

Gender Differences in Skills

Global Differences in Shares of Types of Skills

Key Takeaways

- **Women have a higher share of soft skills than men.** Globally, 13.6% of women's skills are soft skills, compared to 10.6% of men's skills. Out of the 74 countries we examined, each one had women having a higher share of their skills being soft skills than men. This is a gap that has grown over the last eight years.
- **Men hold higher shares in disruptive tech skills and other tech skills.** This is true in nearly every country examined, and on average across members where for example men have 5.8% of their skills on average being disruptive tech skills, whereas for women the same average is 3.5%.
- **Men and women hold approximately the same share of business skills.** Around 24% of skills for both men and women are business skills.
- **A large portion of the gender gaps in soft and tech skills disappear when we include skills we infer based on member's job descriptions.** If we include both self-added skills and inferred skills from how members describe their jobs in their profile, the tech gaps between men and women narrow substantially, from 2.4 to 0.9 percentage points for disruptive tech skills, and from 2.4 to 1.8 percentage points for other tech.
- **Occupation and industry play a significant role in explaining gender differences in skill types, although they do not fully account for them, especially for soft skills.** When comparing the skill shares of men and women in the same occupations and industries, the advantages men hold for disruptive tech and other tech skills nearly disappear (to 0.6 and 0.4 percentage points higher for men than women, respectively). Women's higher share than men for soft skills also decreases when accounting for the occupations and industries drops approximately in half to 1.3 percentage point higher share of skills for women.

Skills are central to the success of workers in the labor market, and are a critical feature of the hiring process as well, especially as the world moves towards a skills-first approach to hiring. LinkedIn data allows us to gauge members' skills which they have added to their profile. Using categorizations in collaboration with the World Bank, we group each skill into one of five categories: soft skills, disruptive

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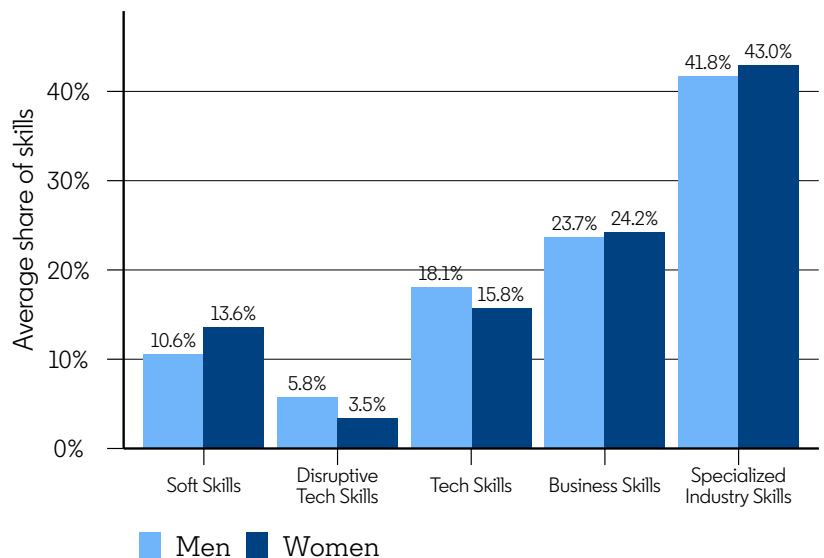
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tech skills, tech skills, business skills, and specialized industry skills.¹ We observe several important gaps between men and women globally in the types of skills held.

Women are more likely than men to hold soft skills

For women, on average 13.6% of their skills listed on LinkedIn are soft skills, compared to 10.6% for men. This is in contrast to disruptive tech skills and other tech skills, for which men hold a relative advantage. Both groups hold a similar share of business skills at around 24%, as well as the remaining skills (specialized industry skills). These trends are similar across countries. Of the 74 countries we examined, the average share of soft skills for women exceeded the average share for men in all 74 countries. Meanwhile, men held a higher average share than women of disruptive tech skills in 95% of the countries, and a higher share in other tech skills in 89% of the countries. The full results by country are given in the appendix.

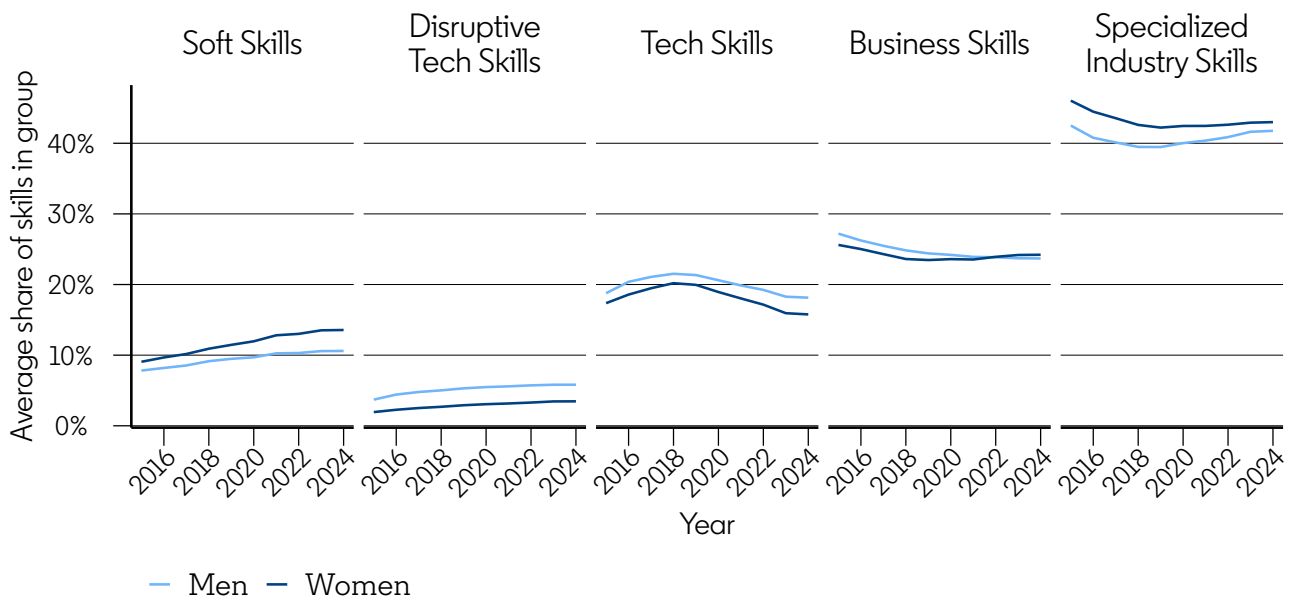


Soft skills and disruptive tech skills are on the rise

We also examine how the average shares of skills have evolved over time. For both men and women, the share of skills which are soft skills has been increasing since 2015, with increases also shown for disruptive tech skills. There have been decreases in the relative share of skills which are business skills and specialized industry skills which have largely leveled off over the last five years, as well as a more recent decline in tech skills (non-disruptive). The appendix presents the gap between women and men in the share of each skill type over time. The gap for soft skills has widened slightly over time; in 2015, 9.1% of women's skills were soft skills compared to 7.8% for men, for a gap of 1.2 percentage points. In 2024, 13.6% of women's skills are soft skills, compared to 10.6% for men and a larger gap of 3.0 percentage points.

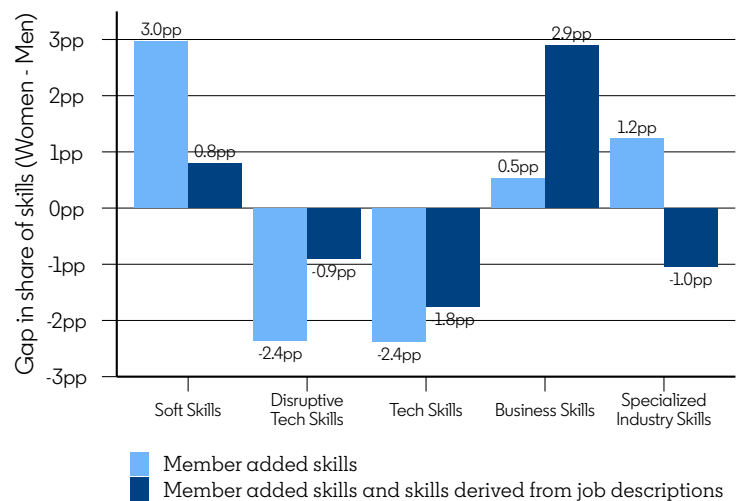
¹ See the Appendix for a description of this methodology as well as examples from each skill group.

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Gender gaps in soft and tech skills narrow if we include skills described in profile job descriptions

The gaps discussed above are based on the skills members choose to list on their profile. We can also include skills derived from how members describe jobs they hold in their profile. For example, a member may not list that they have leadership or python programming as a skill, but one member's profile could describe a job by saying that they lead a team of several members, while another member describes their job as using python to do data analysis.



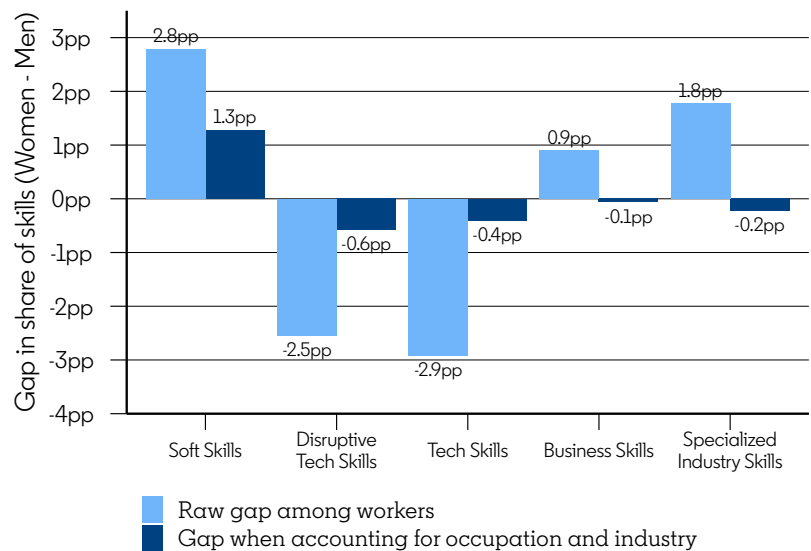
If we include these skills inferred from members' job descriptions as well as the member-listed skills, the gaps between women and men for soft skills decreases substantially (3 percentage points higher for women to 0.8 percentage points higher for women), whereas the lead men hold over women in the share of tech skills (both disruptive and other) decreases substantially. For example, for disruptive tech skills, if we only consider member-listed skills, the average share of skills which are disruptive tech skills for men is 2.4 percentage points higher for men, compared to 0.9 percentage points higher if we include these skills inferred from their job description. This tells us that a meaningful part of the observed skill-type gaps arise from differences in how men and women explicitly list skills on their profiles rather than an actual lack of skills.

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Gender gaps are smaller when accounting for occupation and industry

While there are notable gender gaps in the types of skills held, this may be due to differences in the occupations and industries women and men work in. For example, women may hold a smaller share of tech skills simply because they are less likely to work in the tech industry. We next contrast how the results change when accounting for occupation and industry. To do so, we compare the average gap for workers (the earlier analysis did not restrict to those currently holding a job) to the average gap when accounting for occupation and industry. We do this by calculating the average gender gap in the share of each type of skill within each industry and occupation combination, and then take the weighted average of the difference across industry/occupations (weighted by the number of workers in the industry/occupation combination).

When we make the adjustment, all gender gaps narrow substantially, suggesting that much of the gender differences we are observing in types of skills is due to differences in the occupations and industries women and men work in. For example, for disruptive tech skills, when just taking the difference of the average shares held by women and men, we find a gap of 2.5 percentage points in favor of men. However, if we measure the gap within each occupation/industry combination and then average the gaps, we find a mean difference of only 0.6 percentage points in favor of men.



Interestingly, we find that the higher share of soft skills held by women narrows, but by not as much. Without accounting for occupation and industry, we measure a gap of the average shares of 2.8 percentage points in favor of women. However, if we account for occupation and industry, women hold on average 1.3 percentage point higher share of skills which are soft skills compared to men. The appendix reports the shares of each type of skill by gender and by industry. A similar story is evident, where even with a given industry, women hold a higher share of soft skills than men.

These results suggest that tech skill gaps can largely be explained by differences in the occupations and industries women and men work in, while only around half of the gender gap in soft skills can be accounted for by occupation and industry sorting.

Appendix

Acknowledgements

We gratefully acknowledge the support and feedback of individuals in this research note. These include Mar Carpanelli, Chris Grant, MK Juric, and Anne Trapasso.

Methodology

Data and Privacy This body of work represents the world seen through LinkedIn data, drawn from the anonymized and aggregated profile information of LinkedIn's 930+ million members around the world. As such, it is influenced by how members choose to use the platform, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility.

In publishing these insights from LinkedIn's Economic Graph, we want to provide accurate statistics while ensuring our members' privacy. As a result, all data show aggregated information for the corresponding period following strict data quality thresholds that prevent disclosing any information about specific individuals.

Gender Classification Gender identity isn't binary, and we recognize that some LinkedIn members identify beyond the traditional gender constructs of "man" and "woman." If not explicitly self-identified, we have inferred the gender of members included in this analysis either by the pronouns used on their LinkedIn profiles or inferred on the basis of first name. Members whose gender could not be inferred as either man or woman were excluded from this analysis.

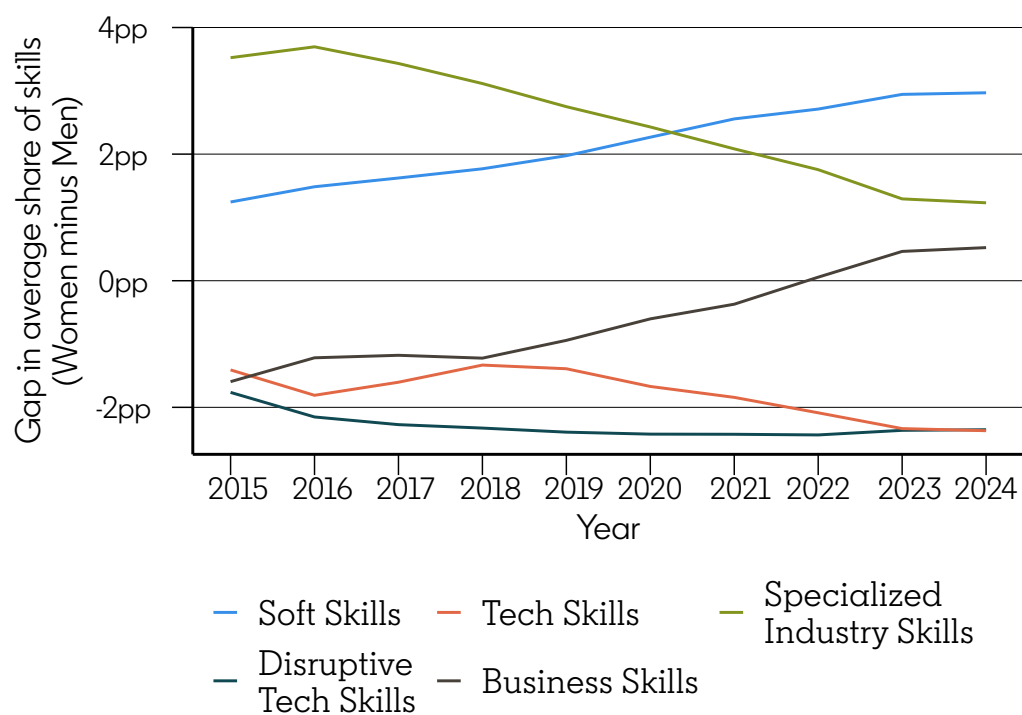
Skills Categories This analysis leverages a taxonomy of 41 thousand unique skills that LinkedIn members add to their profiles. The set of skills has been categorized into 249 skill groupings ([details on the mapping](#)) and ultimately into one of five broad categories: Soft Skills, Disruptive Tech Skills, Tech Skills, Business Skills, Specialized Industry Skills. The table below provides the definition of each skill category, together with some example skills for each group. For more details on the categorization methodology, refer to its original publication at "[World Bank LinkedIn Digital Data for Development](#)" by World Bank Group & LinkedIn Corporation.

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Skill Group Category	Definition	Example Skills
Business Skills	Knowledge and skills required to start or operate an enterprise.	Employee Loyalty, SWOT Analysis, Product control, Telephone Reception, Enterprise Consulting, Demand Planning, Procurement Outsourcing, Software Sales
Disruptive Tech Skills	Skills associated with technologies and trends the World Bank believes will most impact labor markets in the coming years.	Development Tools, Artificial Intelligence (AI), Cybersecurity, Data Science, FinTech, Human Computer Interaction, Materials Science, Nanotechnology, Robotics, Aerospace Engineering, Genetic Engineering
Soft Skills	Non-cognitive skills or personality traits that are valued in the labor market but not assessed by achievement tests. Cannot be predicted by IQ or achievement tests.	Writing, Team Leadership, Strategic Leadership, Cross-team Collaboration, Pressure Handling, Intercultural Training
Specialized Industry Skills	Skills that are domain or industry specific that do not fall in any of the other categories. May be less transferable across jobs compared to other categories.	ArcGIS, Product Research, Wellness Coaching, Digital Sustainability, Investment Portfolio Design, Political Intelligence, Historical Renovations
Tech Skills	Defined as a range of abilities to use digital devices, communication applications, and networks to access and manage information. They enable people to create and share digital content, communicate and collaborate, and solve problem.	Microsoft Excel, Software Engineering Practices, Javascript, Agile Methodologies, ARM Architecture, SAP CRM, Adobe Creative Cloud, Unit Testing, 2D Animation

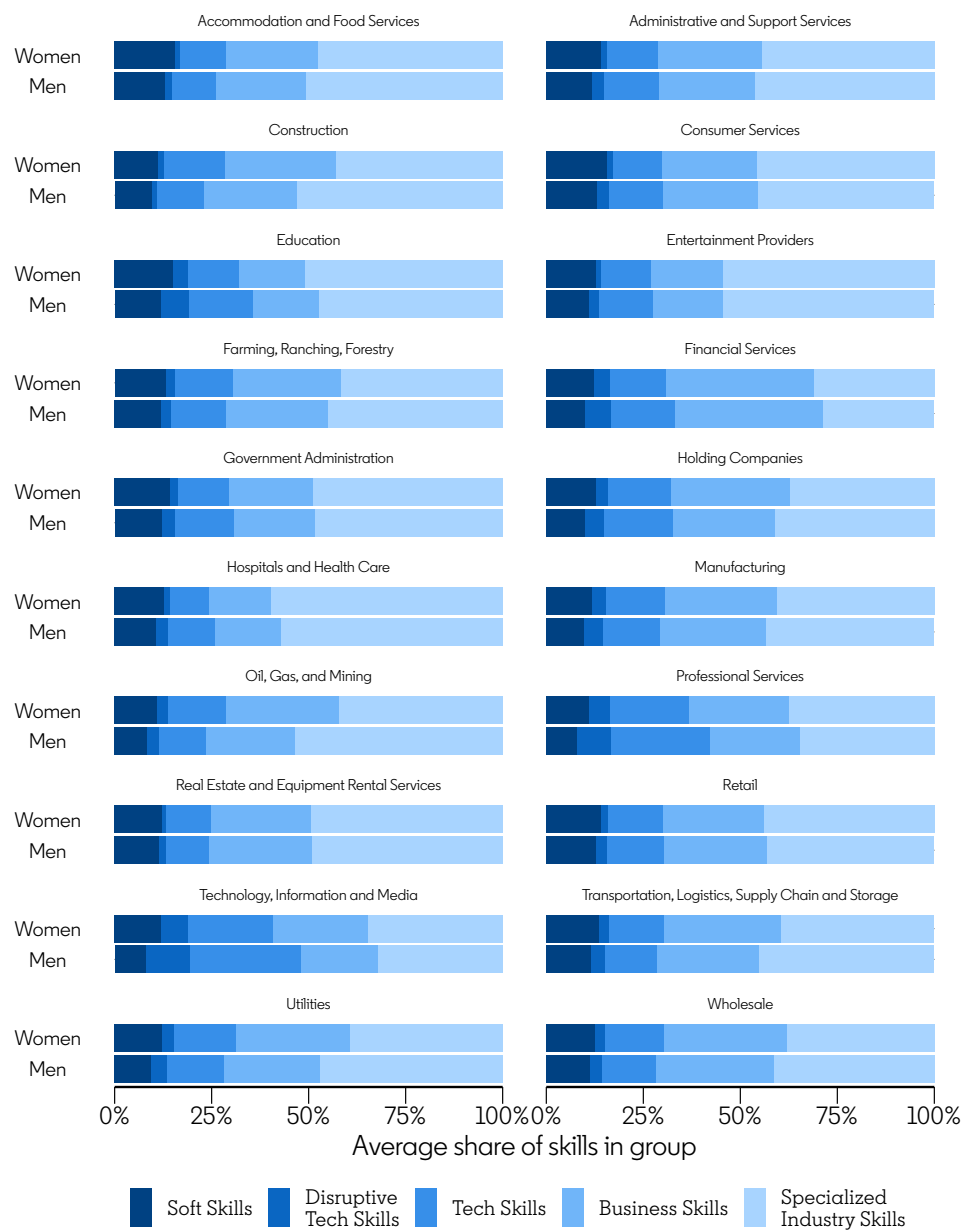
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Trend over time in gap between women and men's shares of each skill type



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Shares of skill types by industry group



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Percent of countries where men have a higher average share of a skill group than women

Type of skill	% of countries
Soft skills	0.0%
Disruptive tech skills	94.6%
Tech skills	89.2%
Business skills	27.0%
Specialized industry skills	43.2%

Share of skills in each skill category, by industry and gender

Industry Group	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Accommodation and Food Services	Men	13.0%	1.8%	50.8%	11.1%	23.4%
	Women	15.6%	1.2%	47.5%	11.7%	24.0%
Administrative and Support Services	Men	11.8%	2.9%	46.2%	14.4%	24.7%
	Women	13.9%	1.6%	44.4%	13.4%	26.6%
Construction	Men	9.5%	1.5%	52.8%	11.9%	24.2%
	Women	11.2%	1.5%	42.9%	15.9%	28.5%
Consumer Services	Men	13.2%	3.0%	45.3%	13.8%	24.7%
	Women	15.5%	1.8%	45.9%	12.5%	24.3%
Education	Men	12.0%	7.1%	47.5%	16.5%	16.9%
	Women	15.1%	3.7%	50.9%	13.4%	16.9%
Entertainment Providers	Men	11.0%	2.3%	54.6%	14.2%	17.9%
	Women	12.8%	1.3%	54.5%	13.1%	18.4%
Farming, Ranching, Forestry	Men	12.0%	2.7%	44.9%	14.0%	26.4%
	Women	13.4%	2.2%	41.7%	14.8%	27.9%
Financial Services	Men	10.0%	6.6%	28.6%	16.6%	38.2%
	Women	12.3%	4.0%	31.0%	14.7%	37.9%
Government Administration	Men	12.1%	3.6%	48.4%	15.0%	21.0%
	Women	14.2%	2.1%	48.9%	13.3%	21.5%

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Industry Group	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Holding Companies	Men	10.1%	4.7%	41.1%	17.9%	26.1%
	Women	12.8%	3.2%	37.2%	16.3%	30.5%
Hospitals and Health Care	Men	10.7%	3.1%	57.0%	12.1%	17.1%
	Women	12.8%	1.6%	59.6%	10.0%	16.0%
Manufacturing	Men	9.7%	4.8%	43.5%	14.8%	27.2%
	Women	11.8%	3.5%	40.5%	15.2%	29.1%
Oil, Gas, and Mining	Men	8.4%	3.1%	53.5%	12.0%	23.1%
	Women	10.9%	2.9%	42.1%	14.8%	29.3%
Professional Services	Men	8.0%	8.8%	34.7%	25.4%	23.1%
	Women	11.0%	5.4%	37.4%	20.3%	25.8%
Real Estate and Equipment	Men	11.5%	1.7%	49.1%	11.0%	26.7%
Rental Services	Women	12.2%	1.0%	49.5%	11.5%	25.7%
Retail	Men	12.7%	3.0%	43.0%	14.6%	26.7%
	Women	14.0%	1.8%	44.0%	14.1%	26.1%
Technology, Information and Media	Men	8.2%	11.2%	32.1%	28.6%	20.0%
	Women	11.9%	6.9%	34.6%	22.0%	24.6%
Transportation, Logistics, Supply Chain and Storage	Men	11.4%	3.8%	45.3%	13.2%	26.2%
	Women	13.5%	2.6%	39.7%	14.1%	30.1%
Utilities	Men	9.3%	4.1%	47.0%	14.9%	24.7%
	Women	12.3%	3.1%	39.4%	15.8%	29.5%
Wholesale	Men	11.1%	3.3%	41.3%	14.0%	30.3%
	Women	12.5%	2.6%	38.0%	15.0%	31.9%

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Average share of each skill group, by country and gender

Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Algeria	Men	9.2%	3.0%	16.7%	22.5%	48.5%
Algeria	Women	11.5%	2.9%	16.1%	21.8%	47.7%
Argentina	Men	12.7%	4.7%	20.1%	21.5%	41.0%
Argentina	Women	14.9%	2.0%	17.1%	23.1%	42.9%
Australia	Men	10.3%	4.2%	14.4%	27.1%	44.1%
Australia	Women	13.2%	2.5%	12.4%	27.9%	44.1%
Austria	Men	6.0%	7.1%	19.9%	26.3%	40.6%
Austria	Women	8.7%	3.7%	18.8%	25.7%	43.1%
Bahrain	Men	11.9%	2.7%	13.7%	26.3%	45.5%
Bahrain	Women	16.2%	2.6%	15.1%	25.2%	40.9%
Bangladesh	Men	9.6%	4.4%	23.1%	26.3%	36.7%
Bangladesh	Women	12.9%	3.9%	22.7%	25.1%	35.5%
Barbados	Men	10.5%	2.4%	16.8%	24.0%	46.3%
Barbados	Women	13.5%	1.3%	14.6%	27.5%	43.1%
Belgium	Men	8.7%	5.4%	19.2%	22.6%	44.1%
Belgium	Women	11.8%	2.4%	17.4%	22.4%	45.9%
Bolivia	Men	11.6%	3.7%	17.5%	25.4%	41.8%
Bolivia	Women	14.4%	2.1%	14.1%	26.8%	42.6%
Brazil	Men	12.6%	4.2%	19.0%	24.6%	39.7%
Brazil	Women	15.3%	1.7%	14.3%	27.3%	41.4%
Canada	Men	11.9%	5.5%	16.5%	23.1%	42.9%
Canada	Women	15.3%	3.0%	14.3%	23.9%	43.5%
Chile	Men	14.1%	4.1%	18.9%	22.5%	40.4%
Chile	Women	16.5%	1.9%	17.3%	22.2%	42.1%
Colombia	Men	13.0%	4.7%	16.8%	23.9%	41.6%
Colombia	Women	16.4%	2.3%	12.6%	27.2%	41.5%
Costa Rica	Men	15.0%	5.1%	18.3%	23.5%	38.1%
Costa Rica	Women	18.0%	2.5%	13.9%	25.8%	39.8%
Croatia	Men	8.4%	7.6%	21.4%	17.7%	45.0%

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Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Croatia	Women	13.0%	3.8%	17.2%	21.0%	45.0%
Cyprus	Men	9.1%	7.4%	18.5%	24.3%	40.7%
Cyprus	Women	12.0%	3.8%	15.6%	25.0%	43.7%
Czechia	Men	9.1%	9.0%	23.9%	21.6%	36.4%
Czechia	Women	13.4%	3.5%	18.9%	24.9%	39.3%
Denmark	Men	7.1%	5.7%	16.9%	26.2%	44.2%
Denmark	Women	8.5%	2.8%	14.6%	25.7%	48.4%
Dominican Republic	Men	12.7%	3.4%	18.4%	24.5%	40.9%
Dominican Republic	Women	15.5%	1.4%	14.4%	28.2%	40.5%
Ecuador	Men	13.0%	3.0%	14.7%	24.6%	44.7%
Ecuador	Women	15.5%	1.7%	12.3%	26.5%	44.0%
Egypt	Men	12.6%	4.2%	18.7%	22.5%	42.0%
Egypt	Women	17.4%	3.4%	18.4%	20.0%	40.8%
Estonia	Men	8.0%	11.0%	22.5%	21.4%	37.1%
Estonia	Women	11.4%	5.2%	15.9%	25.9%	41.6%
Finland	Men	7.8%	7.7%	18.8%	22.1%	43.6%
Finland	Women	10.6%	3.8%	15.0%	23.5%	47.0%
France	Men	9.9%	5.5%	17.5%	25.9%	41.2%
France	Women	12.7%	2.4%	15.4%	27.5%	42.1%
Germany	Men	6.2%	7.8%	19.9%	26.3%	39.7%
Germany	Women	8.7%	4.6%	18.7%	26.4%	41.6%
Ghana	Men	11.3%	3.8%	16.9%	23.8%	44.2%
Ghana	Women	15.7%	2.4%	12.7%	26.5%	42.7%
Greece	Men	9.1%	6.7%	18.2%	19.9%	46.1%
Greece	Women	12.3%	3.5%	16.0%	19.5%	48.6%
Guatemala	Men	13.8%	3.9%	16.5%	27.4%	38.3%
Guatemala	Women	16.8%	1.9%	13.1%	28.2%	40.1%
Hong Kong SAR	Men	6.7%	7.2%	16.7%	30.6%	38.7%
Hong Kong SAR	Women	8.3%	4.7%	15.6%	31.2%	40.2%

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Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
India	Men	9.2%	9.9%	21.3%	22.9%	36.8%
India	Women	12.5%	10.2%	21.5%	21.5%	34.2%
Ireland	Men	10.9%	5.9%	17.1%	23.6%	42.5%
Ireland	Women	14.4%	3.2%	14.2%	24.8%	43.4%
Israel	Men	7.8%	14.3%	23.8%	19.8%	34.3%
Israel	Women	9.8%	10.0%	19.4%	23.2%	37.6%
Italy	Men	9.0%	4.7%	19.4%	22.6%	44.4%
Italy	Women	10.8%	2.9%	18.9%	21.5%	45.9%
Jamaica	Men	11.1%	2.7%	18.0%	21.9%	46.3%
Jamaica	Women	15.0%	1.5%	14.7%	25.5%	43.3%
Jordan	Men	13.7%	4.3%	17.5%	22.6%	41.9%
Jordan	Women	17.6%	3.6%	18.2%	19.7%	40.9%
Kenya	Men	10.6%	4.5%	15.7%	25.0%	44.2%
Kenya	Women	14.2%	3.0%	11.8%	28.8%	42.2%
Latvia	Men	8.6%	8.4%	21.5%	21.7%	39.8%
Latvia	Women	11.9%	4.1%	16.1%	26.8%	41.0%
Lithuania	Men	9.9%	9.2%	22.0%	20.5%	38.5%
Lithuania	Women	13.7%	4.0%	15.8%	26.1%	40.5%
Luxembourg	Men	7.3%	6.2%	17.7%	32.5%	36.2%
Luxembourg	Women	9.7%	3.1%	15.2%	31.2%	40.8%
Malaysia	Men	10.2%	4.9%	19.7%	22.8%	42.5%
Malaysia	Women	12.4%	4.3%	20.2%	25.3%	37.8%
Maldives	Men	10.1%	1.8%	10.9%	20.3%	56.9%
Maldives	Women	12.0%	1.5%	9.6%	21.2%	55.7%
Malta	Men	10.3%	4.8%	16.4%	24.3%	44.1%
Malta	Women	13.9%	2.3%	13.5%	26.7%	43.6%
Mauritius	Men	11.2%	4.0%	17.5%	27.1%	40.2%
Mauritius	Women	15.4%	2.5%	15.4%	28.5%	38.1%
Mexico	Men	14.1%	4.2%	15.3%	26.6%	39.7%
Mexico	Women	16.8%	2.5%	13.6%	27.3%	39.9%

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Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Morocco	Men	9.6%	5.2%	18.3%	25.3%	41.7%
Morocco	Women	12.2%	4.6%	16.5%	28.4%	38.3%
Nepal	Men	10.2%	6.1%	20.2%	20.7%	42.7%
Nepal	Women	15.7%	4.2%	16.5%	21.2%	42.4%
Netherlands	Men	8.4%	5.0%	17.8%	22.3%	46.5%
Netherlands	Women	12.1%	2.6%	15.5%	20.0%	49.8%
New Zealand	Men	9.9%	4.2%	15.4%	26.5%	43.9%
New Zealand	Women	12.6%	2.4%	13.0%	27.9%	44.1%
Norway	Men	7.2%	5.8%	16.2%	23.3%	47.5%
Norway	Women	9.3%	3.3%	13.8%	24.1%	49.5%
Pakistan	Men	10.1%	5.1%	21.1%	25.3%	38.4%
Pakistan	Women	15.2%	4.3%	20.4%	21.6%	38.5%
Panama	Men	13.8%	2.9%	15.3%	26.3%	41.7%
Panama	Women	16.1%	1.8%	13.6%	28.8%	39.8%
Peru	Men	14.4%	3.5%	18.7%	24.3%	39.1%
Peru	Women	17.7%	1.7%	17.2%	24.7%	38.7%
Philippines	Men	9.1%	4.5%	22.1%	23.2%	41.1%
Philippines	Women	11.7%	2.6%	18.3%	28.8%	38.6%
Poland	Men	9.0%	11.0%	24.3%	20.9%	34.7%
Poland	Women	12.7%	4.8%	18.8%	25.5%	38.2%
Portugal	Men	11.8%	6.5%	19.7%	20.3%	41.7%
Portugal	Women	15.1%	2.9%	16.4%	21.4%	44.2%
Puerto Rico	Men	11.5%	3.4%	16.9%	21.7%	46.5%
Puerto Rico	Women	14.0%	1.8%	14.8%	22.4%	46.9%
Qatar	Men	9.4%	2.3%	13.1%	23.8%	51.4%
Qatar	Women	13.1%	2.4%	13.1%	24.3%	47.1%
Romania	Men	10.2%	9.1%	23.2%	21.1%	36.4%
Romania	Women	13.7%	5.2%	17.3%	26.1%	37.7%
Saudi Arabia	Men	14.1%	2.7%	14.6%	25.1%	43.5%
Saudi Arabia	Women	20.0%	3.3%	16.5%	21.0%	39.1%

Appendix

Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Singapore	Men	8.8%	7.6%	18.1%	26.3%	39.2%
Singapore	Women	10.3%	5.7%	17.7%	28.6%	37.7%
South Africa	Men	11.0%	3.2%	15.6%	26.5%	43.8%
South Africa	Women	14.1%	2.1%	14.9%	28.5%	40.4%
Spain	Men	11.7%	5.5%	19.0%	20.7%	43.2%
Spain	Women	14.1%	2.5%	16.3%	21.3%	45.9%
Sweden	Men	8.1%	6.9%	18.5%	24.2%	42.3%
Sweden	Women	9.9%	3.1%	14.7%	26.5%	45.7%
Switzerland	Men	7.0%	6.0%	17.6%	28.5%	40.8%
Switzerland	Women	9.4%	3.1%	15.7%	26.8%	45.0%
The Bahamas	Men	11.4%	1.5%	13.6%	23.6%	49.9%
The Bahamas	Women	14.0%	1.1%	14.3%	26.0%	44.6%
Trinidad and Tobago	Men	9.5%	2.3%	16.0%	22.4%	49.9%
Trinidad and Tobago	Women	13.1%	1.6%	15.3%	27.7%	42.3%
Tunisia	Men	8.8%	6.3%	18.8%	22.2%	43.9%
Tunisia	Women	10.9%	6.6%	19.5%	22.8%	40.2%
Turkey	Men	9.2%	6.4%	18.3%	22.3%	43.8%
Turkey	Women	11.7%	4.8%	17.9%	21.5%	44.2%
Ukraine	Men	6.2%	14.8%	33.6%	16.6%	28.8%
Ukraine	Women	10.2%	6.6%	24.3%	23.1%	35.7%
United Arab Emirates	Men	10.5%	2.7%	13.1%	26.8%	46.9%
United Arab Emirates	Women	13.8%	2.4%	13.1%	26.5%	44.2%
United Kingdom	Men	10.8%	4.4%	14.4%	25.6%	44.8%
United Kingdom	Women	14.6%	2.6%	12.3%	25.6%	44.9%
United States	Men	11.5%	5.0%	16.3%	22.6%	44.5%
United States	Women	13.9%	2.7%	14.2%	22.6%	46.6%
Uruguay	Men	11.9%	5.6%	20.9%	21.1%	40.4%

Appendix

Country	Gender	Soft skills	Disruptive Tech Skills	Tech Skills	Business skills	Specialized Industry Skills
Uruguay	Women	13.8%	2.1%	16.9%	23.2%	43.9%
Venezuela	Men	11.0%	2.9%	19.7%	24.1%	42.2%
Venezuela	Women	13.0%	1.7%	18.0%	27.1%	40.2%