



# **G7 International Forum for Empowering Women and Youth in the Agriculture and Food Systems**

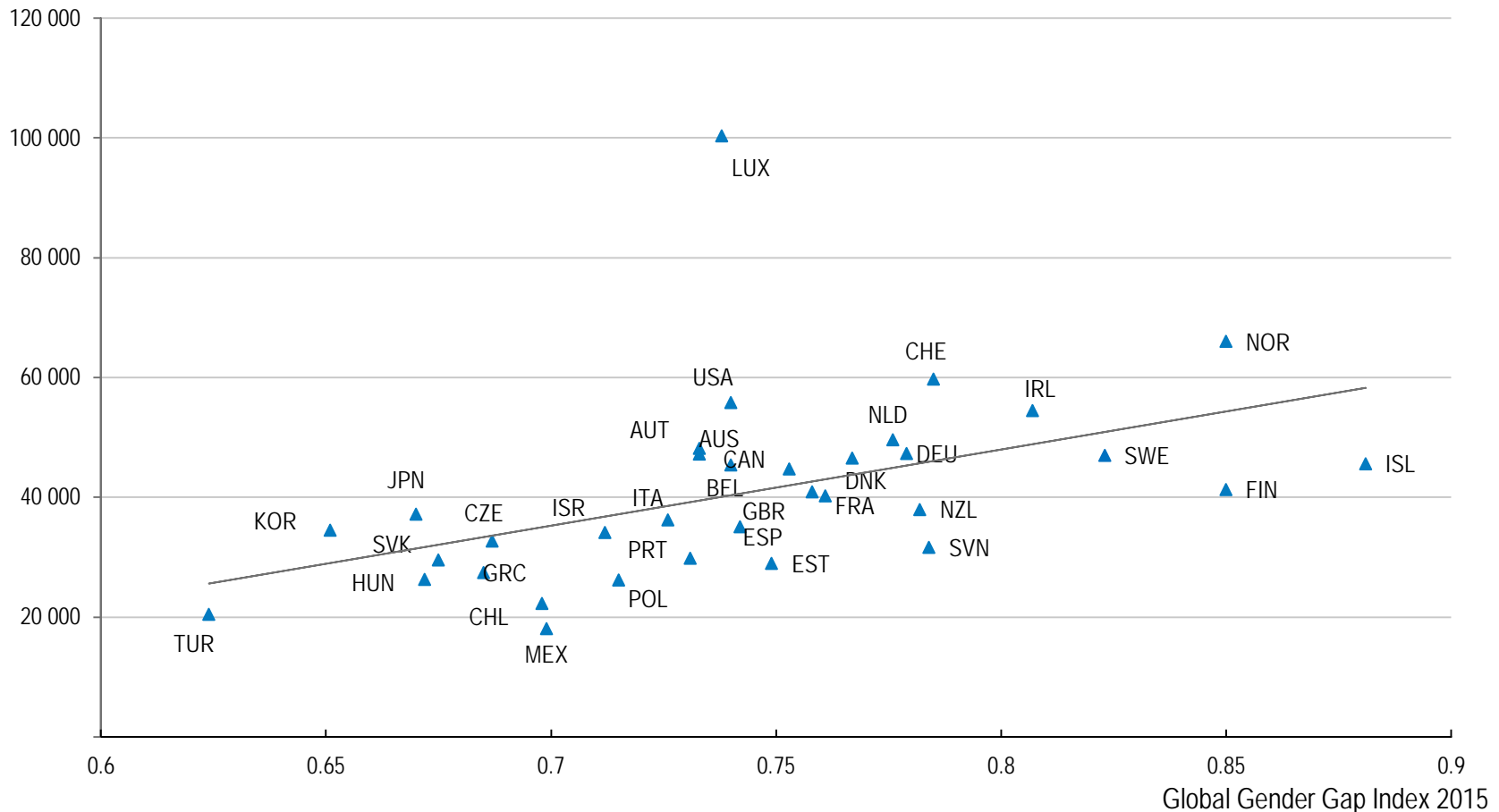
## **THE BENEFITS OF EXPANDING THE ROLE OF WOMEN AND YOUTH IN ECONOMIC ACTIVITIES**

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Head, Japan/Korea Desk  
OECD  
Tokyo, 12 December 2016



# Gender equality is associated with high GDP per capita

USD, current PPPs<sup>1</sup>

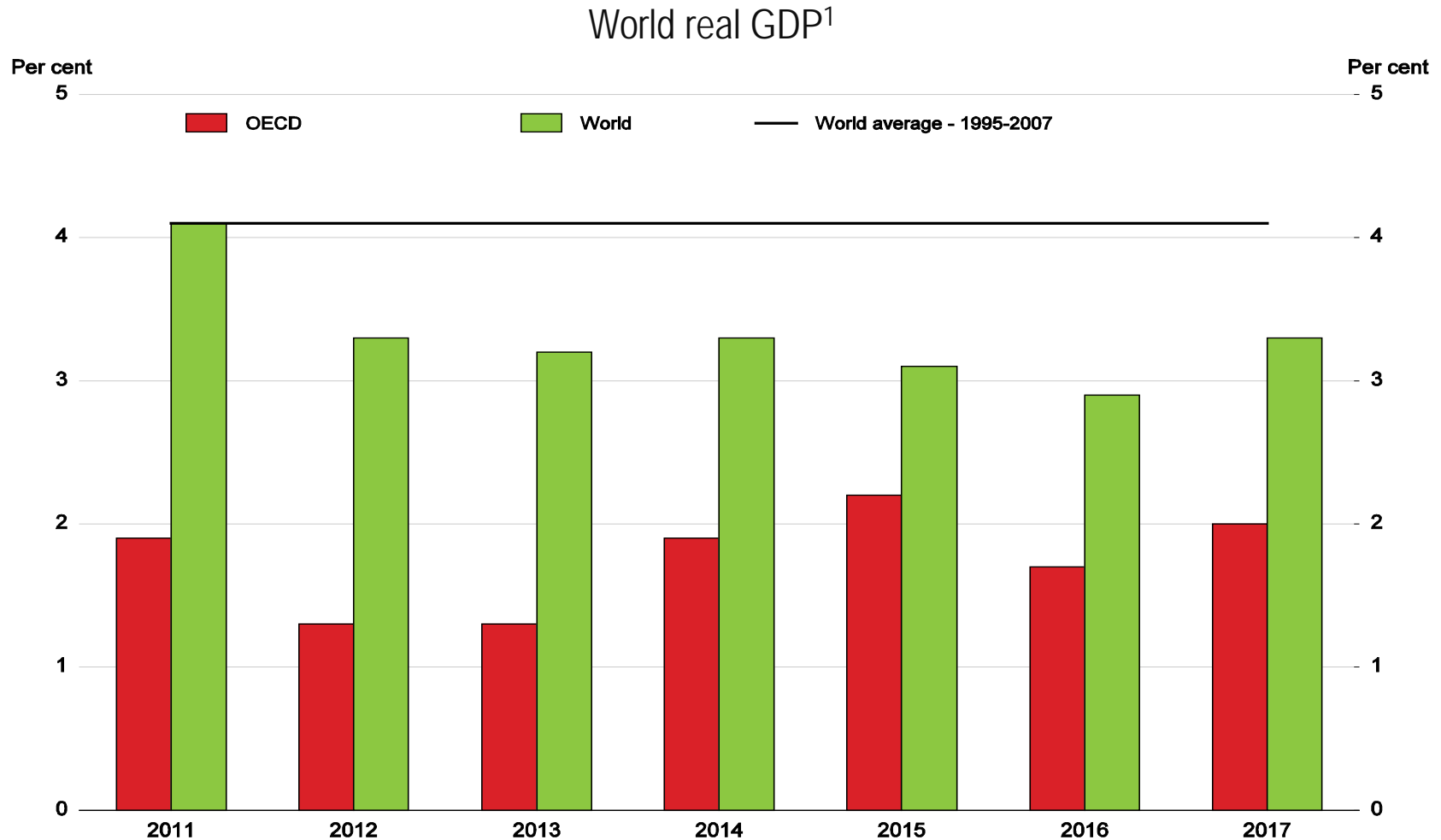


1. GDP per capita data for 2015.

Source: World Economic Forum and OECD Productivity Database.



# Global GDP growth in recent years has been far below the average of 1995-2007

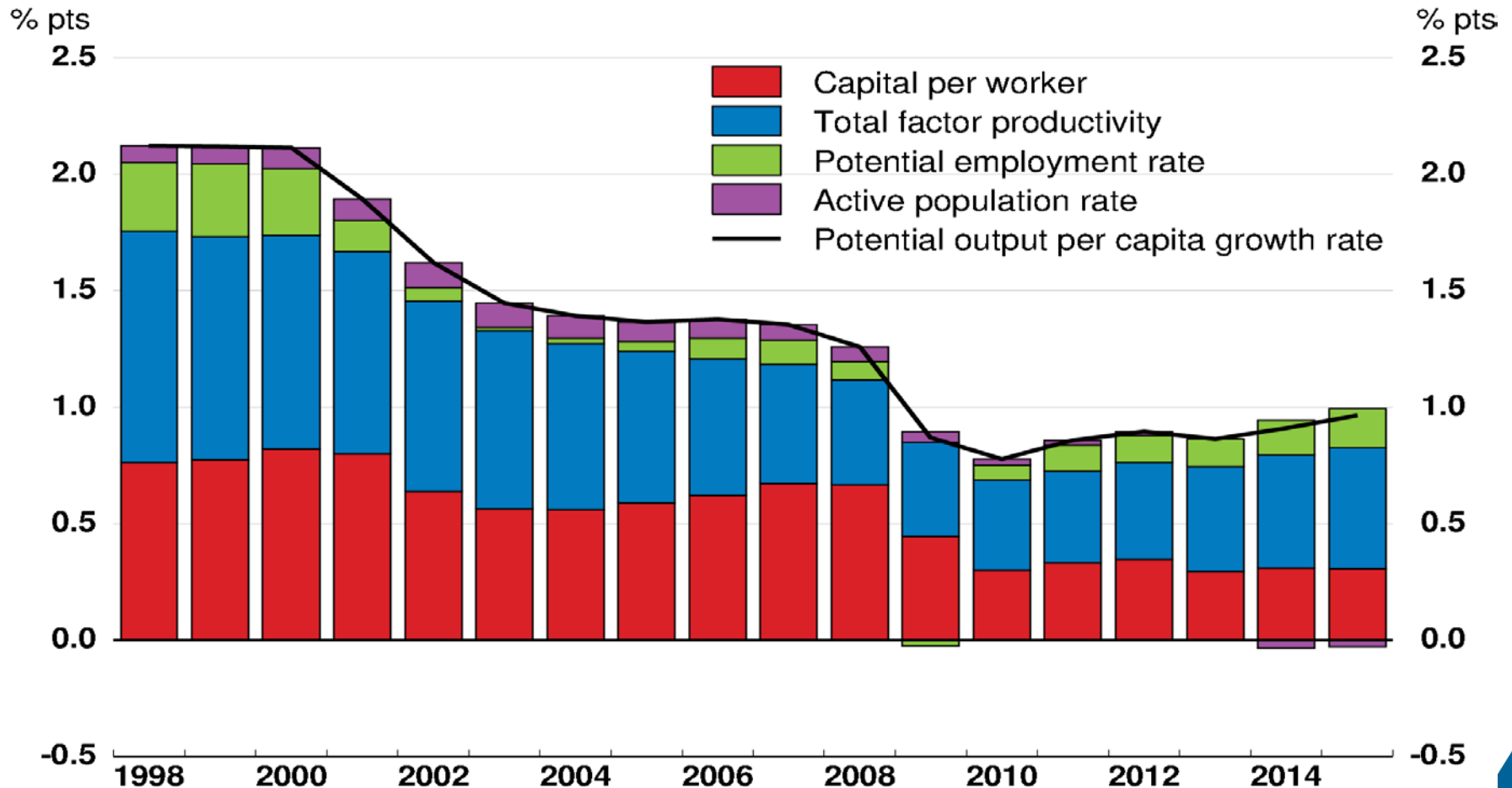


1. World GDP measured at purchasing power parity exchange rates.  
Source: OECD Economic Outlook database.



# The contribution of labour force participation has become negative

Contributions to potential output per capita growth in the OECD





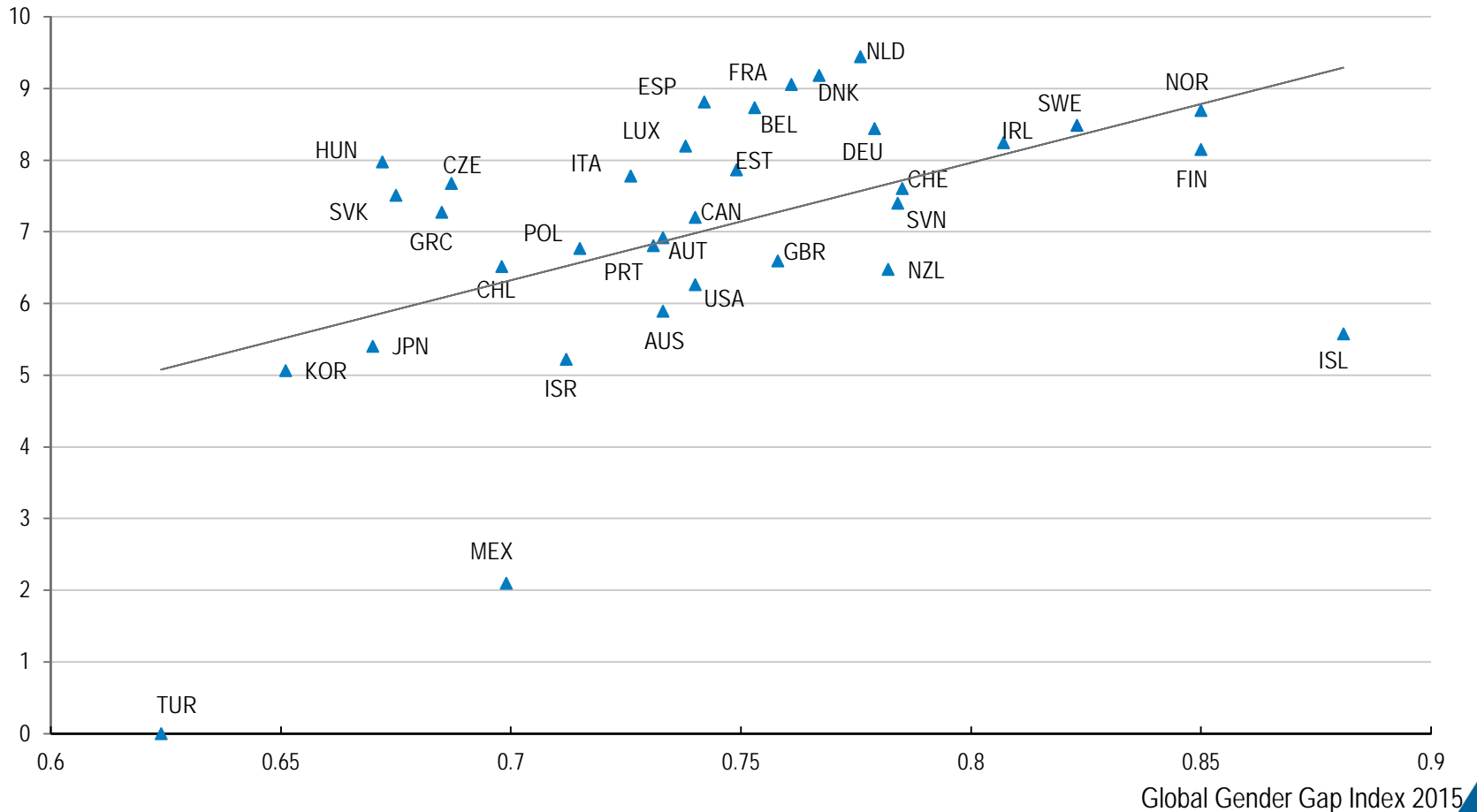
# Gender equality has many implications for well-being

Well-being dimensions	Outcomes
Education and skills	Increase in educational attainment
	Improvement in intergenerational mobility
	Better preservation and more diversification of skills
Jobs and earnings	Reduction of the gender pay gap
	More innovations
	Creation of personal service sector jobs
	New work organisation challenges in enterprises.
Income and wealth	Increase in family income
	More financial independence for women
Work-life balance	Better work-life balance for both genders
	Reduced strains at work and at home
	Improved child well-being, notably in vulnerable families
Life satisfaction	Realisation of broader life choices
	Realisation of initial child rearing desires



# Gender equality favours work-life balance

Work-life balance Index



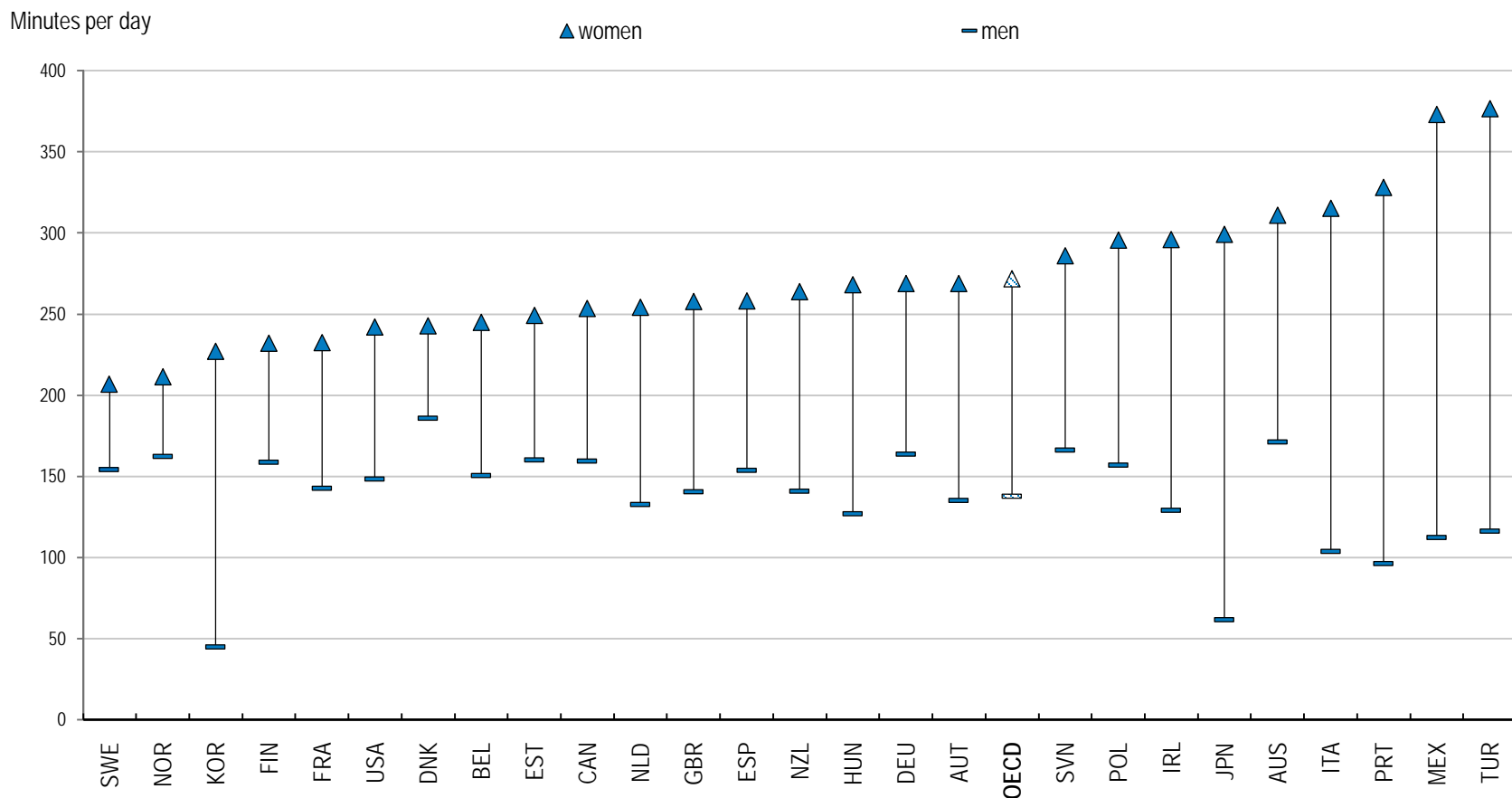
Source: World Economic Forum and OECD Better Life Index 2016.

Global Gender Gap Index 2015



# Women spend more time in unpaid work than men

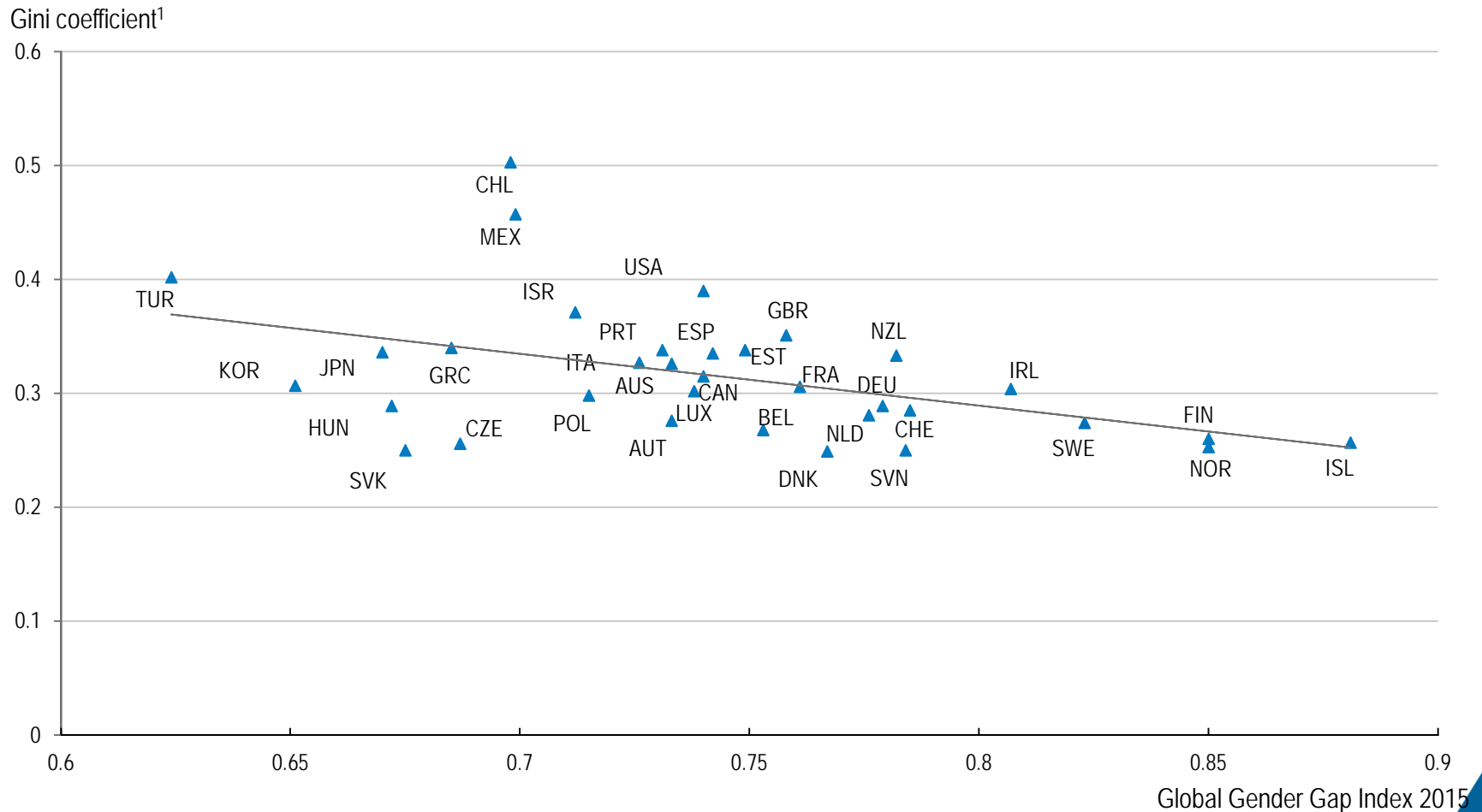
In minutes per day, 15-64 year olds, latest year<sup>1</sup>



1. OECD estimates based on Time Use Surveys, mostly from 2005 to 2010.  
Source: OECD Employment database 2014.



# Gender equality is associated with lower income inequality



1. Gini coefficient on disposable income.

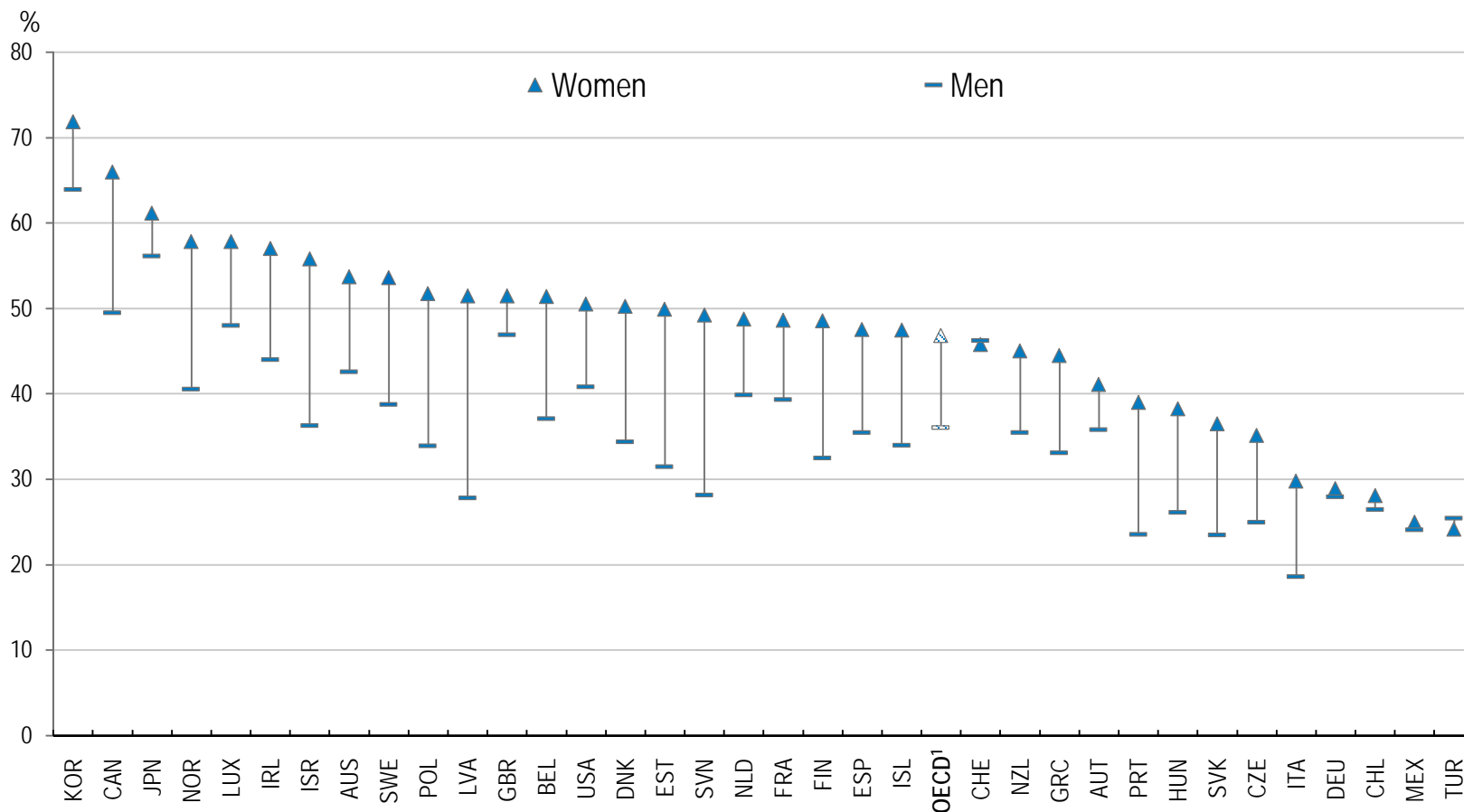
Source: World Economic Forum, OECD Income Distribution Database.





# Young women are now likely to be more highly educated than young men

Percentage of 25-34 year-olds with tertiary education, by gender, 2014 or latest year available



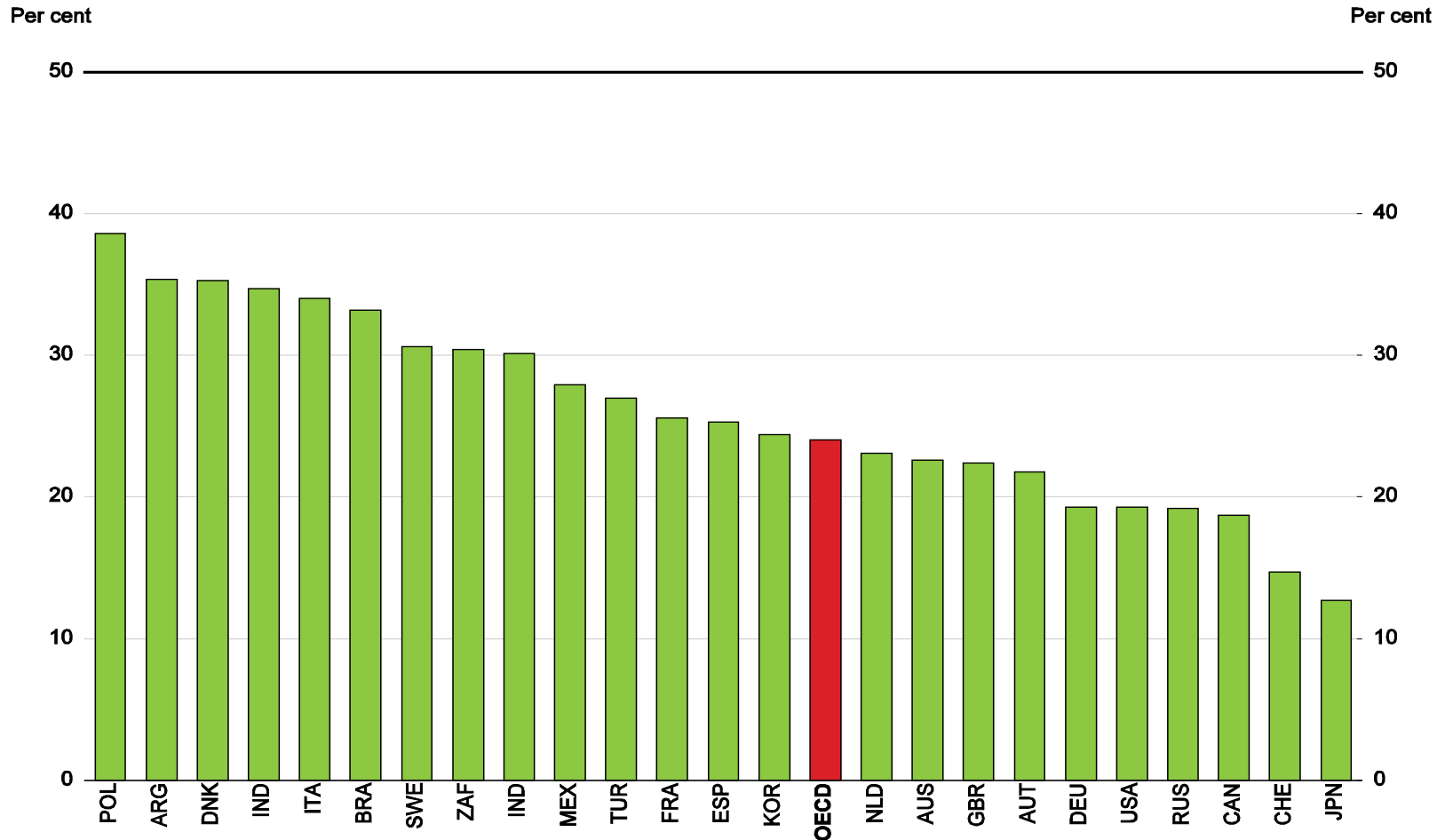
1. Unweighted average.

Source: OECD Education at a Glance 2014.



# Women are less likely to study engineering, manufacturing and construction

Female share (%) of graduates in engineering, manufacturing and construction, all tertiary levels<sup>1</sup>



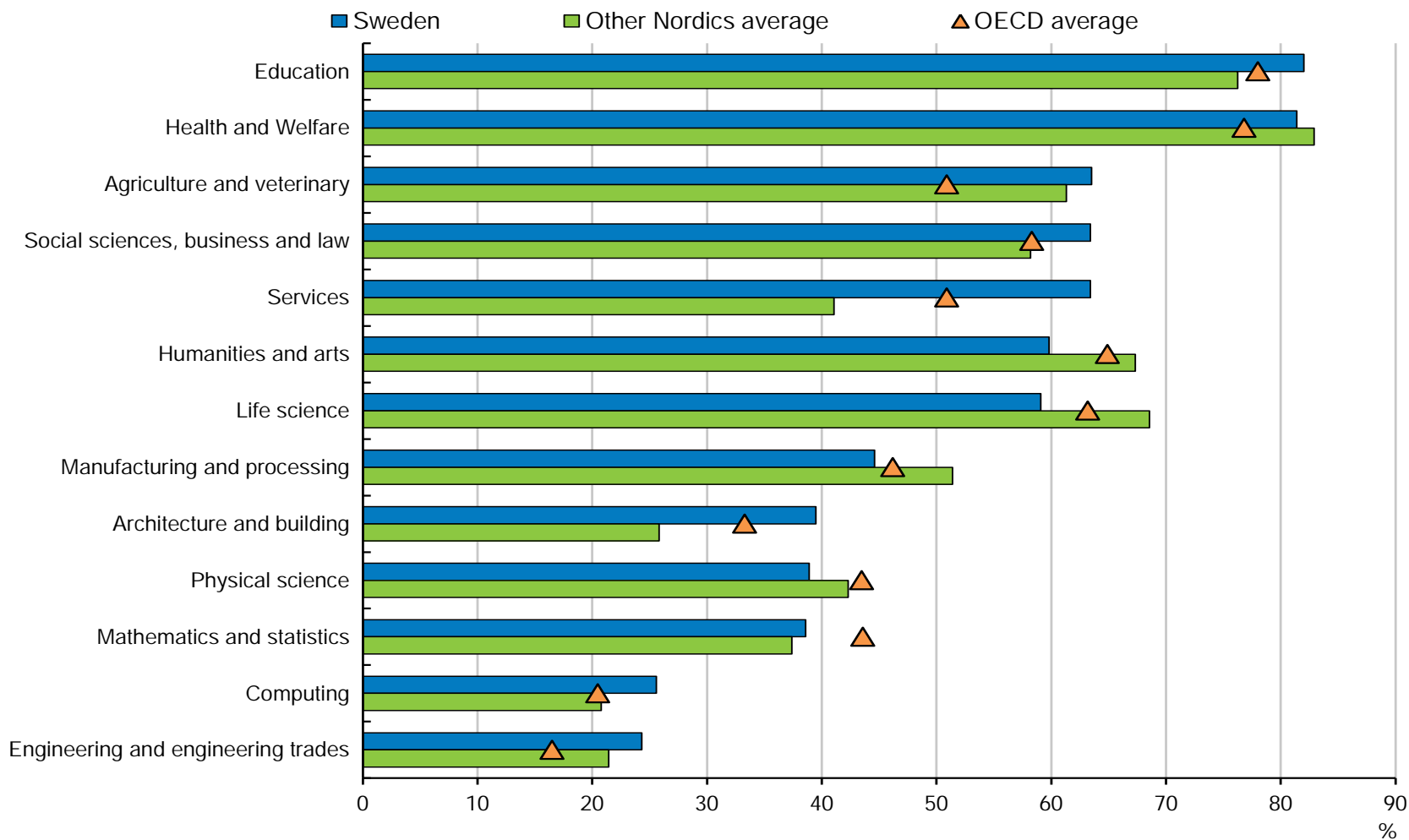
1. ISCED 2011 levels 5 to 8, 2014 or latest available.

Source: OECD Education at a Glance 2015.



# Education choices vary widely across genders

Share of women graduating<sup>1</sup> by field of education, 2013



1. Total tertiary education (ISCED 2011 levels 5 to 8).

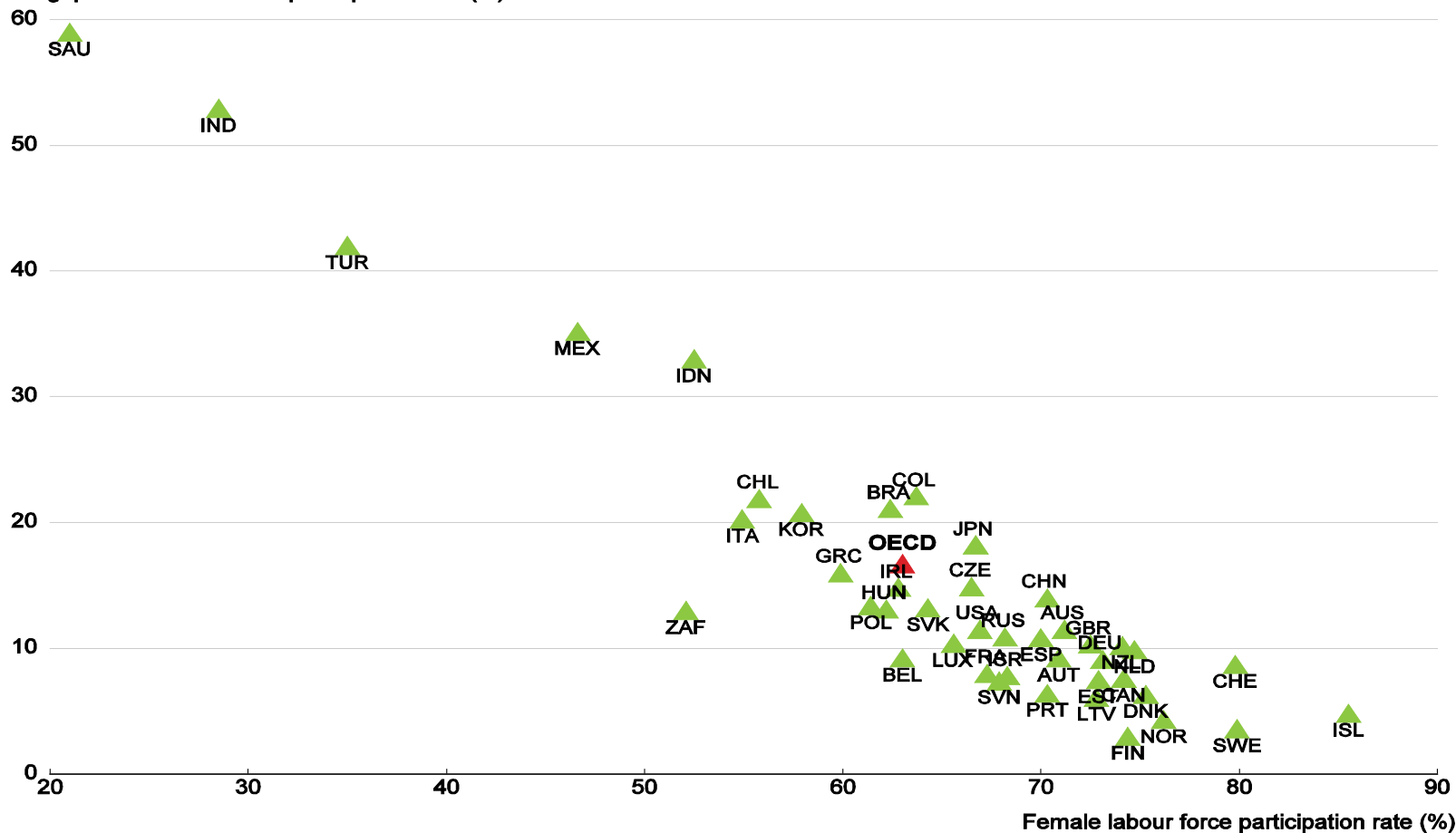
Source: OECD Education at a Glance.



# Gender gaps in labour force participation rates vary widely

Gender gaps and female labour force participation rates (15-64 year olds), 2015 or latest available<sup>1</sup>

Gender gap in the labour force participation rate (%)

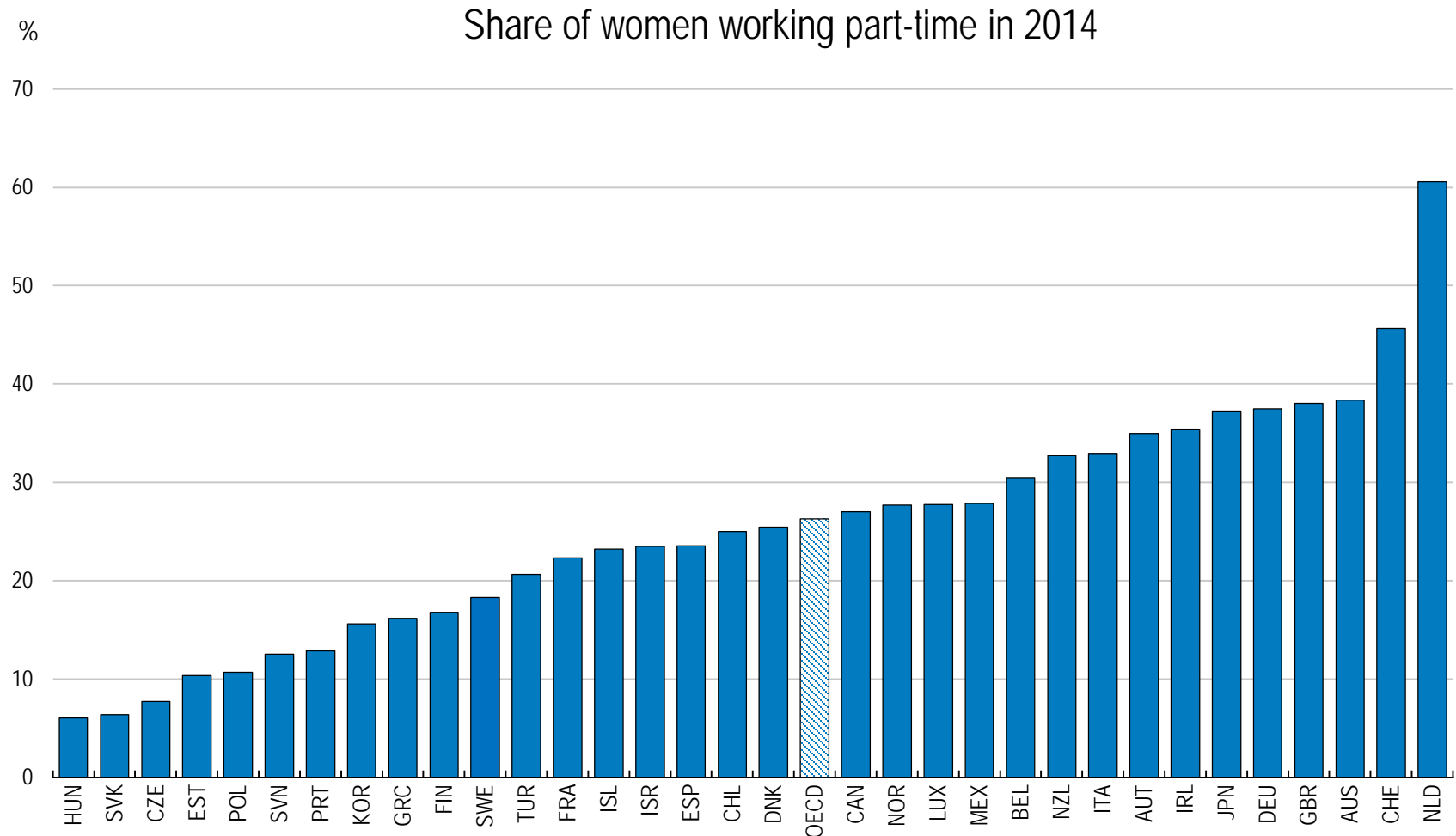


1. Data for China refer to 2010 and for India to 2011-12.

Source: OECD Employment Database and OECD estimates surveys for Argentina and Saudi Arabia.



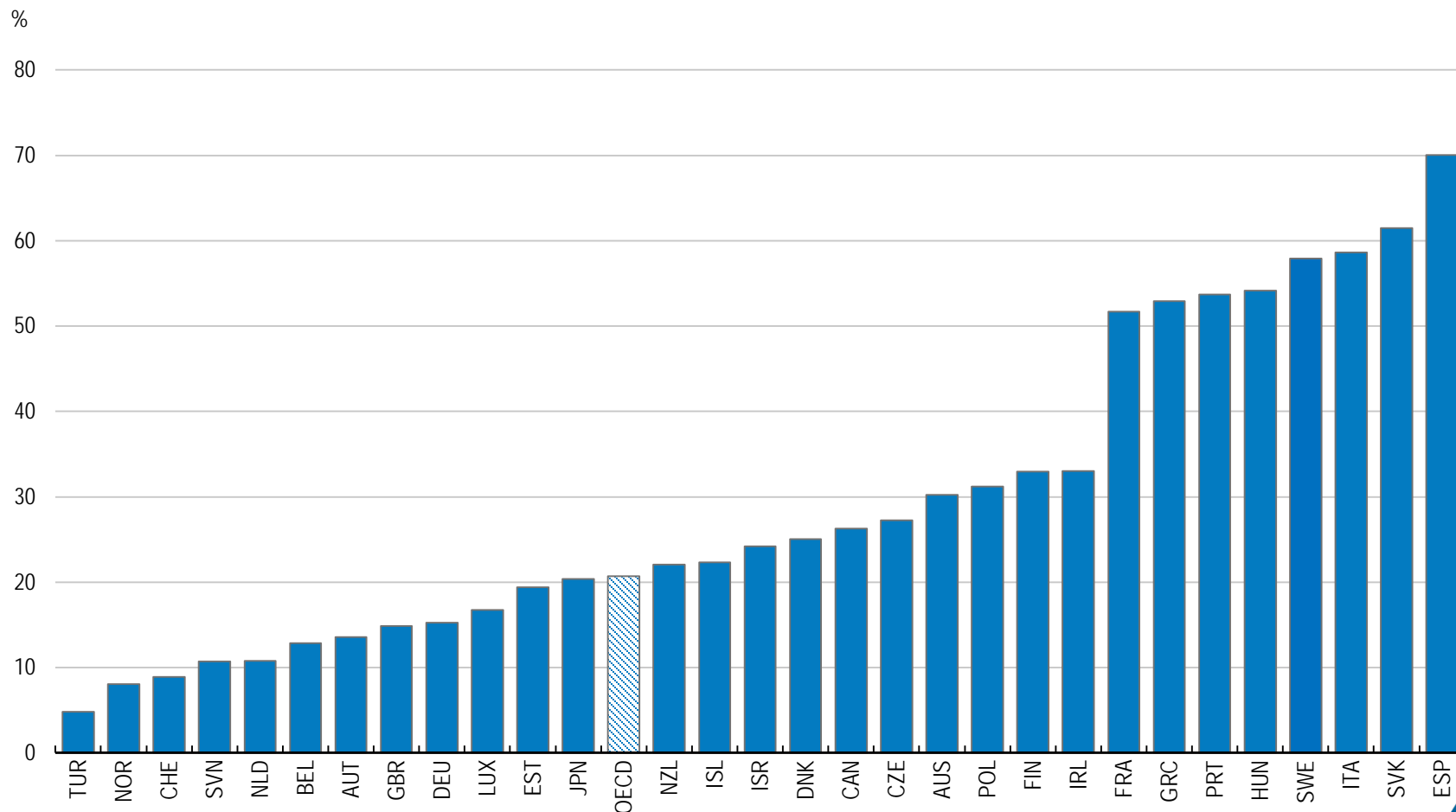
# The labour gap is wider as many women work part-time





# Many of the women working part-time would prefer to work full time

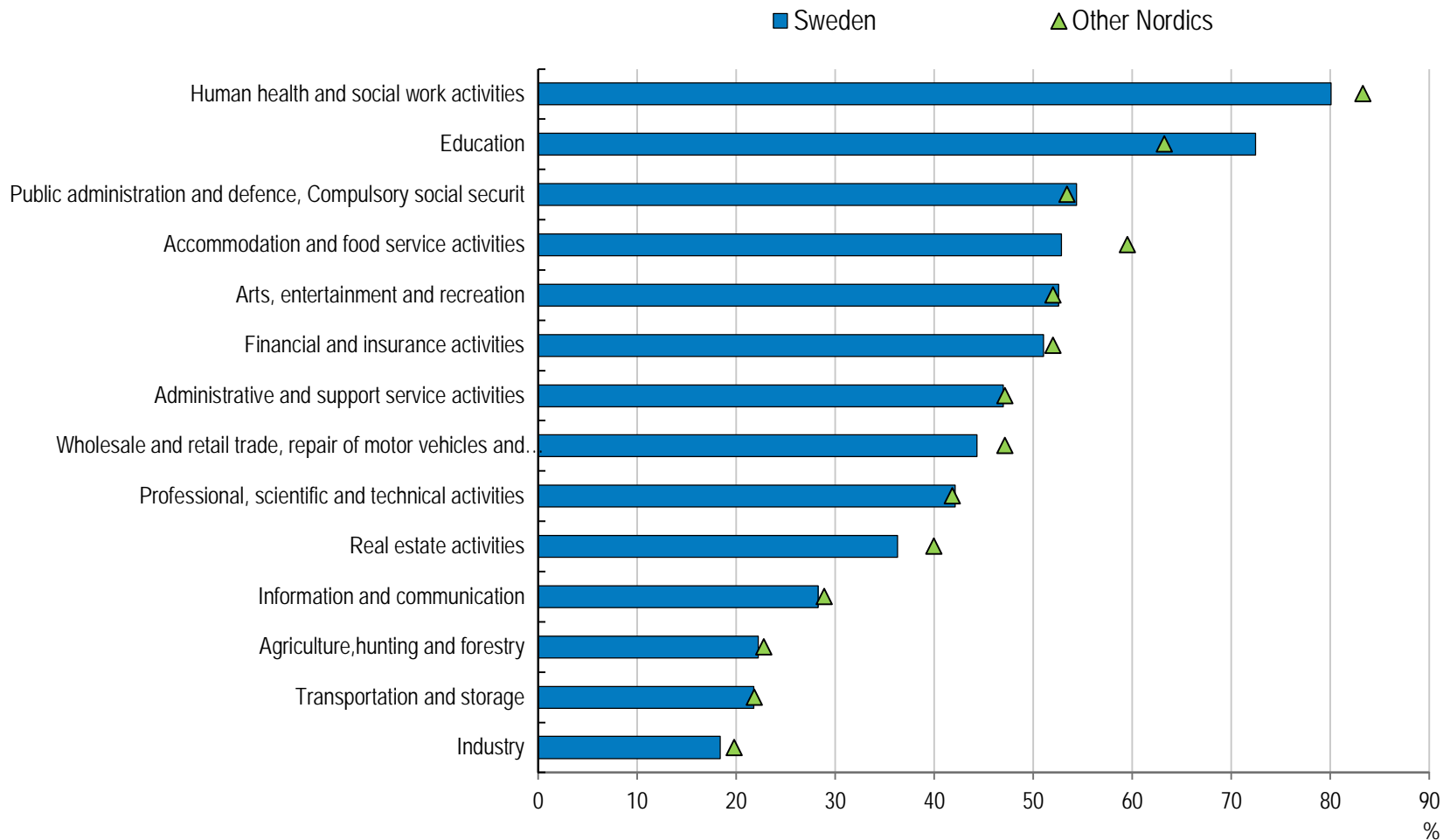
Share of women working involuntary part-time in 2014





# Gender segregation across occupations is high

Share of women by main activities in 2014



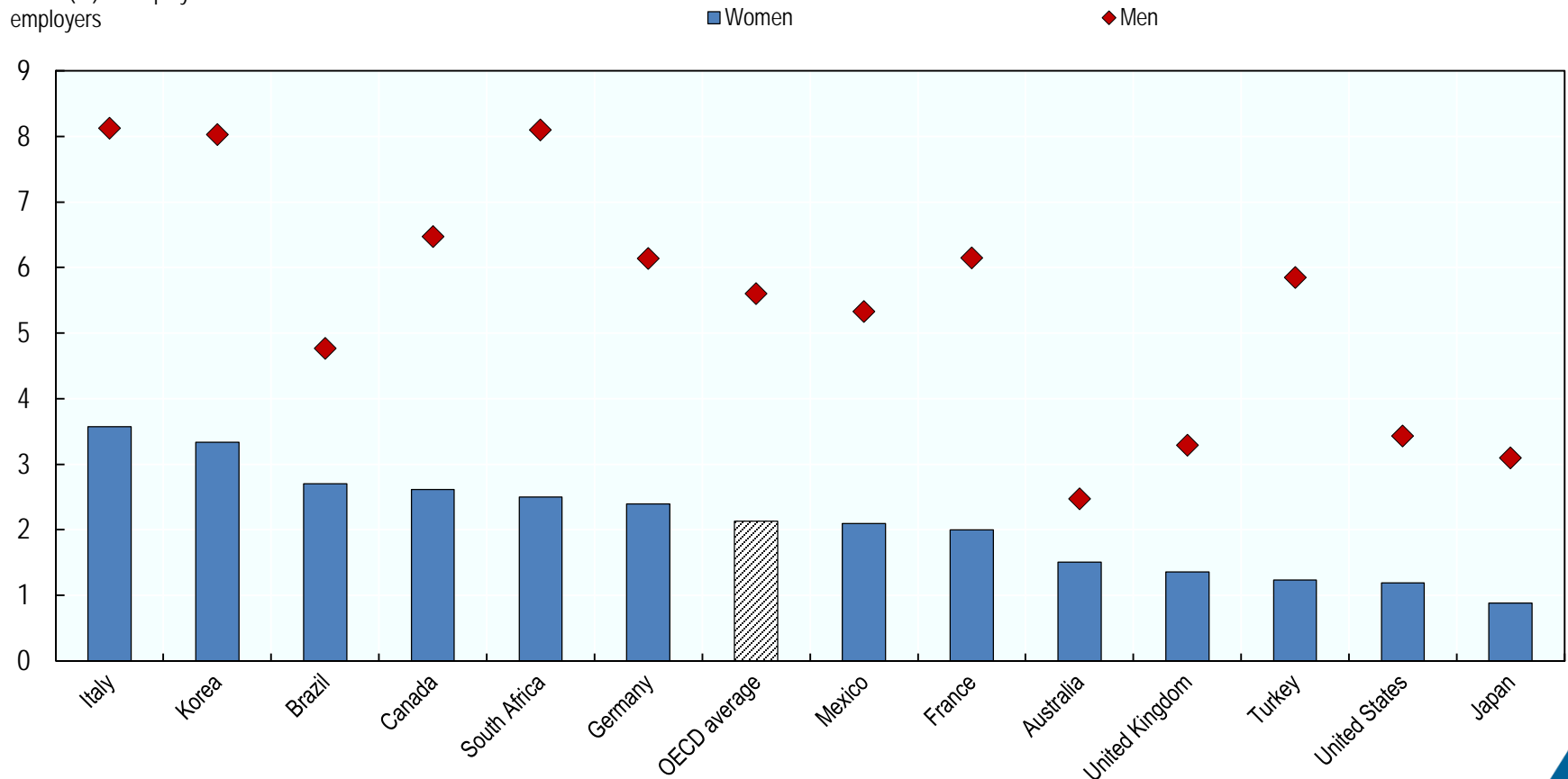
Source: OECD Labour Force Statistics.



# Gender gaps in entrepreneurship are substantial

Share (%) of employed who are employers, all ages, by gender, 2014 or latest available<sup>1</sup>

Share (%) of employed who are employers



1. The share of the employed who are employers is defined as the number of self-employed who have employees as a proportion of total employed. Data for Brazil and South Africa refer to 2013.

Source: OECD Gender Data Portal.





# Closing gender gaps in entrepreneurship

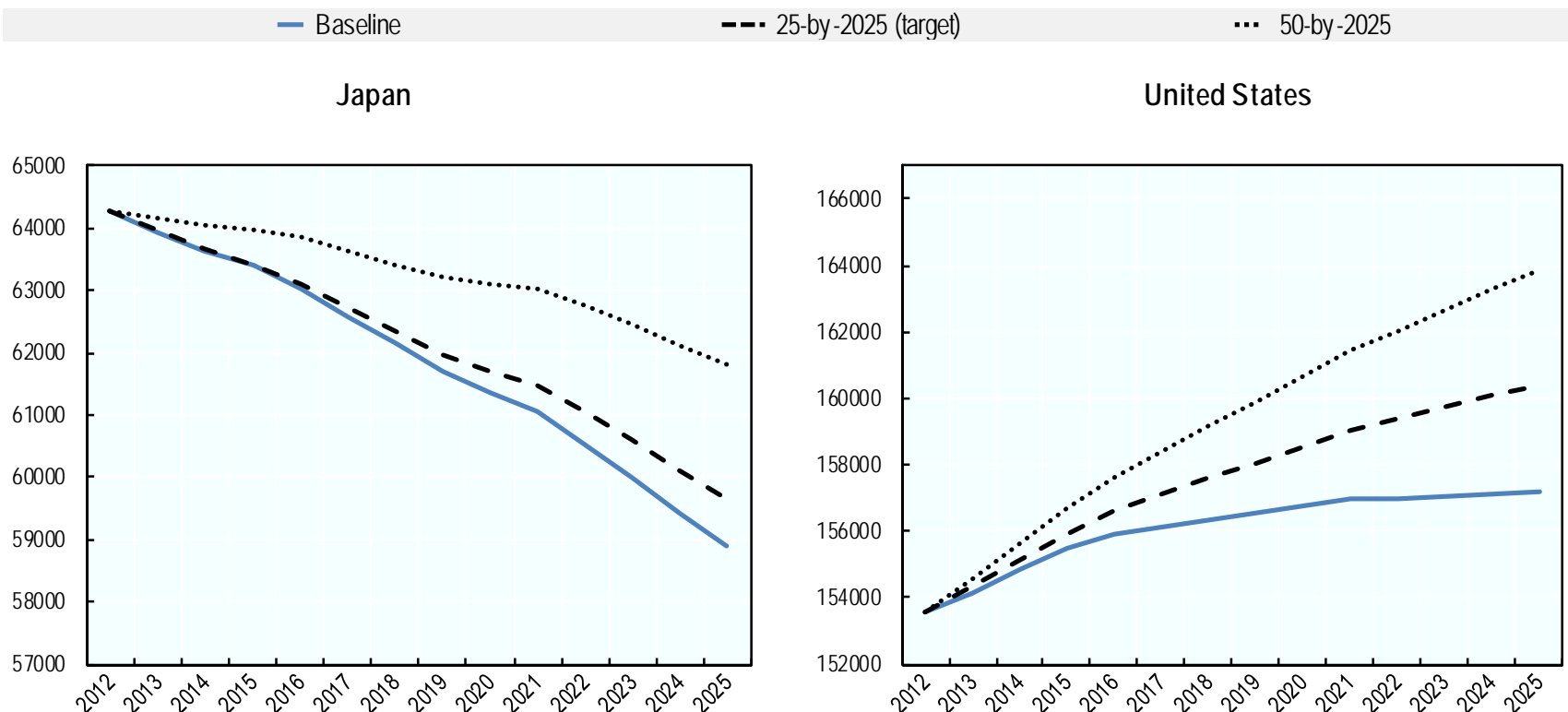
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- Ensure equal **access to finance** for women entrepreneurs
- Reduce **barriers to entrepreneurship**, administrative burdens on firms and excessive regulatory restrictions
- Support **training programmes**, awareness campaigns and networks for female entrepreneurs



# The “25% by 2025” target could have large effects on labour supply and, thus, growth

Projected total size of the labour force (15-74 year olds) under different scenarios for the gender gap in labour force participation, thousands, selected countries, 2012-2025



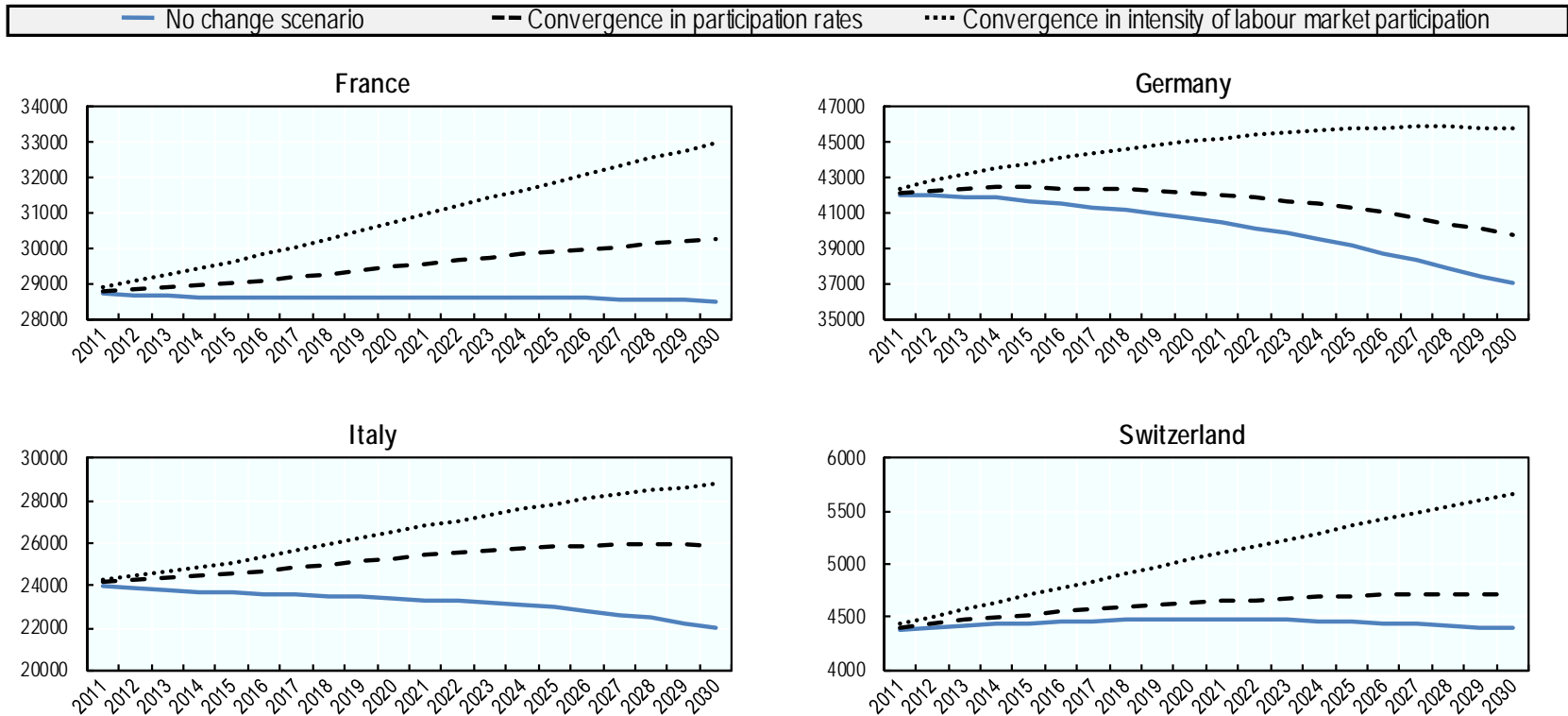
Note: The “25-by-2025 (target)” scenario: male participation rates are projected based on average entry and exit rates for each five-year age group over the period 2003-2012; female participation rates are projected so that the 2012 gap between male and female participation rates within each five-year age group falls by 25% by 2025. The “50-by-2025” scenario: male participation rates are projected based on average entry and exit rates for each five-year age group over the period 2003-2012; female participation rates are projected so that the 2012 gap between male and female participation rates within each five-year age group falls by 50% by 2025.

Source: OECD estimates based on the OECD Population and Demography Database and the OECD Employment Database.



# The growth dividend of closing gender gaps in labour force participation

Projected total size of the labour force (15-64 year olds) under different scenarios, thousands, 2011-2030



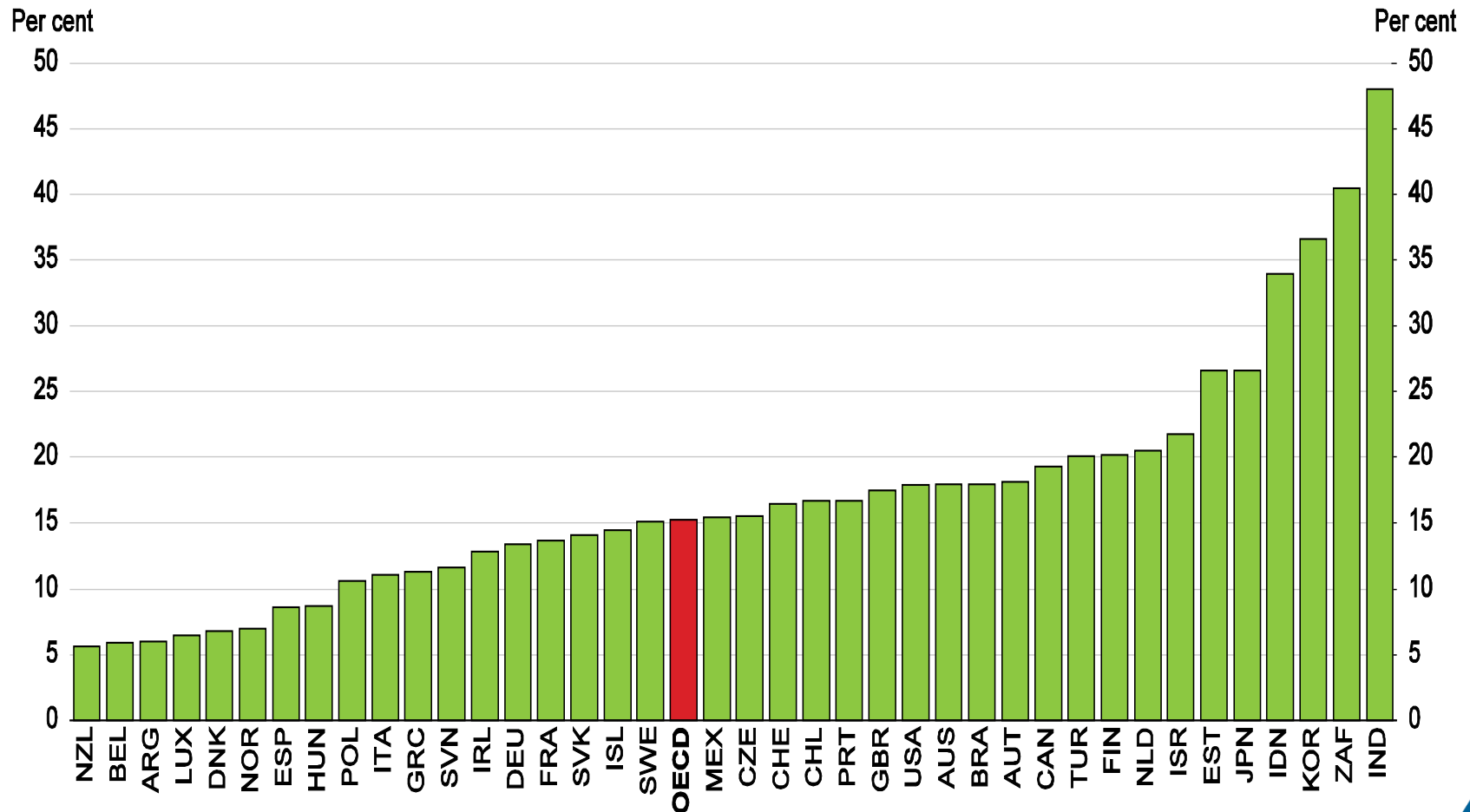
Labour force projections are based on population projections for persons aged 15-64 years as reported by the OECD Demography and Population Database. **No-change scenario:** the projected size of the total labour force aged 15-64 years if the labour force participation rates for men and women remain constant from 2011 to 2030 at the rates observed in 2010. **Convergence in participation rates scenario:** the projected size of the total labour force aged 15-64 years if the labour force participation rate for men remains constant from 2011 to 2030 at the rate observed in 2010, and the rate for women shows a gradual increase (steady growth rate) from 2011 to 2030 reaching the 2010 rate for men by 2030. **Convergence in intensity of labour market participation:** the projected size of the total labour force aged 15-64 years if the full-time equivalent rate for men remains constant from 2011 to 2030 at the rate observed in 2010, and the full-time equivalent rate for women shows a gradual increase (steady growth rate) from 2011 to 2030 reaching the 2010 full-time equivalent rate for men by 2030. The full-time equivalent rate is calculated as the labour force participation rate, multiplied by the average usual hours worked per week by all employed men and women respectively, and divided by 40.

Source: OECD (2012) *Closing the Gender Gap*.



# Gender wage gaps are large in many countries

In 2014 or latest year available for full-time employees<sup>1</sup>



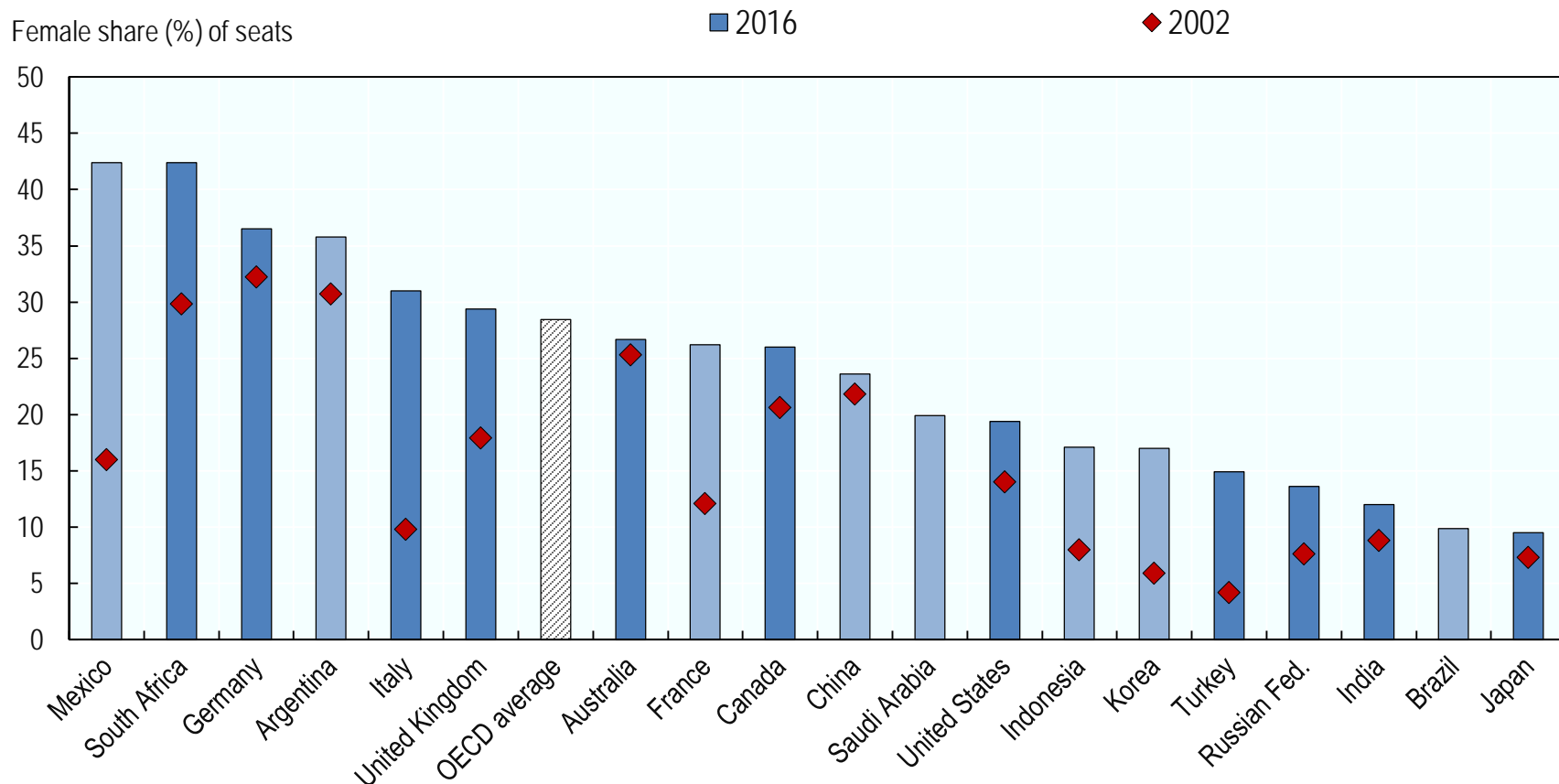
1. The difference between median earnings of men and women relative to median earnings of men.

Source: OECD Earnings Distribution Database.



# Promote gender quality in public leadership

Female share (%) of seats in lower or single house legislative bodies, 2002 and 2016



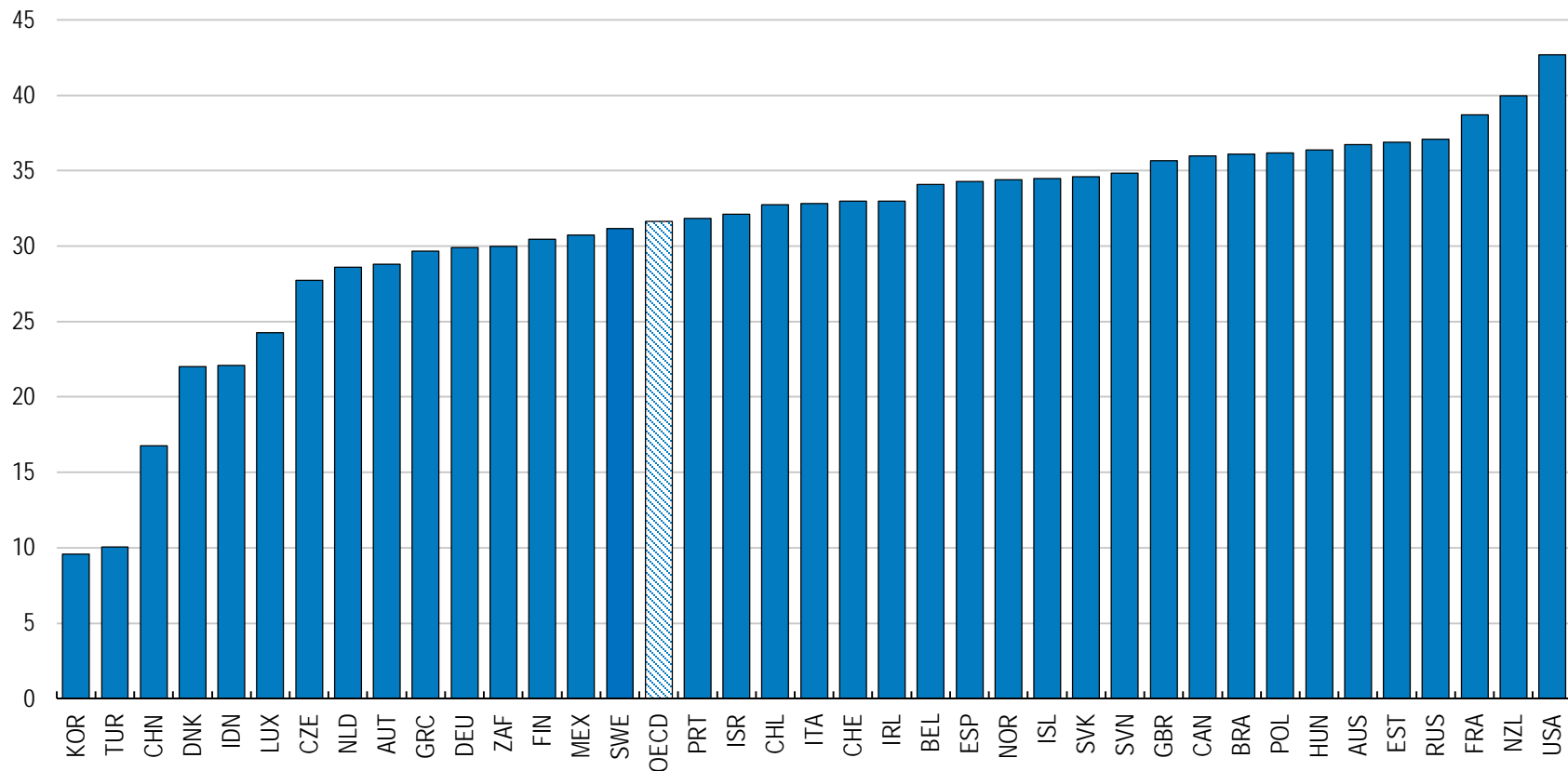
Bars in light blue represent countries with lower or single house parliaments with legislated candidate quotas and/or reserved seat quotas. Italy, India and South Africa have legislation requiring candidate quotas for sub-national elections. In Australia, Canada, Germany, Italy, South Africa, Turkey and the United Kingdom some political parties operate voluntary party quotas.

Source: OECD Gender Review of Mexico (forthcoming) for OECD member countries; Inter-Parliamentary Union (IPU) PARLINE database and IDEA Quota Project for non-OECD countries (accessed 15-09-2016).



# Increase the share of women in senior management

% of women in senior management<sup>1</sup>



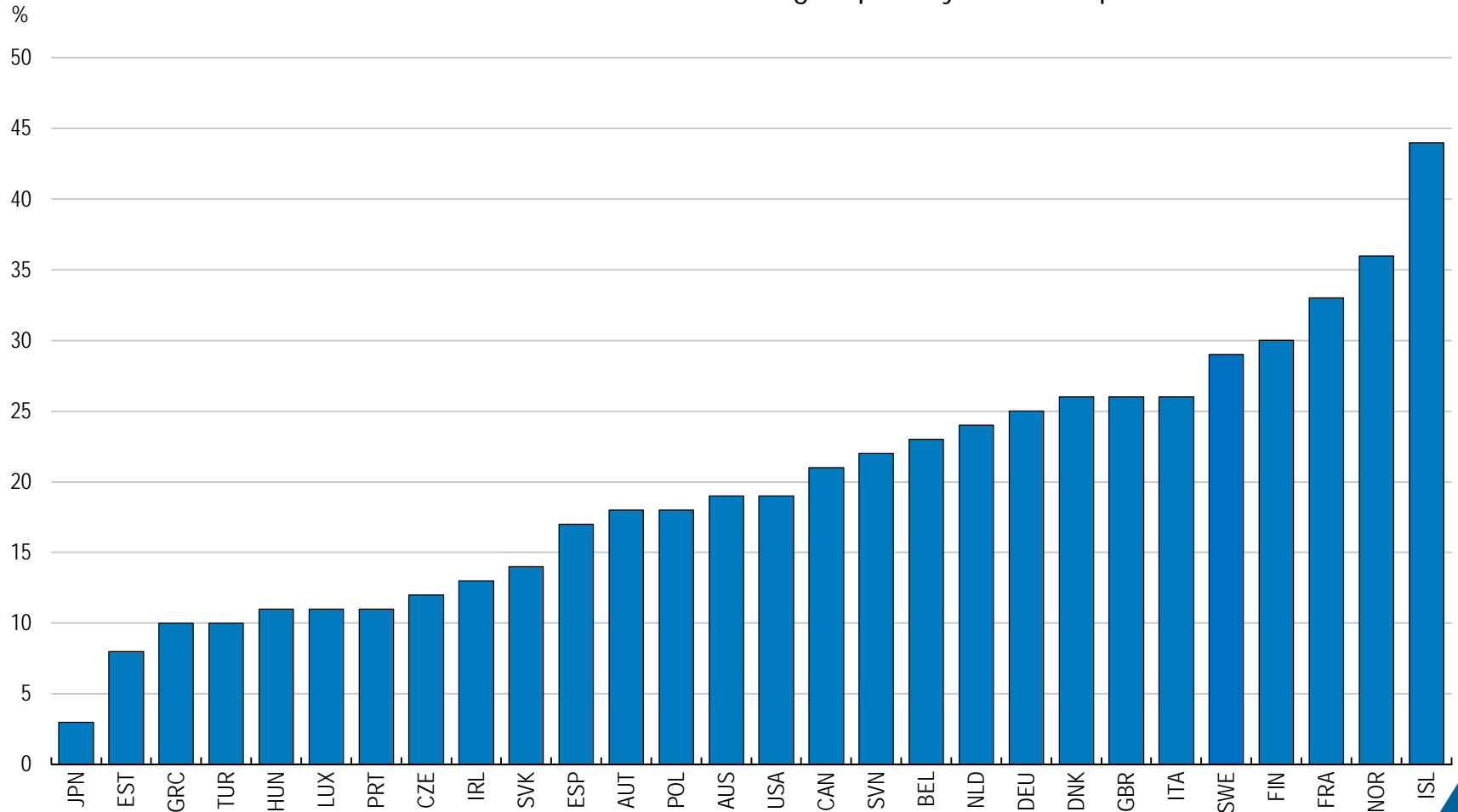
1. Senior managers cover Category 1 of the International Standard Classification of Occupations (ISCO), which includes legislators, senior officials and managers.

Source: OECD Employment Database; ILO, Key Indicators of Labour Market (KILM) database.



# Increase the share of women on company boards

Women's share of seats on boards of the largest publicly listed companies in 2015

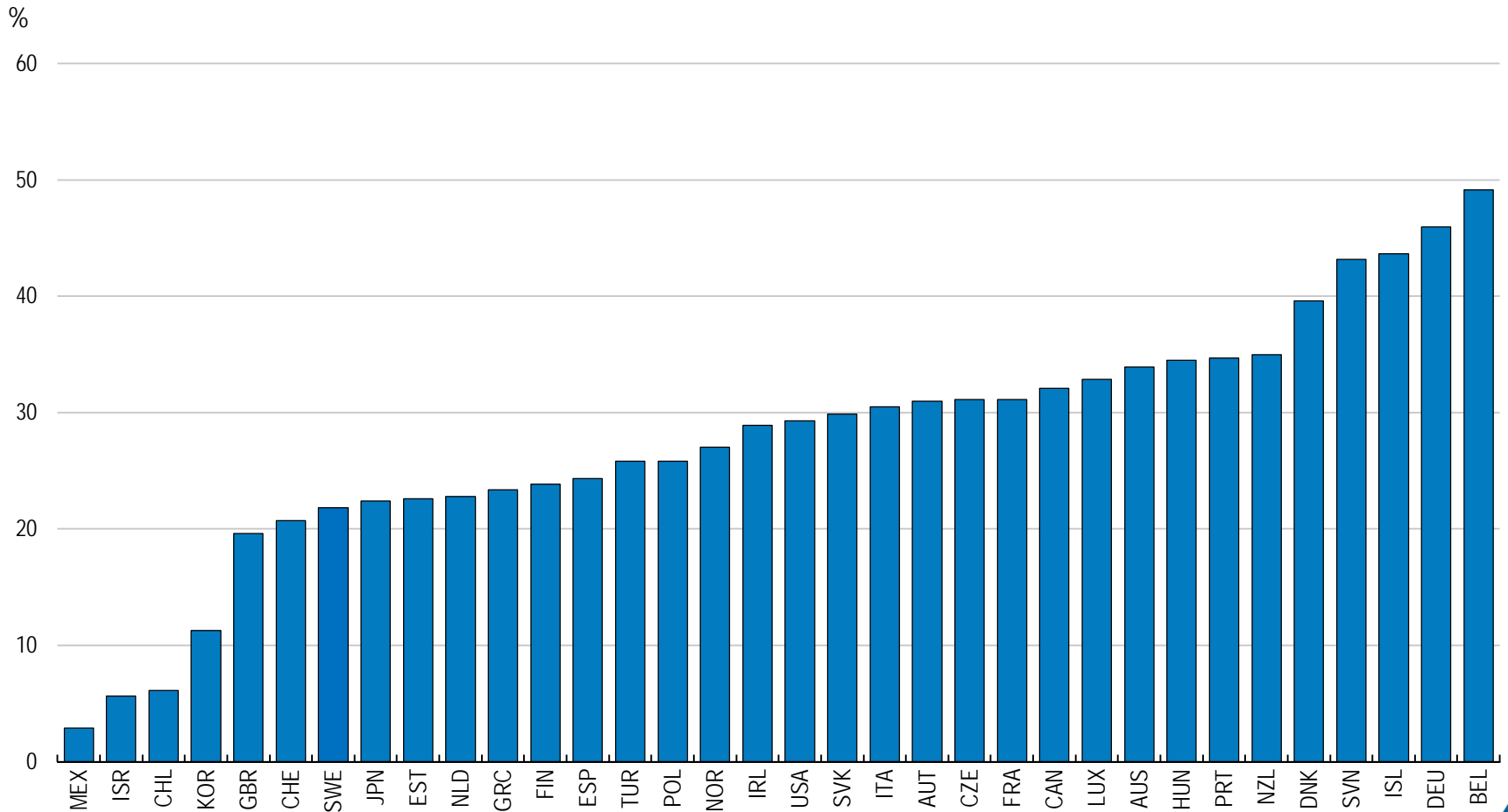


Source: OECD Employment Database.



# High taxes on second earners discourage employment in some countries

Net personal average tax on second earners, couple with two children



Note: The first earner earns 100% of the average wage and the second earns 67%.

Source: OECD Taxing Wages 2016, OECD Tax-Benefit Models.

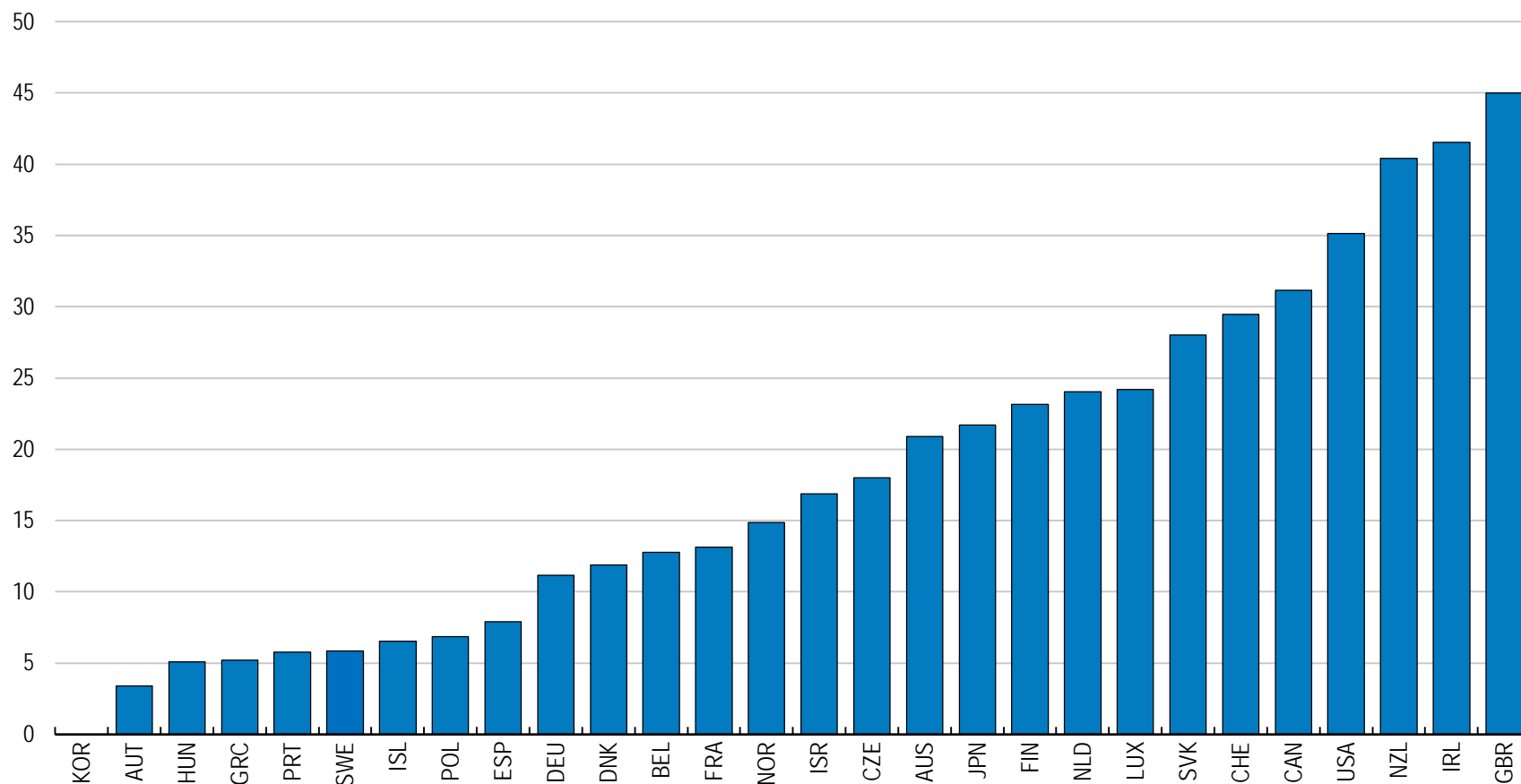




# High costs of childcare discourage employment in some countries

Net costs of childcare for a couple

% of the average wage



Note: The first earner earns 100% of the average wage and the second earns 67%.

Source: OECD Taxing Wages 2016, OECD Tax-Benefit Models.



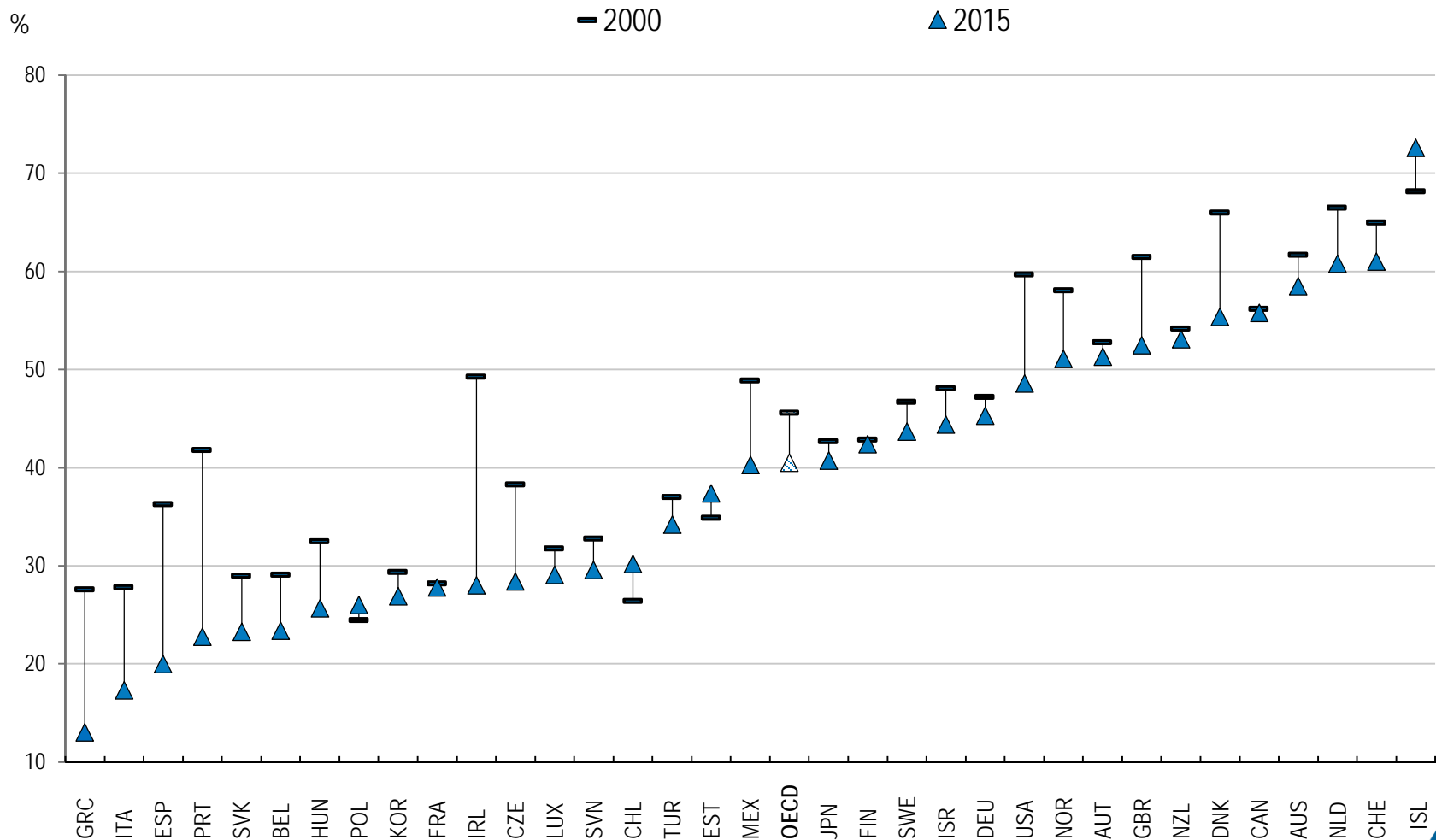
# The 2013 OECD Gender Recommendation

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- Superseded the 1980 OECD Declaration on Policies for the Employment of Women
- Sets out policy measures that governments should consider:
  - Promote good quality education for boys and girls and gender equality in educational choices;
  - Promote family-friendly policies and working conditions and combat discrimination;
  - Reduce the gender gap in entrepreneurship activity.
- Countries are called to reinforce the production of gender-specific data and monitor progress



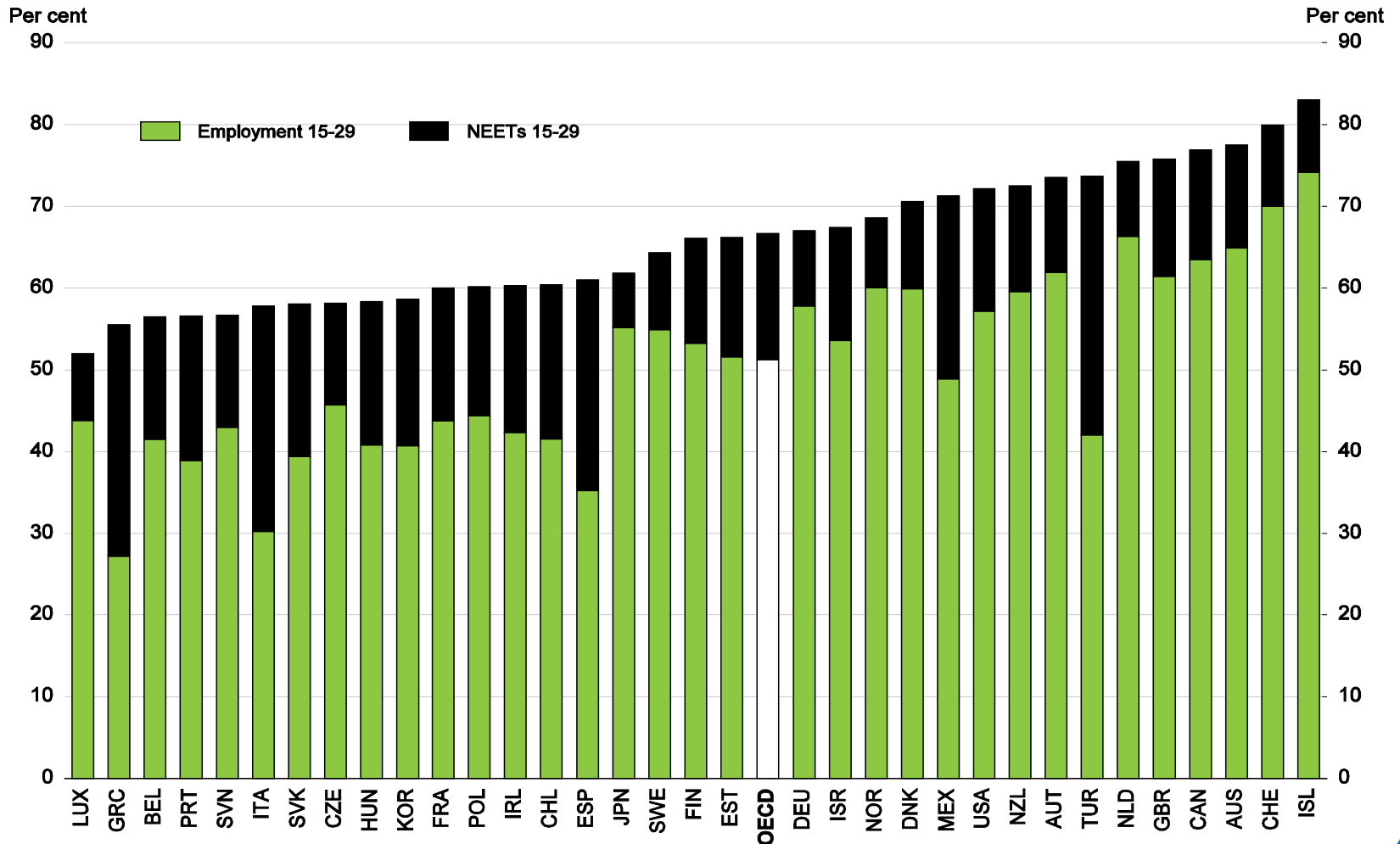
# Employment rates among youth (15-24) have fallen significantly during the past 15 years



Source: OECD Employment Database.



# Part of the problem is the high number of NEETs<sup>1</sup>

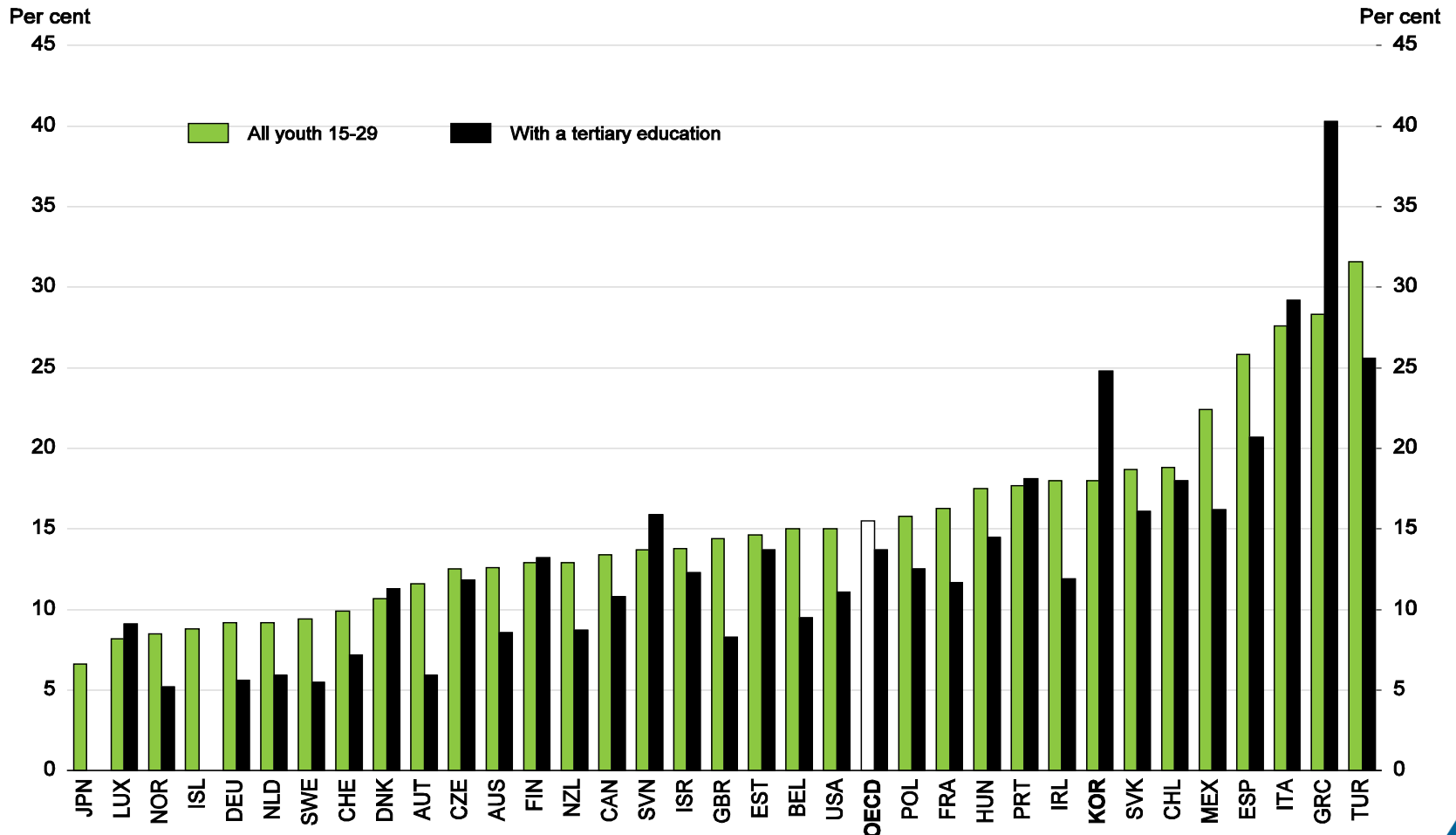


1. Share of the 15-29 age group not in employment, education or training in 2014.

Source: OECD Education at a Glance.



# In some countries, the rate of NEETs is higher for university graduates

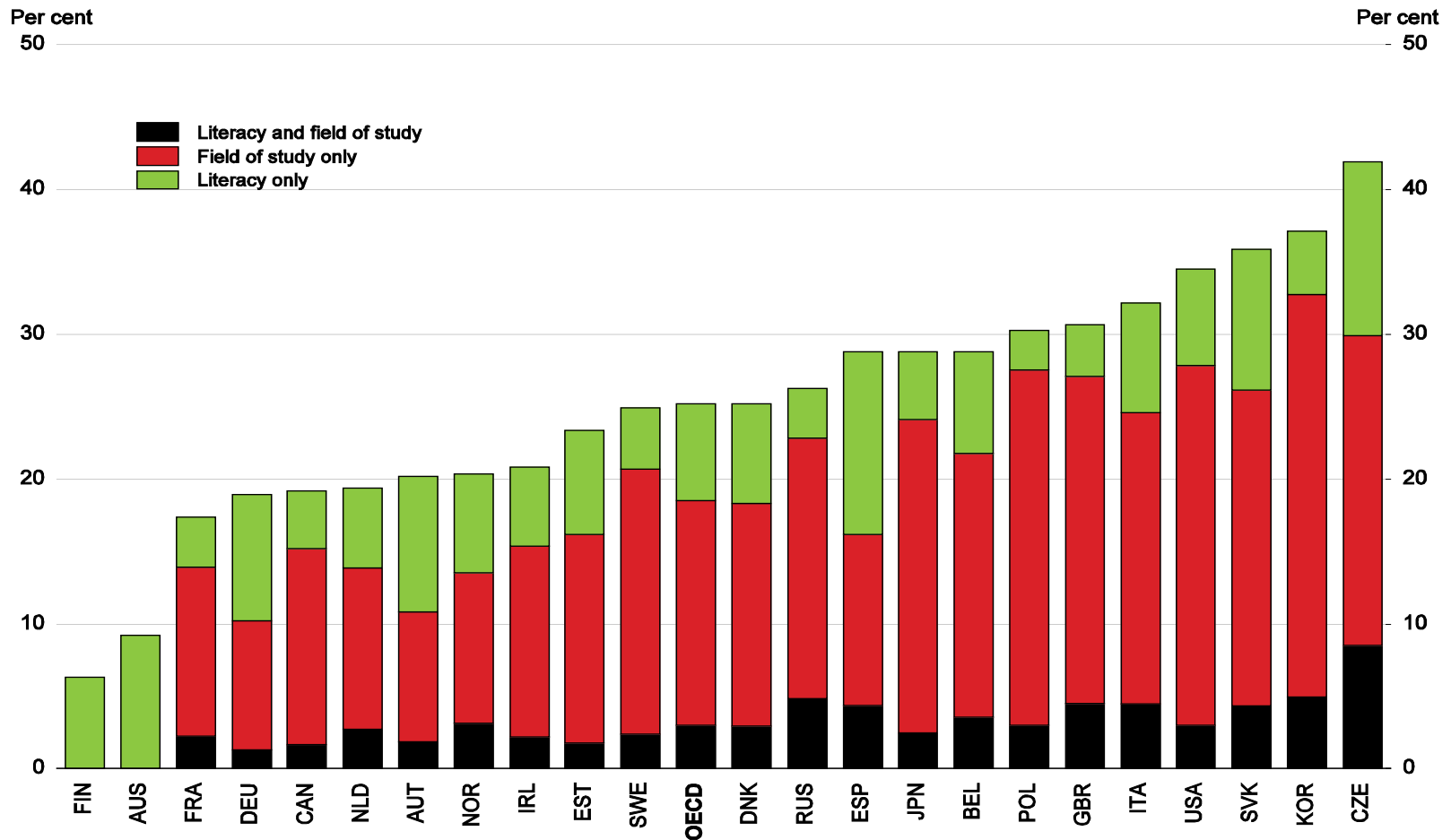


1. Share of the 15-29 age group not in employment, education or training in 2014.

Source: OECD Education at a Glance.



# There is a significant problem of mismatch for young people in the labour market<sup>1</sup>



1. Mismatch among youth (16-29) by type of mismatch as a percentage of all youth employment.

Source: OECD Education at a Glance.

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