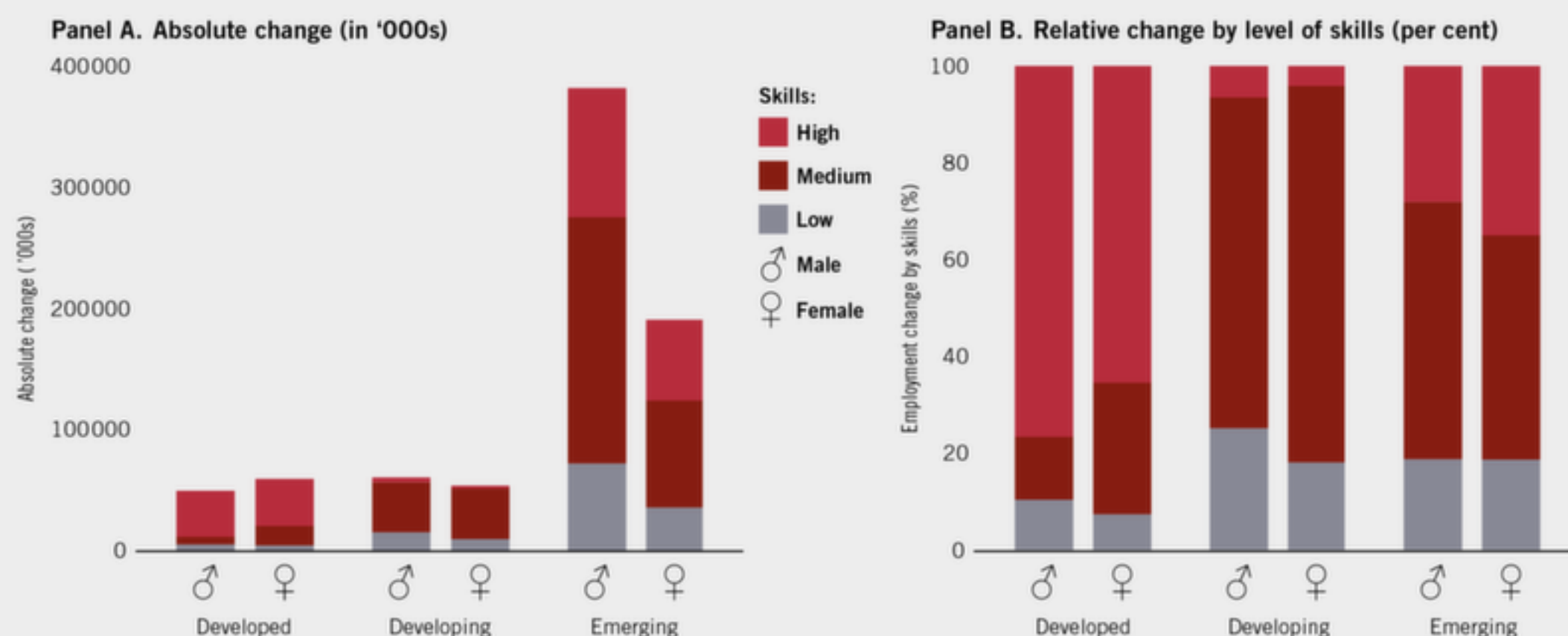


Figure 16

Employment by occupations requiring different skills, change in employment over the period, 1995-2015



Note: Panels A and B describe the change in employment between 1995 and 2015 (absolute change in employment and relative change by level of skills) for three broad occupational groups. Occupations are grouped by skill level according to the International Standard Classification of Education (ISCED): Occupations requiring entry level skills (ISCED 0-1) are considered low-skilled, those with intermediate level skills (ISCED 2-4) medium-skilled and those requiring advanced skills (ISCED 5-7) considered high-skilled. This corresponds to a division of major occupational groups (first-digit ISCO levels) into three broad groups as follows: i) low-skilled occupations are defined as "Elementary occupations" (ISCO-88); ii) medium-level skills occupations are defined as "Clerks" (major group 4, ISCO-88), "Service workers and shop and market sales workers" (major group 5, ISCO-88), "Skilled agricultural and fishery workers" (major group 6, ISCO-88), "Craft and related trades workers" (major group 7, ISCO-88), and "Plant and machine operators and assemblers" (major group 8, ISCO-88); and iii) high-skilled occupations include "Legislators, senior officials and managers" (major group 1, ISCO-88), "Professionals" (major group 2, ISCO-88), and "Technicians and associate professionals" (major group 3, ISCO-88).

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

dominate employment change in developed economies (65.4 per cent for women and up to 76.6 per cent for men). High-skilled occupations expanded faster for women than for men in emerging economies, the only group of countries where there is a gender gap in high-skilled employment in women's favour. For their part, low-skilled occupations expanded faster or just as fast for men as for women across all three regions.

E. No substantial decrease in occupational segregation

Over time, certain occupations in which men are already overrepresented have experienced further increases in their proportion of male participants and, similarly, other occupations with a concentration of women have become even more feminized. Trends data for a sample of 14 countries of varying levels of income and from different regions confirm these results and show that, in 13 of the 14 countries, men remain overrepresented as legislators, senior officials and managers (figure 17, panel A), positions which are typically well paid and enjoy high status.²¹ On a positive note, the gender gaps in this occupation have decreased in 10 countries.

In most countries, men have become increasingly concentrated in the occupation of plant and machine operators and assemblers (figure 17, panel B),²² while in about half the countries, men are increasingly overrepresented in that of craft and related trades workers. In most of the countries analysed, there has been little reduction in occupational segregation during the period under review. Meanwhile, the gender gap

21. Consequent to the changes between ISCO-88 and ISCO-08, category 1 under "Legislators, senior officials and managers" in ISCO-88 includes owners of both large and small enterprises. The subcategory of 88-1314 ("General managers in wholesale and retail trade") included persons who manage enterprises on their own behalf or on behalf of another proprietor with managerial assistance of no more than one manager. In ISCO-08, the subcategory of 88-1314 has been divided into retail and wholesale trade managers (08-1420), which falls under category 1, and also shopkeepers (08-5221), which falls under category 5. The rationale is that persons in the subcategory of retail and wholesale trade managers are frequently employed in small establishments without a hierarchy of managers, but they also include managers of large supermarkets and department stores. Operators of small shops for whom supervision of staff is not a significant part of their work are reclassified under "Shopkeepers". See ILO (2013c) for more details.

22. No information was available for Qatar for women in 1997 for plant and machine operators and assemblers.