



OECD WORK TO PROMOTE GENDER EQUALITY

Breaking away from tradition - Labour issues in the shipbuilding and marine equipment industries

Paris, 21 November 2023

Willem Adema D.Phil.
Senior Economist, Social Policy Division
OECD Directorate for Employment, Labour and Social Affairs



Background

- **Report on the Implementation of the two OECD Gender Recommendations**
 - ...on **Gender Equality in Education, Employment and Entrepreneurship** [[OECD/LEGAL/0398](#)] – ELSAC
 - ...on **Gender Equality in Public Life** [[OECD/LEGAL/0418](#)] – PGC
 - Report **declassified by Council** at MCM in 2022; next reporting in 2027
 - Among key messages: need to strengthen the implementation in other **cross-cutting policy areas**
- The forward looking "[OECD Contribution to Promoting Gender Equality](#)" otherwise known as the OECD Gender Strategy



Joining Forces for Gender Equality: What is holding us back?

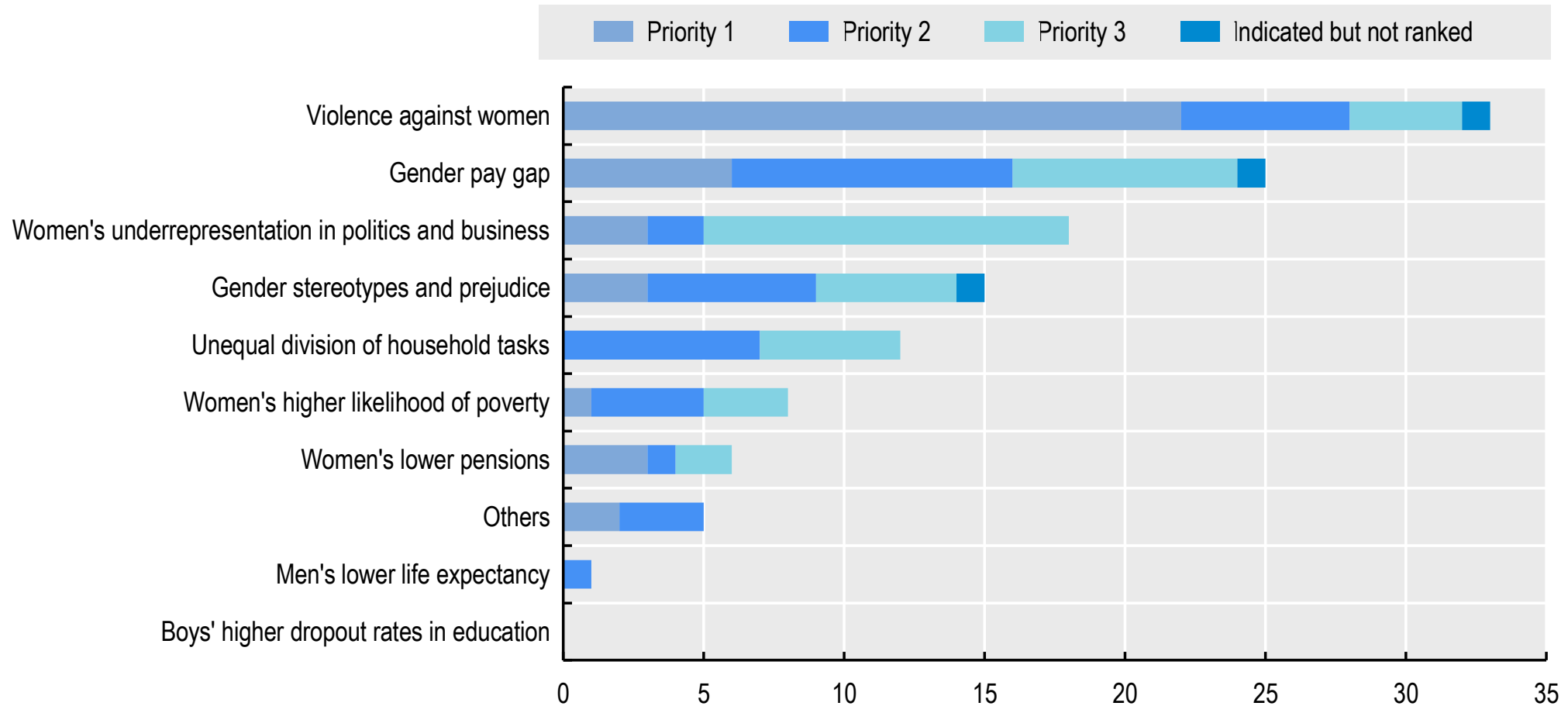
33 chapters expanding the content of the Gender Recommendations

- **Overview:** key trends, global goals
- **Gender-based violence:** legal systems, policy implementation
- **Education:** participation, career expectations, engagement and retention, VET, financial literacy and resilience
- **Employment:** women at work, gender pay gap, pay transparency, private leadership, tax systems, paid parental leave, childcare, teleworking, Ukrainian refugee crisis, digitalisation in MENA countries, social economy, pensions
- **Entrepreneurship:** gender gaps in entrepreneurship, access to finance and business creation, international trade, foreign direct investment
- **Governance:** legal frameworks, tools, public leadership, public employment
- **Cross-cutting policy-areas:** environment, transport, energy, nuclear energy



Priority issues across the OECD: VAW, gender pay gap, women's low representation in leadership

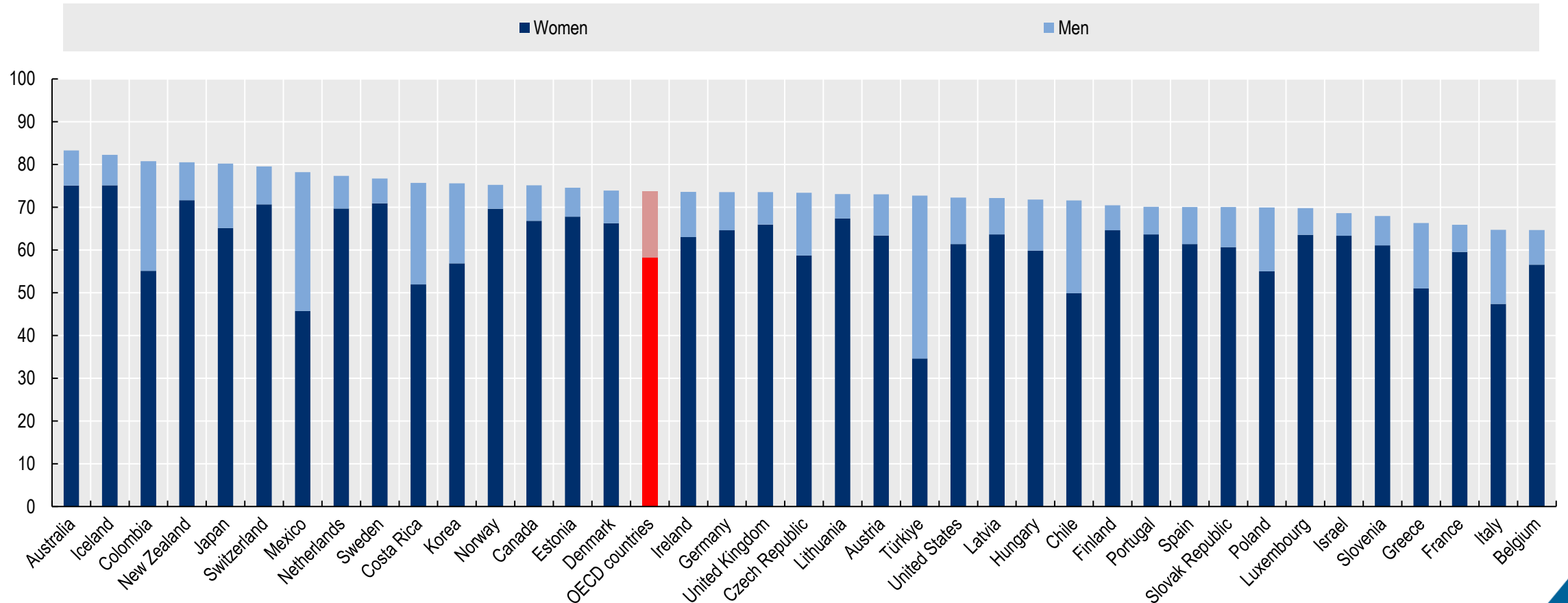
33 Adherents to the 2013 OECD Gender Recommendation identify violence against women as the main priority





Across all OECD countries, men are still more likely to be employed than women

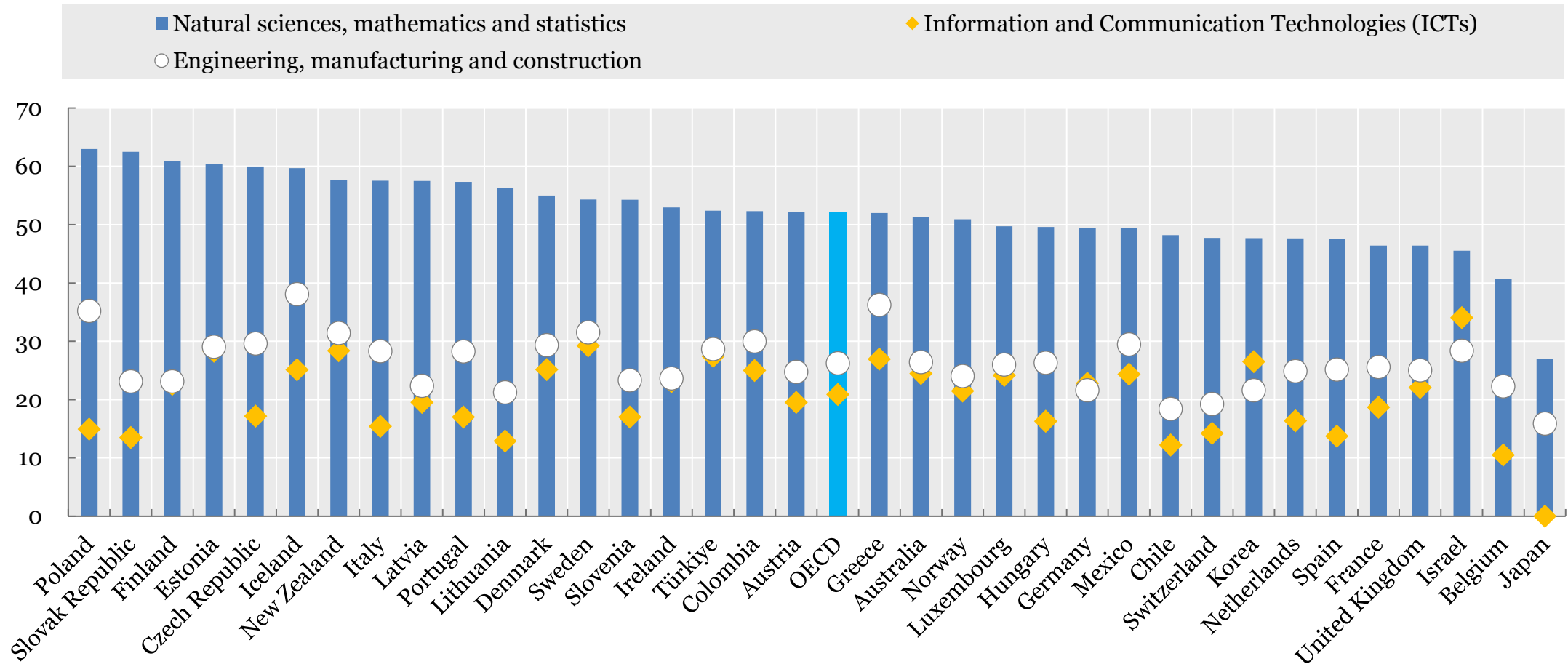
Labour force participation rates, 15 to 74 year-olds, 2021





Gender segregation in the choice of study fields and career expectations persist

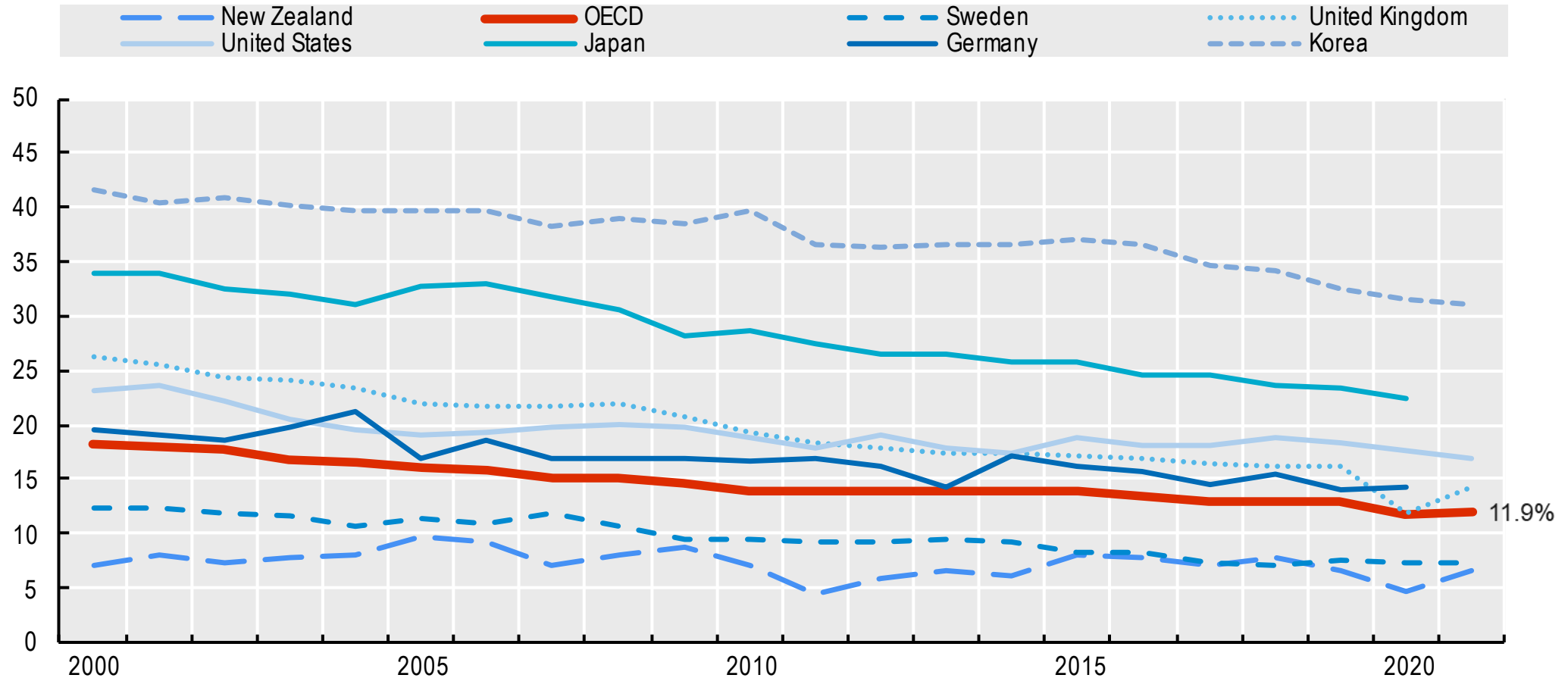
Share of female new entrants into tertiary education by STEM field of education, 2020, %





Progress in closing the gender wage gap has been slow and the gender wage gap remains wide

Gender wage gap for full-time dependent employees, selected countries, 2020 through latest available year, ^%



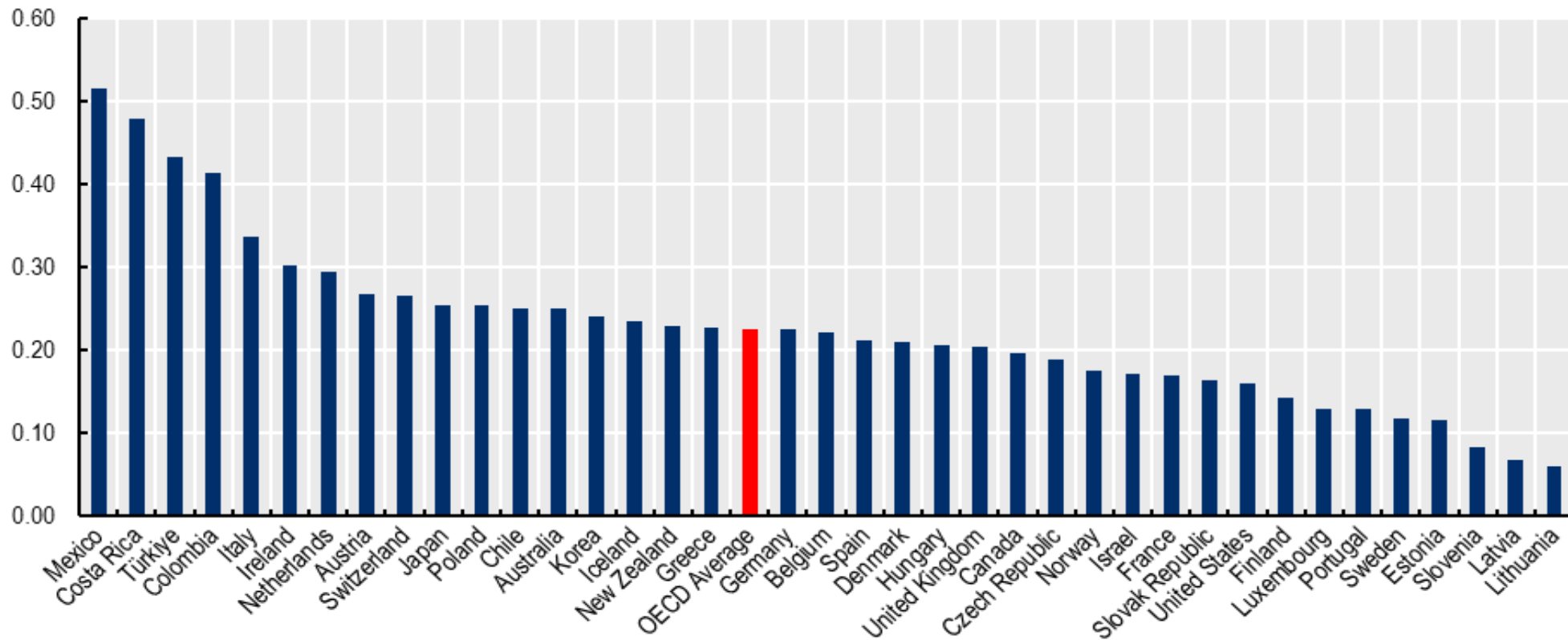
Note: Values represent the difference between median earnings of men and women relative to median earnings of men. Trend lines include the latest data available. The OECD average presents the unweighted average of the latest data across all OECD countries.

Source: OECD Gender wage gap indicator, available at <https://data.oecd.org/earnwage/gender-wage-gap.htm>.



Gains in economic growth from closing both gender participation and working hours gaps

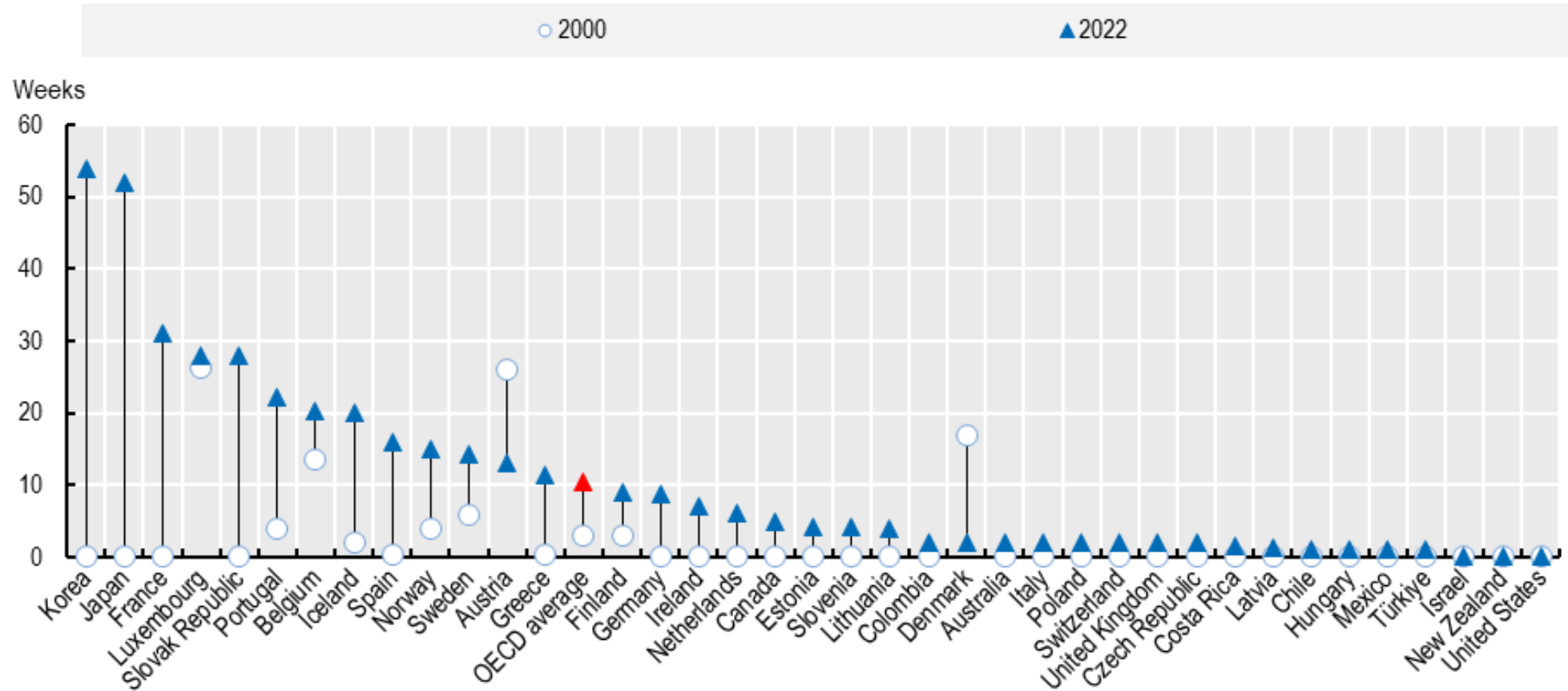
Difference relative to the baseline in projected **average annual rate** of growth in potential GDP per capita over the period 2022-60, closure of gender gaps in labour force participation and working hours, percentage points





Area of most family policy change over past two decades: Paid leave “earmarked” for fathers

Length of paid paternity leave and paid parental and home care leave reserved for fathers, 2000 and 2022





Some concluding observations

- Norwegian shipping sector employment about 25% women, but 11% on board ships – Norwegian Gender Equality Strategy for the Maritime Sector.
- No Gender Disaggregated data or in Maritime strategy 2025 in OECD (2020) Peer review of the Dutch Shipbuilding Industry.
- UK Diversity in Maritime Programme, launched 5 May 2020 to drive forward diversity best practice in recruitment, progression, and support - <https://www.maritimeuk.org/priorities/people/diversity-maritime/>
- The business case, recruiting, retaining, progressing skilled workers.
- Key factors, working conditions, combatting sexual harassment
- Parental leave: many OECD countries have moved to provide publicly paid father's leave for about 10 weeks on average. What could the shipping sector do?



Further information



Email willem.adema@oecd.org

Follow us on X Twitter [@OECD_Social](https://twitter.com/OECD_Social)

Visit our website
<http://oe.cd/fdb>
<http://oe.cd/gender>

The OECD's Gender Equality at Work Series explores these:
www.oecd.org/gender