

V. Working time for pay or profit and unpaid work

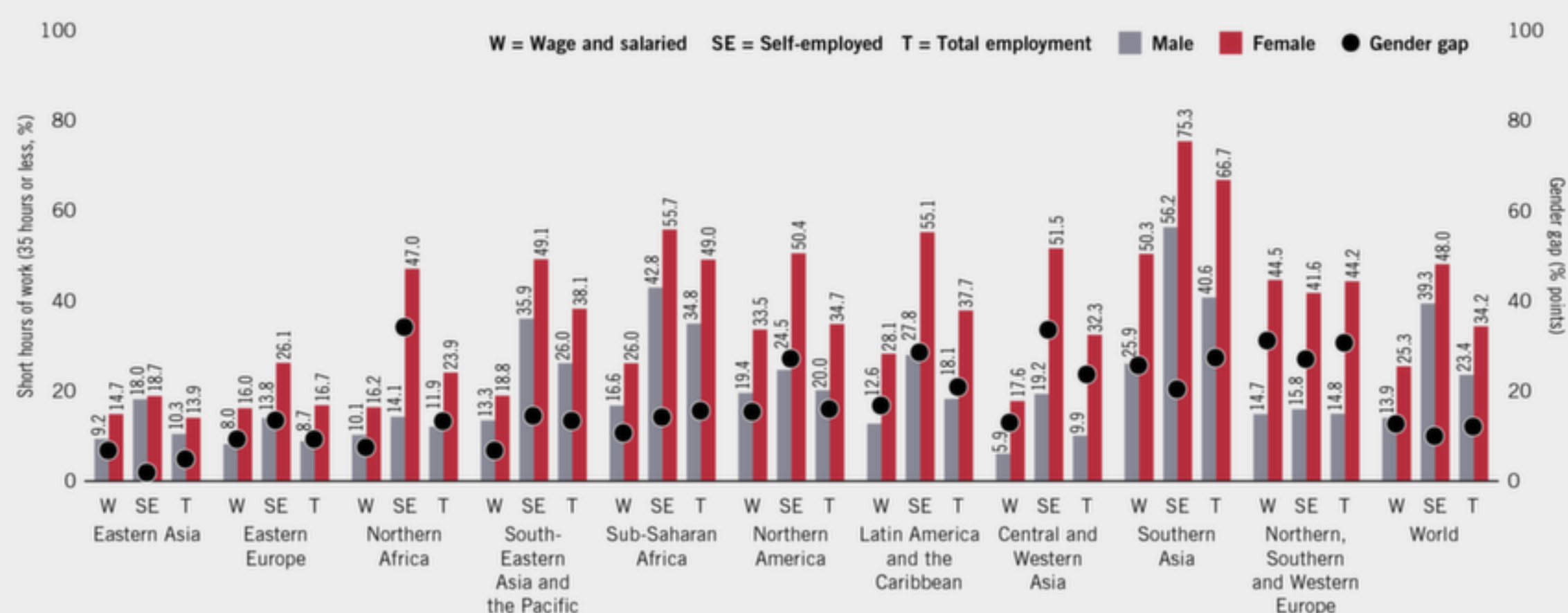
A. More women work shorter hours

Generally, women are more likely to work shorter hours for pay or profit.¹³ Globally, women represent less than 40 per cent of total employment, but make up 57 per cent of those working on a part-time basis.¹⁴ As shown in figure 7, the majority of part-time employment across the globe is undertaken by women. Across 100 countries covering 87 per cent of global employment, more than one third of employed women (34.2 per cent) work on a part-time basis of less than 35 hours per week, compared with 23.4 per cent of employed men. Overall, the gender gap for part-time employment between women and men in employment is 10.8 percentage points. Gender gaps in this respect are higher in Northern, Southern and Western Europe (29.4 percentage points where total employment is concerned), in Central and Western Asia, in Southern Asia and in Latin America and the Caribbean (20 percentage points or more in those three regions). By contrast, part-time employment gender gaps are smaller in Eastern Asia and Eastern Europe (less than 10 percentage points).

In all regions, the proportion of those working less than 35 hours and gender gaps in part-time employment are higher for own-account workers or unpaid family workers than for wage and salaried workers. Globally, the proportion of self-employed workers working less than 35 hours a week is 25.2 percentage points more than for wage and salaried workers (with no significant difference between women and men).¹⁵

Figure 7

Persons working less than 35 hours per week by status in employment and gender gap, 100 countries (latest year available)



Note: Global estimates based on 100 countries representing more than 87 per cent of total employment (Northern Africa: 62.2 per cent; sub-Saharan Africa: 71.0 per cent; Latin America and the Caribbean: 95.2 per cent; Northern America: 100 per cent; Eastern Asia: 96.7 per cent; South-Eastern Asia and the Pacific: 67.0 per cent; Southern Asia: 95.3 per cent; Northern, Southern and Western Europe: 99.5 per cent; Eastern Europe: 81.9 per cent; Central and Western Asia: 44.8 per cent). The Arab States are not represented in the figure because of a representation of less than 25 per cent. Latest years are used (data for 2010 and after for more than 80 per cent of the countries). Regions are ranked by increased gender gap in part-time employment as a percentage of total employment.

Source: ILO calculations based on national household survey data.

13. According to the resolution concerning statistics of work, employment and labour underutilization adopted at the Nineteenth International Conference of Labour Statisticians (ICLS) in 2013, "employment work" refers to "work performed for others in exchange for pay or profit". This includes trainees, interns and apprentices who are paid in cash or in-kind, persons working for pay or profit using employment promotion programmes, persons who work to produce goods mainly for sale or barter (even if output is partially consumed by the family or household), persons in seasonal work during the off season, and also persons working for pay or profit payable to the household or family. It is noted, however, that this definition excludes persons who engage in agricultural, fishing, hunting or activities gathering goods that are mainly intended for their own consumption, even if they sell or barter some of their surplus (see ILO, 2013b for more details).

14. ILO calculations based on data for 121 countries representing 92 per cent of total employment.

15. ILO calculations based on household survey data from 100 countries (same source as for figure 7).