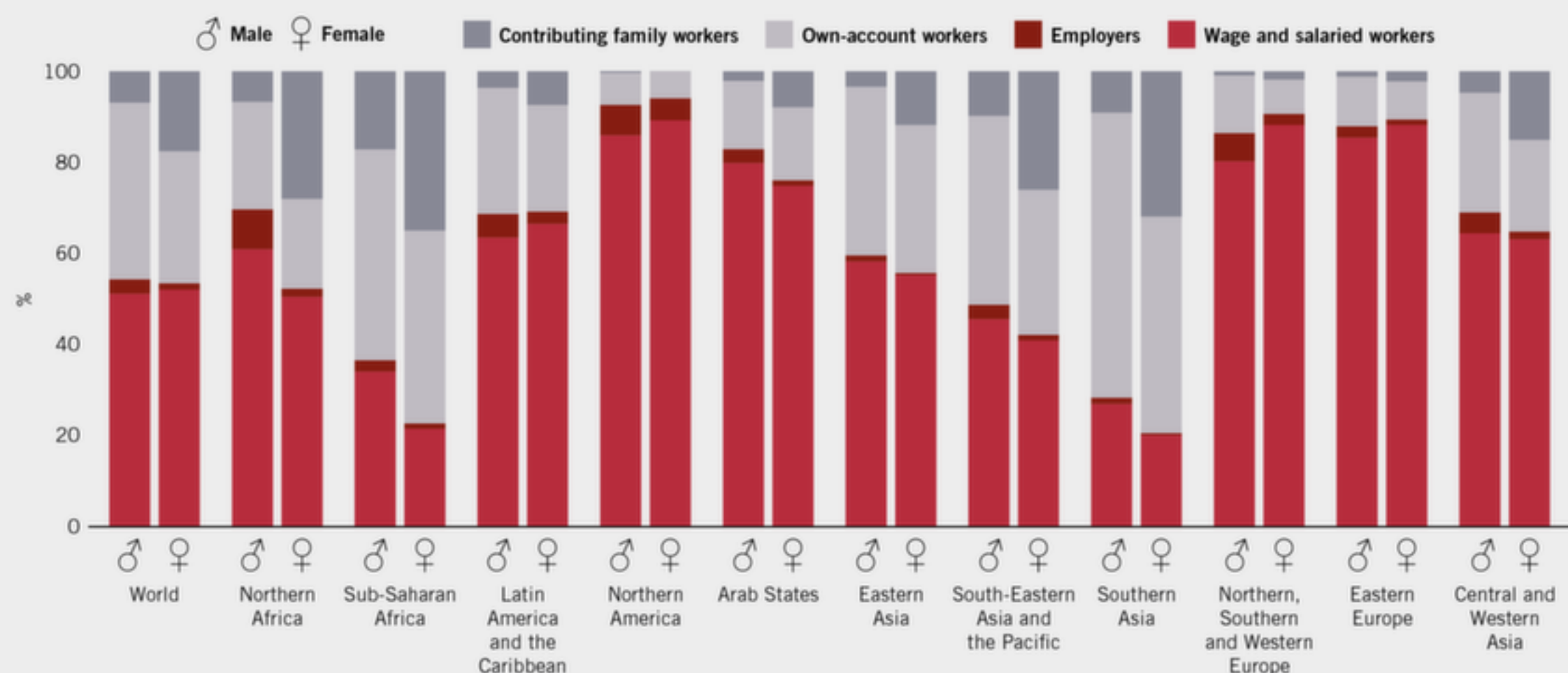


**Figure II** Employment status by sex, 2015



Note: The term “wage and salaried workers” refers to persons who work and receive a wage or salary. Employers, own-account workers and contributing family workers are considered self-employed. Contributing family workers are those who work in a family enterprise.

Source: ILO calculations based on ILO, *Trends Econometric Models*, November 2015.

Moreover, 52.1 per cent of women and 51.2 per cent of men in the labour market are wage and salaried workers. This in itself constitutes no guarantee of higher job quality. In fact, globally, nearly 40 per cent of women in wage employment do not contribute to social protection. Those proportions reach 63.2 per cent in sub-Saharan Africa and 74.2 per cent in Southern Asia, where informal employment is the dominant form of employment. In Southern Asia, for instance, informal employment represents over 80 per cent of non-agricultural employment. In three out of six regions, informal employment is a greater source of non-agricultural employment for women than for men (sub-Saharan Africa, Latin America and the Caribbean and Southern Asia). In this regard, gender gaps in informal employment can reach up to 13 percentage points, as is the case in sub-Saharan Africa.

### Sectoral and occupational segregation

Globally, the services sector has overtaken agriculture as the sector that employs the highest number of women and men. By 2015, slightly more than half of the global working population was working in services (50.1 per cent). While 42.6 per cent of all men work in services, substantially more than half of the world’s women are employed in that sector: since 1995, women’s employment in services has increased from 41.1 per cent to 61.5 per cent.

Sectoral and occupational segregation contributes significantly to gender gaps both in terms of the number and the quality of jobs. Women in employment are overrepresented in a narrow range of sectors and occupations. In upper-middle-income countries, more than one third of women are employed in wholesale and retail trade services (33.9 per cent) and in the manufacturing sector (12.4 per cent). In high-income countries, the major source of employment for women is the health and education sector, which employs almost one third of all women in the labour market (30.6 per cent). Agriculture remains the most important source of employment for women in low-income and lower-middle-income countries. In Southern Asia and sub-Saharan Africa, over 60 per cent of all working women remain in agriculture, often concentrated in time and labour-intensive activities, which are unpaid or poorly remunerated.

An analysis of 142 countries shows that women remain overrepresented (compared to their share in total employment) as “Clerical, service and sales workers” and in “Elementary occupations”. This is particularly the case in developed economies, where women constitute over 60 per cent and nearly 50 per cent of total employment in these two lowest paid occupations (figure III). By contrast, in developed countries, there is a slight relative overrepresentation of women in the highest paid occupational group “Managers, professionals and technicians” (48.1 per cent).