

Figure 25 Average wages for occupational groupings

Wage ranking by occupational grouping from highest paid to lowest paid

1. Legislators, senior officials and managers

2. Professionals

3. Technicians and associate professionals

4. Clerks

5. Plant and machine operators and assemblers

6. Craft and related trade workers

7. Service workers and shop and market sales workers

8. Skilled agricultural and fishery workers

9. Elementary occupations

Note: The occupational categories are ISCO-88 "Major groups". In the above table, grey shading indicates an overrepresentation of men and red an overrepresentation of women in the occupational groupings. Where there is no colour there is no significant overrepresentation of either sex. The calculations are based on average wage data for ISCO-88 occupational groupings. The wage levels are determined by a ranking of the average pay for each occupational grouping across a sample of 29 countries and territories. The countries and territories used for the ranking are Belarus, Bermuda, Bolivia (Plurinational State of), Brazil, Canada, Czech Republic, Dominican Republic, Ecuador, Egypt, Spain, Ethiopia, United Kingdom, Hong Kong (China), Indonesia, Israel, Cambodia, Sri Lanka, Macau (China), Madagascar, Mongolia, Mauritius, Pakistan, Panama, Peru, Philippines, Portugal, Paraguay, Qatar and the Russian Federation.

Source: ILO.

for both women and men, who work in female-dominated occupations. For instance, a highly skilled female worker would earn \$24.04 per hour in a female-dominated job, compared to \$36.06 per hour in a male-dominated job. In other words, if she worked 40 hours per week, she would earn \$25,000 more per year in a male-dominated job. Similarly, a woman in a low-skilled job would earn \$5,990 more per year in a male-dominated job than in a female-dominated job (Hegewisch and Hartman, 2014).

In addition, there are gender wage gaps within occupations. The analysis of pay differentials in occupations that have a slight overrepresentation of women including those in the category "Professionals", a high overrepresentation of women in the category "Services and sales workers", occupations that have slightly more men employed ("Managers"), and an occupation where the large majority of workers are men ("Craft and related trades workers"), shows that there is a gender wage gap in all occupations.³⁹

Similar differences in the average wages in female-dominated and male-dominated occupations may be observed in the median weekly earnings for full-time employment, where female-dominated occupations have the lowest remuneration and male-dominated the highest. The earnings in a female-dominated occupation, expressed as a percentage of earnings in a comparable male-dominated occupation, range from 66.9 per cent in high-skilled occupations to 79.8 per cent in medium-skilled occupations (Hegewisch et al., 2010). Although women and men work longer hours in male-dominated occupations than in female-dominated occupations, the hourly wages still show that, regardless of the skill level and the occupation, men's hourly wages are higher than women's (Hegewisch and Hartman, 2014).

39. An occupation is considered as "slightly" overrepresenting women (or men) when the difference between women's and men's share of total employment for the majority of countries examined is less than 10 per cent. For instance, in the occupational category of "Professionals", women are slightly overrepresented, as the difference is around 5–10 percentage points, while men are "slightly overrepresented" in the occupational grouping of "Managers" ("Legislators, senior officials and managers" under ISCO-88), since the difference for the majority of countries is between 2 and 8 percentage points. When the difference rises over 10 percentage points in most countries examined, women (or men) are considered as "highly overrepresented" in an occupation (such as women in "Services and sales workers"). Lastly, occupational groupings such as "Crafts and related trade workers" are considered male-dominated as the difference for the majority of countries is between 10 and 30 percentage points.