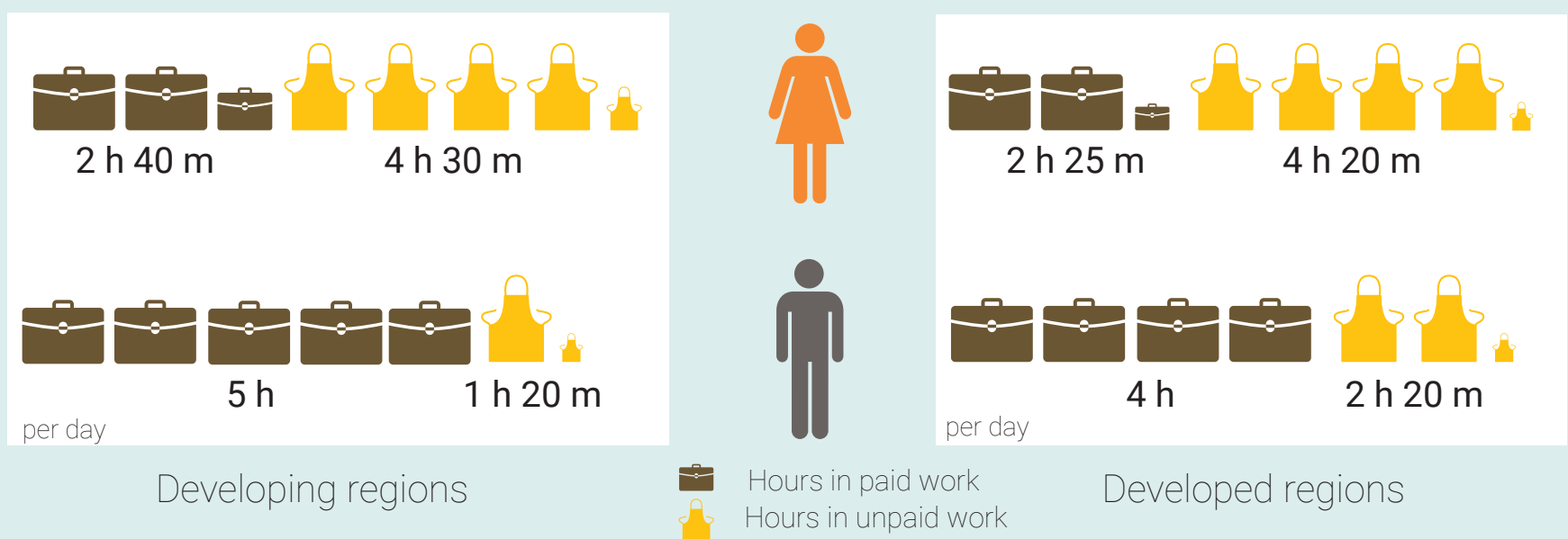


WORK

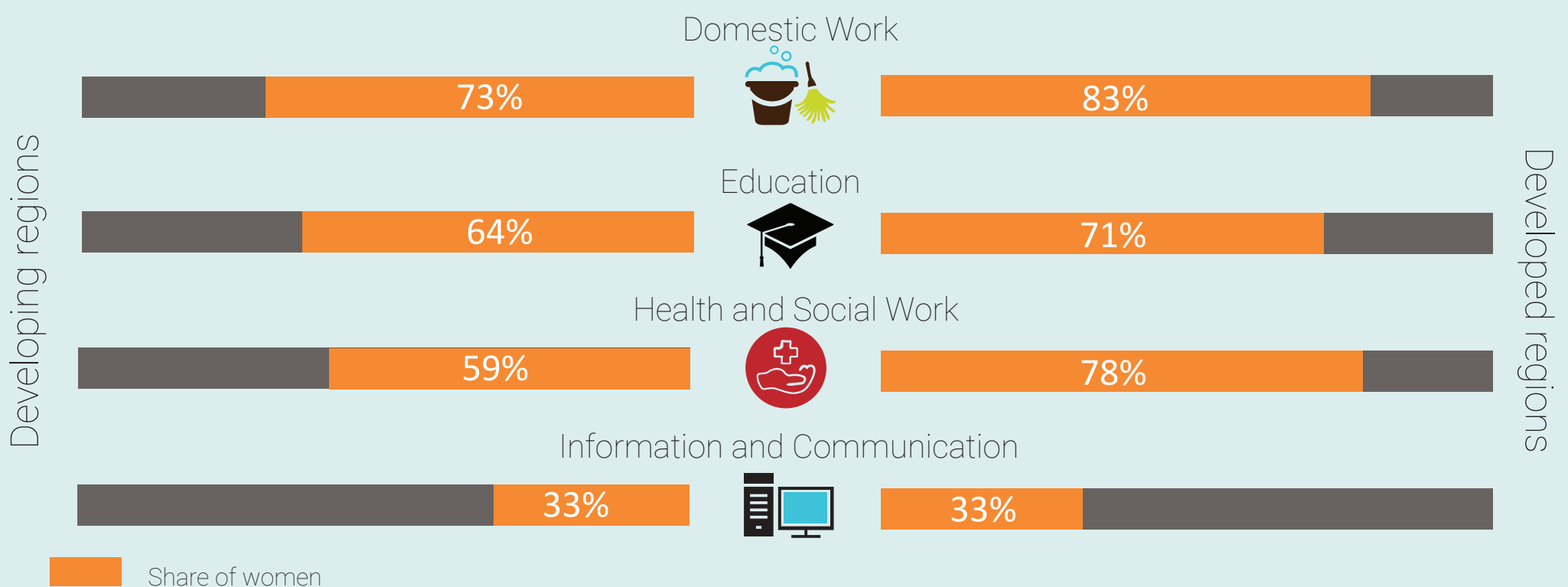
Women work longer hours than men when unpaid work is accounted for



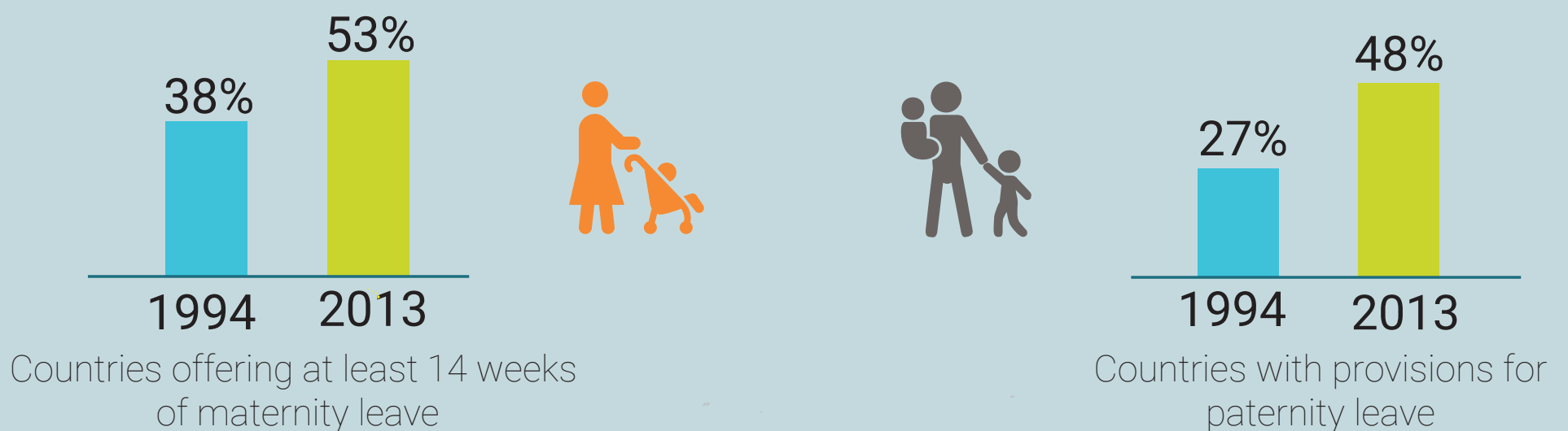
Globally, about 75% of all men and 50% of all women participate in the labour force



The occupational segregation of women and men is deeply embedded in all regions



Maternity and paternity leave provisions are becoming more common



For every dollar earned by men, women earn between 70 and 90 cents



Work – Key findings

- Globally, in 2015 about three quarters of men and half of women **participate in the labour force**. Women's labour force participation rates are the lowest in Northern Africa, Western Asia and Southern Asia (at 30 per cent or lower).
- Over the last 20 years, the **gender gap in participation** has narrowed in only some regions (e.g., Latin America and the Caribbean and Southern Europe) and remains widest in Northern Africa, Western Asia and Southern Asia (at over 50 percentage points).
- **Women and men reach their peak in labour force participation between the ages of 25 and 54**. In most regions, the participation rate for women in this age group ranges between 65 and 85 per cent. Women in Northern Africa and Western and Southern Asia, however, participate at a much lower rate – around 30 per cent. For men of that age group, the rate is above 80 per cent in all regions.
- In most regions (with the exceptions of Eastern and Southern Asia and the Caucasus and Central Asia), **a higher proportion of women aged 25 to 54 are participating in the labour force** than in the past. A large increase has been observed in Latin America and the Caribbean and Southern Europe (10 percentage points or more).
- Women's **unemployment rates** remain higher than men's. Among 177 countries with data, 121 (68 per cent) have unemployment rates that are higher for women than for men.
- **Unemployment rates for young women and young men** are twice or even three times higher than for adults in the majority of the regions analysed.
- Globally, the **services sector is currently the largest source of employment for both women and men**—52% of women and 43% of men were engaged in this sector in 2015.
- In four regions, Latin America and the Caribbean, Eastern Europe, Southern Europe and other developed regions, more than 70% of employed women work in the services sector, while men's employment in this sector is at least 20 percentage points lower than that of women.
- **Women dominate in three services subsectors**: education, health and social work, and private household as employers, in both developing and developed countries. The average share of women working in the sector of private household as employers" (mainly domestic workers) is 73% in developing countries and 83% in developed countries. Women represent 64% and 71% of workers in the education sector, and 59% and 78% of workers in the health and social work sector, in developing and developed countries, respectively.
- **Gender segregation in various occupations** persists in all countries. Among 40 developing countries with data, the average share of women was the highest among clerks (50%), followed closely by professionals (44%), service workers and shop and market sales workers (43%), and technicians and associated professionals (42%). Among 42 developed countries, women were highly represented among clerks (70%), service workers and shop and market sales workers (63%), professionals (56%), elementary occupations (53%) and technicians and associated professionals (51%).
- Globally, half of employed women and men are **wage and salaried workers**. Vulnerable employment – that is, own-account and contributing family work – constitutes roughly the other half of women's and men's employment globally, but is most common in Africa and Asia, especially among women. Women are more likely to work as contributing family workers than men globally (20% of women and 7% of men) and in all regions.
- Only a small proportion of women and men are **employers** – globally in 2015, 3% of employed men and 1% of employed women. The share of women among all employers, however, has shown an increase since 1995 – from 16% in 1995 to 21% in 2015.
- **Informal employment** is an important source of employment for both women and men in developing countries. Among 43 countries with available data, it accounted for more than 70% of total non-agricultural employment for women in 15 countries. In 7 of the 15 countries, a majority of men (more than 70%) working in the non-agriculture sector were also employed informally.
- Women are more likely than men to be engaged in **part-time employment**. The developed regions (except Eastern and Southern Europe) recorded the highest proportion of women working part-time (28%), followed by Latin America and the Caribbean (26%).
- Women earn less than men across all sectors and occupations, with women working full-time earning between 70 and 90 per cent of what men earn in most countries. The **gender pay gap** persists across all economic sectors and occupations.
- **Education increases earnings** for both women and men, but the level of benefits varies. Women seem to benefit more in earnings than men do when they move from primary to secondary education but benefit less than men when moving from secondary to tertiary education.
- Women spend, on average, three hours more per day than men on **unpaid work** (mainly household chores and caring for family members) in developing countries and two hours more per day than men in developed countries.
- When all work – **paid and unpaid** – is considered, women work longer hours than men. Women in developing countries spend 7 hours and 9 minutes per day on paid and unpaid work, while men spend 6 hours and 16 minutes per day. In developed countries, women spend 6 hours 45 minutes per day on paid and unpaid work while men spend 6 hours and 12 minutes per day.
- 53 per cent of countries offer at least 14 weeks **maternity leave** in 2013 and the proportion has increased from 38% in 1995.
- **Paternity leave** is becoming more common – 48 per cent of countries had provisions for paternity leave in 2013, compared to 27 per cent in 1994.