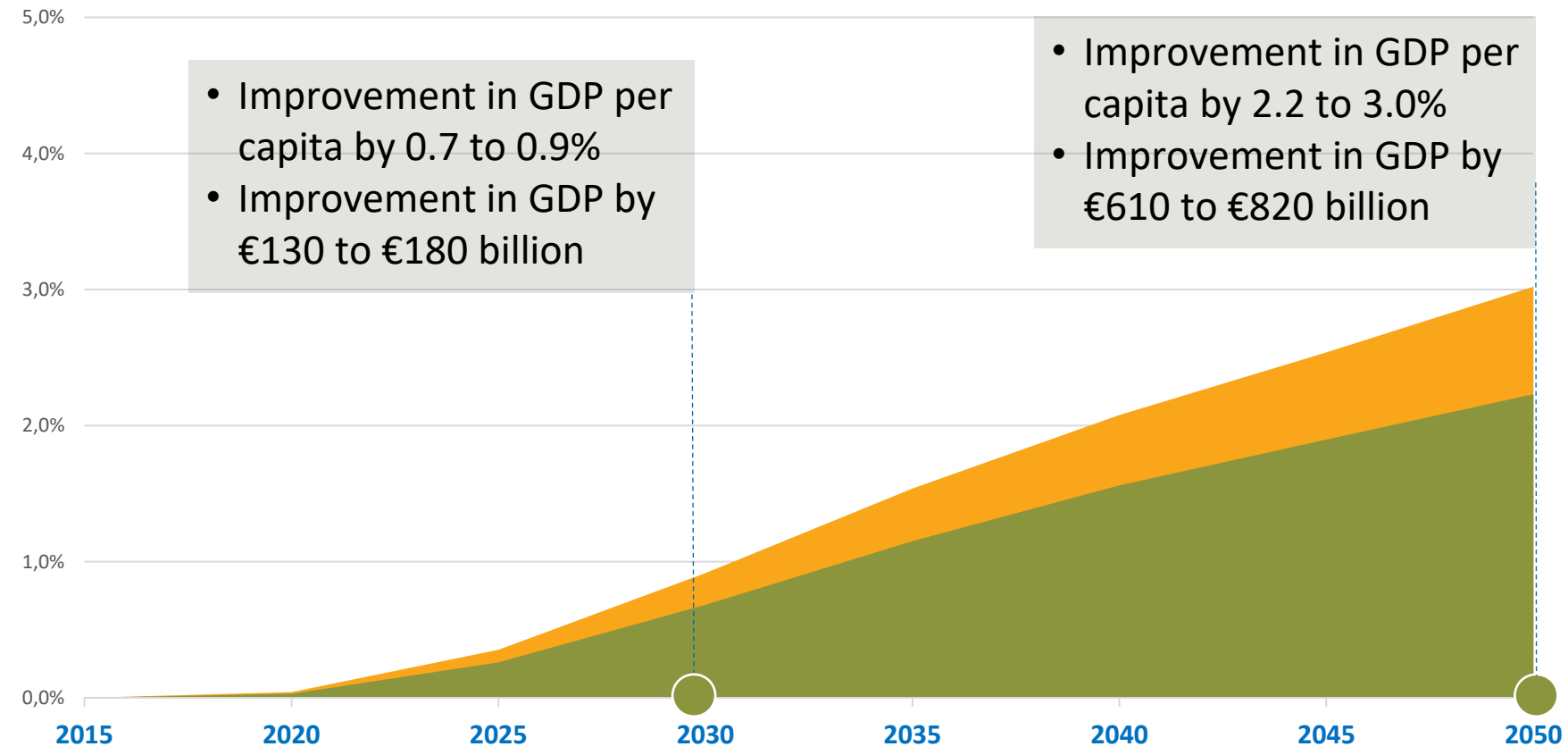


Numeracy skills are related to higher earnings
Same level of skills, women earn lower salaries

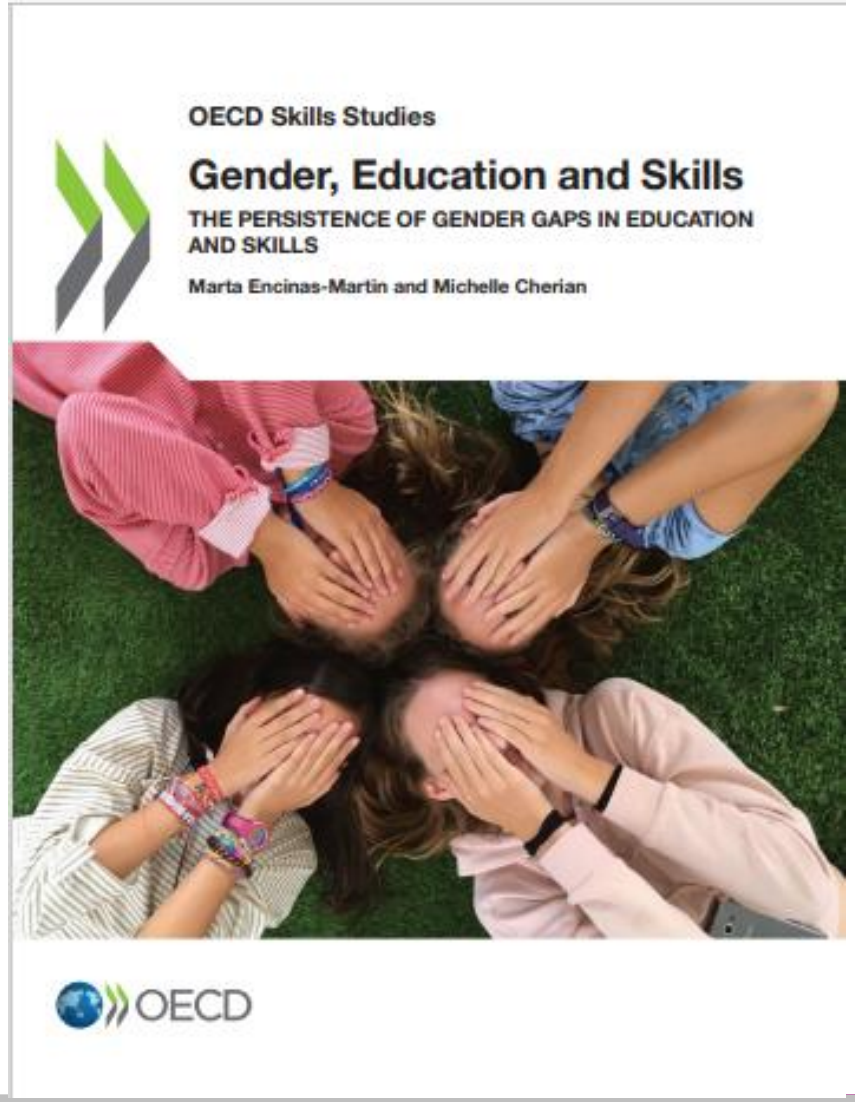


Effect of narrowing the STEM gender gap on GDP

EIGE- Gender equality index 2022



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



Thank you!

More information about our Work:

www.oecd.org

All publications and database about Gender:

www.oecd.org/gender

For more information, contact:

Marta.Encinas-Martin@oecd.org