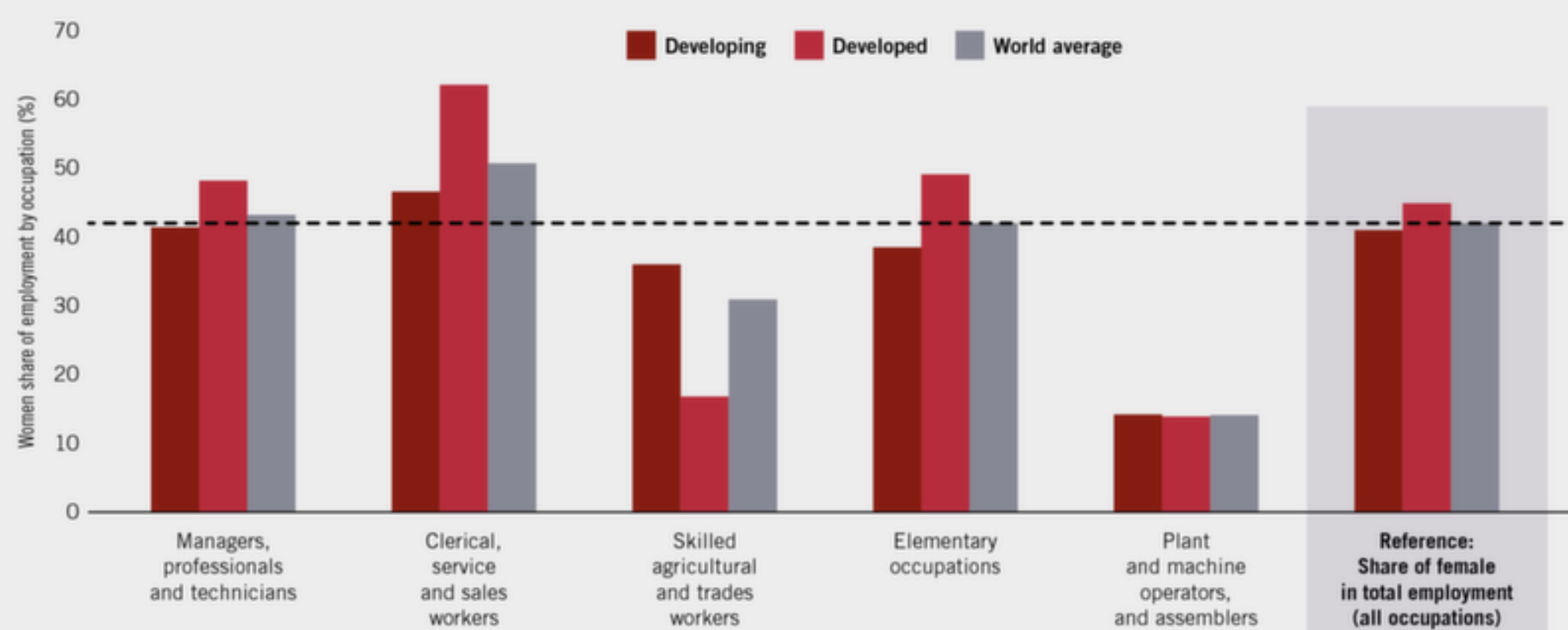


Figure 15 Occupational segregation, 142 countries (latest year available)



Note: Global estimates based on 142 countries (81 developing and 61 developed countries) representing 87 per cent of total employment. Latest years are used. More than 80 per cent of the countries have data for 2010 or after; more than 60 per cent for 2013 or 2014. Weighted by total employment.

Source: ILO calculations based on ILOSTAT.

D. Women have been losing out from recent occupational trends

Women are considered to be more concentrated than men in a particular sector or occupation if their employment in that sector or occupation as a share of their total employment is greater than men's employment in that particular sector or occupation as a share of men's total employment. Large differentials between women's and men's shares of employment in a sector or occupation suggest that women or men are highly overrepresented in that sector or occupation (ILO, 2012a).¹⁸ An analysis of 142 countries for which panel data by occupation¹⁹ are available shows that women tend to be overrepresented in the lowest paid occupations. Globally but in particular in developed countries, women are highly represented in "Clerical, service and sales" occupations – where they even outnumber men – and "Elementary occupations". Both are typically associated with part-time employment and low pay jobs. Contrastingly, in developed countries, there is a slight overrepresentation of women in the highest paid occupational group "Managers, professionals and technicians" (figure 15).²⁰

Occupational segregation has increased further over the past two decades with skill-biased technological change, notably in developed and emerging countries. Between 1995 and 2015, employment increased fastest in emerging economies. In these economies, the absolute change in employment levels was twice as high for men as for women (382 million for men and 191 million for women), regardless of the level of skills required (figure 16, panel A). This reflects the above-discussed gender gaps in employment. Overall, medium-level skills dominate total employment change in both developing countries (68.4 and 77.9 per cent of the change in employment levels for men and women, respectively) and emerging economies (53.2 and 46.4 per cent, respectively – see figure 16, panel B). By contrast, high-skilled occupations

18. This report compares the difference – also referred to as the "differential" – in the share of women's and men's employment in a given sector as a share of women's and men's total employment. By comparing the shares of employment to total employment, the calculations give an indication of where employed women or men are likely to work. For instance, if, of the total number of women employed, the proportion employed in the education sector is 20 per cent, this will mean that, for a total of 100 women employed, 20 will be working in education. If the share for men is only 10 per cent, this will mean that for every 100 men employed, 10 will work in the education sector. As such, the differential of 10 percentage points would mean that if there are 100 women and 100 men employed, one would find 10 more women than men working in the education sector. In doing so, the calculations account for the differences in women's and men's share of employment rates, especially in regions where there are large gender gaps. This report adopts the same methodology as the previous report *Global Employment Trends for Women 2012* (ILO, 2012a).

19. Using the latest year available (2010–2014 for the majority of countries; earlier for the others), data are available for 142 countries. This global estimate of the share of women in total employment is only indicative and might differ from the calculated figure for a given year for a higher number of countries. The main purpose is to identify occupations in which women are either relatively overrepresented or underrepresented compared to their representation in total employment for this subset of countries.

20. For the global analysis, the ISCO-08 occupational categories were used.