

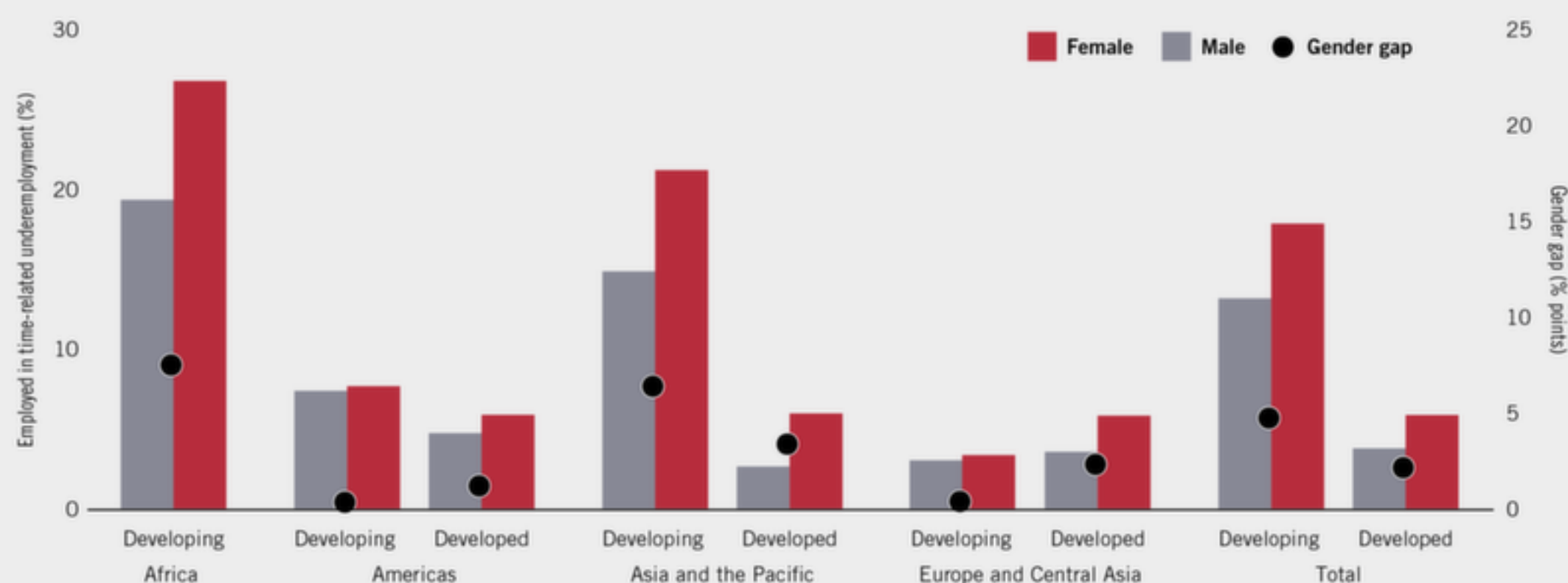
B. More women in underemployment

In addition to being more likely than men to take up part-time employment, women are also more likely to work short hours against their choice. The statistical notion of “time-related underemployment” refers to persons who are willing and available to work additional hours and whose working hours are below a given threshold relating to working time (determined in accordance with national circumstances) (ILO, 2015c; ILO, 2013b).

In both developed and, even more, developing countries, women are more likely to be underemployed than men (figure 8). The share of women in underemployment exceeds that of men. In developing countries in Africa and Asia, the prevalence of underemployment for both women and men is quite high and the differences between women and men are also the highest (with a 7.5 and 6.4 percentage point difference between women and men in those two regions, respectively). In some developing economies, time-related underemployment for women may be as high as 40 or 50 per cent of total employment. Time-related underemployment is about 52.4 per cent in Madagascar, from 35 to 40 per cent in Bangladesh, Ethiopia and Indonesia and more than 25 per cent in El Salvador, Nicaragua and Paraguay. By contrast, in the Netherlands, where a high proportion of wage and salaried workers, in particular women, are in part-time employment, only 2.7 per cent of women and 1.4 per cent of men aged 15 and over are in underemployment.

Figure 8

Time-related underemployment as a percentage of total employment, 87 countries (latest year available)



Note: Regional estimates based on 87 countries representing 40 per cent of total employment (92 per cent in developed countries and less than 30 per cent in developing countries). Data for India and China are not available. As a result, the high time-related underemployment rate in Asia and Pacific is not representative of the region as a whole. Data are for the latest available year: for 90 per cent of countries, data are for 2012–2014. Weighted by total employment. The time-related underemployment rate indicates the number of persons in time-related underemployment as a percentage of the total number of persons in employment aged 15 and over. Country groupings correspond to World Bank income classification.

Source: ILO calculations based on ILOSTAT.