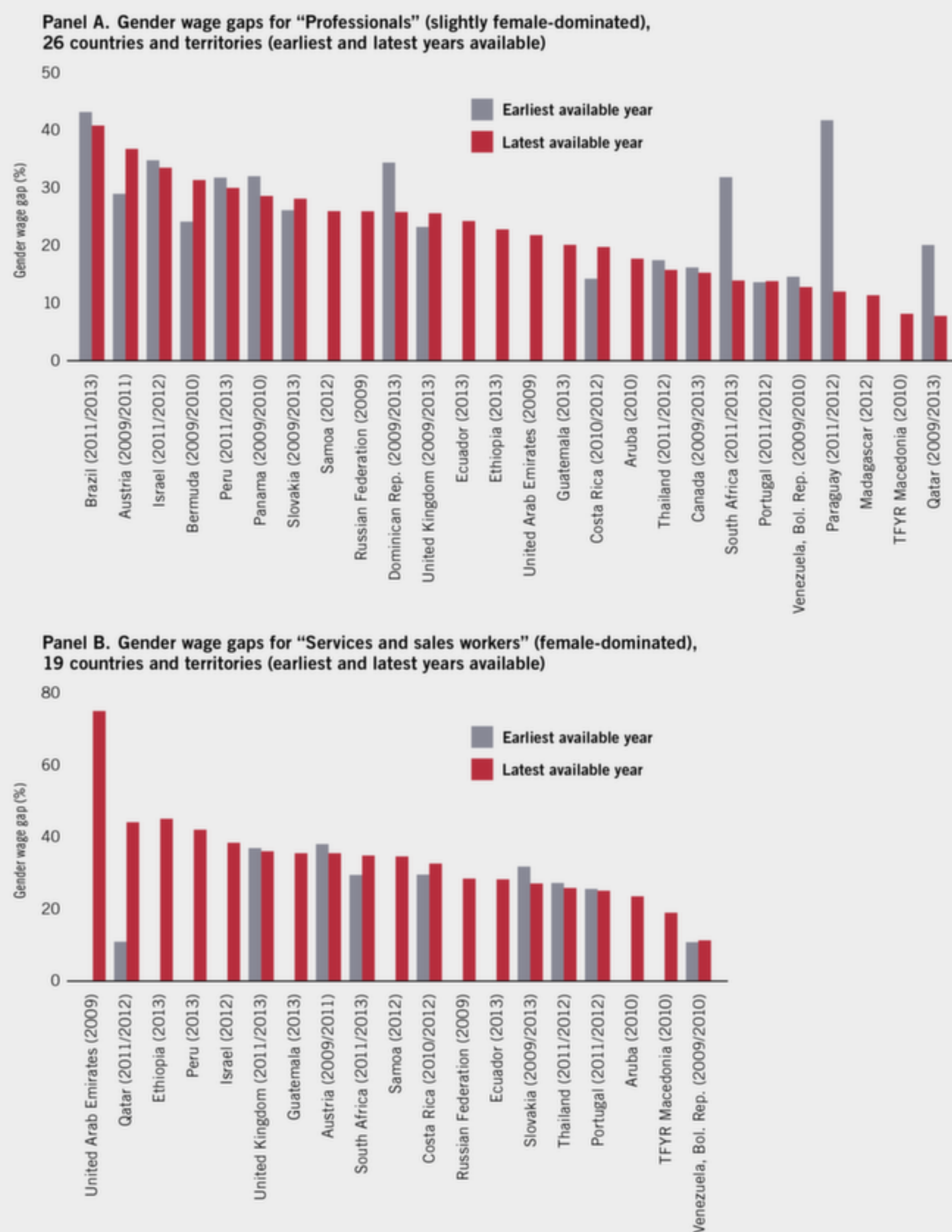


**Figure 26 Gender wage gaps in female-dominated occupations**



Note: Data used refer to mean gross annual, monthly, or weekly wages for all employees in professional occupations across all economic and institutional sectors nationally. ISCO-08 and ISCO-88 are used.

Source: ILO calculations based on ILOSTAT.

Based on 26 countries and territories where data are available, the gender wage gap for “Professionals” ranges from under 10 per cent to over 40 per cent. In over half of the 26 countries and territories examined, there is a gap of over 20 per cent (figure 26, panel A). In 11 countries and territories, the gender wage gap for professionals has decreased over time. In this second highest paying occupational category, in almost all countries there is a moderate concentration of women. Studies indicate, however, that within the larger occupational category of professionals women tend to outnumber men in lower paid occupations. For example, in the United States, among health-care professionals, women make up only 36 per cent of physicians compared with 90 per cent of registered nurses (UN Women, 2015). Similarly, in the European Union, men were also found to be overrepresented in higher paying professional occupations, such as engineers and computer technicians, in particular in the private sector (Burchell et al., 2014).