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Women in Economic Activity: A GLOBAL STATISTICAL SURVEY (1950-2000)



INTERNATIONAL LABOUR ORGANIZATION (ILO)
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ADVANCEMENT OF WOMEN (INSTRAW)

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**Women
in Economic Activity:**

**A GLOBAL STATISTICAL SURVEY
(1950-2000)**



A Joint Publication
of the International Labour Organization
and the United Nations Research and Training Institute
for the Advancement of Women
(INSTRAW)

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Preface

This publication presents a global statistical survey of women's economic activity, by geographical and economic region as well as by country. Undertaken as a joint endeavour by the International Labour Office (ILO) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), it was carried out as part of the effort to implement the objectives of the United Nations Decade for Women. The information and data presented would require refinement of the data base and further analysis to enable policy makers and authorities at the national and international level to formulate programmes and projects directly benefiting women. This statistical survey on the economic activity of women in the world is the first step to bring under one cover the latest information and data on the subject for policy makers and general public.

The Programme of Action for the Second Half of the United Nations Decade for Women (1980-85), endorsed by the General Assembly in its resolution 35/136, noted that "some of the concepts and analytical tools of research, particularly those relating to economic processes—evaluation, labour, work, employment, social productivity, household, family and the like—should be re-examined so as to improve tools for the analysis and conceptualisation of the economic and social roles of women within the home and outside". Moreover, it stated that "national and regional indicators should be developed and improved for determining the degree to which women have actually been participating in development, as a means of measuring their actual contribution to the development process".

During the Decade, an enormous increase in the employment of women has taken place. Simultaneously, considerable shifts in attitudes towards women's role in the economy have occurred, mainly as a result of social, economic and cultural changes. Despite these positive steps, however, little progress has been made in efforts to determine accurately women's contribution to economic productivity, or to promote genuine equality between men and women in the field of employment.

The aim of this departmental monograph, therefore, is to provide up-to-date and timely information on the participation of women in national economies and on sectoral and occupational aspects of the employment of women. The introduction seeks to define the limits of available information in this regard and indicate the gaps which should be filled in the future.

Lack of knowledge with respect to women's actual, as well as potential, participation in the labour force will always have a detrimental effect, not only on women themselves, but on national development processes in general. Awareness of the real extent which women's economic activity has reached, the importance of women's income for family welfare and the contribution of women to national development is essential to the formulation of adequate policy measures and the adjustment of strategies in such a way as to benefit both women and men in the area of employment and, in turn, to enhance the development process as a whole.

ILO and INSTRAW would like to express their deep appreciation for the contribution made by John P. Simon, Alexander Vorobiev and Eva Zabolai-Csekme in the collection and tabulation of the data presented in this publication. They would also like to thank Krishna Ahooja-Patel and Jim Ypsilantis for assistance provided in its preparation. Other who contributed at various stages are: Zohra Ait-Kaci Ali, Antoinette Béguin, Rosalie Ducommun, Dunja P.-Ferencic, Marion Janjic, Eva Koprolin, Lilly Morgan, Marie Paul-Aristy, Raissa Smirnova, Mervat Tallawy and Natascha Verhaaren.

It is hoped that readers will find this monograph useful.

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Introduction

Since the beginning of the UN Decade for Women in 1975, it has been recognised that a qualitative change has taken place in the participation of women in employment and social perceptions regarding their economic contribution. The growing number of women now comprises an important and stable part of the world's work force.

The statistical information contained in this survey presents ILO's labour force estimates and projections including national data on participation of women with regard to employment.

While the statistical analysis presented in this study shows that there has been a structural and sectoral change in the patterns of women's employment, the techniques and concepts by which this change is recorded have not yet captured its full significance. In 1985, as the UN Decade for Women ends and forward-looking strategies are formulated for the advancement of women up to the year 2000, it can be seen that a concerted national and international effort is needed to obtain a more accurate insight into the relationships between women and work.

The increased participation of women at all levels in developmental processes is tacitly altering or modifying the existing concepts and notions of the world of work. In some countries, women entering the labour force are also better educated than their predecessors, and there have been some notable examples of women making inroads into what have traditionally been considered men's domains.

A wide range of initiatives have been taken at the national level, including declaration of policy, legislative change and practical measures to eliminate discrimination based on gender. There have been serious attempts to introduce affirmative action, variously defined as "equality policies" or "positive action" to enhance the status and promote the full integration of women into political and economic systems. Many of these efforts to improve the position of women have also involved creating better opportunities for their employment, upgrading their skills, and securing greater participation to enable them to contribute to economic and social progress.

The significant features that have emerged from the activities carried out during the UN Decade for Women (1976-85) show clearly that existing data based on censuses and surveys often underestimate and undervalue, as well as overlook, the economic contribution of women. In order to improve the existing concepts, methods and techniques relating to the development of statistics and indicators at the international, regional and national levels, a series of plans of action, resolutions, decisions and recommendations have been adopted by the United Nations system as a whole since 1975.

1. THE INTERNATIONAL MANDATE

The development of statistics and indicators specifically concerned with the situation of

women was first recommended at the global level in the World Plan of Action adopted by the World Conference of the International Women's Year¹. This recommendation was followed up by the Economic and Social Council in its resolution 2061 (LXII), which dealt with general issues concerning improvement of the data base for measuring the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year in 1975. In 1975, the ILO also adopted a Plan of Action² of Equality of Opportunity and Equality of Treatment, which stressed, *inter alia* the need for compilation of an employment-related data-base for women. The importance of work in the areas of indicators and statistics was reaffirmed and elaborated in the Programme of Action adopted by the World Conference of the United Nations Decade for Women: Equality, Development and Peace in Copenhagen in 1980³ and by the Economic and Social Council in its resolution 1981/11, "Social indicators applicable to studies on women", adopted at its first regular session of 1981.

The thirteenth International Conference of Labour Statisticians (ICLS) in 1982 introduced four important changes in the definition of economic activity: two different approaches for determining a person's status of activity; measurement of unemployment based on the criterion of "availability of work" alone where the criterion of "seeking work" is not suitable; the linking of underemployment to the income variable; and explicit inclusion in the labour force of all persons working on own account and as unpaid family workers who work for at least one hour per week"⁴. For analysis of statistics on economic activities of women, this last recommendation of thirteenth ICLS is particularly significant.

The objectives of INSTRAW include contributing to a methodological framework for consideration of issues on women and development, taking into account that women are equal partners with men, that the participation of women is crucial in development and that women are an economic asset whose contribution has not been sufficiently acknowledged or utilized. Furthermore, it has been recognized that one of the major impediments to an integrated approach to development especially in planning and programming for the participation of women in development, is still the inadequate gathering, analysis and utilization of data and indicators relevant to the role of women in society. Specific indicators are therefore needed to measure women's socio-economic participation and contribution to development, which are inadequately reflected with conventional concepts and methods⁵. Furthermore, ECOSOC resolution 1983/29 endorsed INSTRAW's work in this field⁶.

2. ESTIMATING THE ECONOMIC CONTRIBUTION OF WOMEN

"Why do women work?" "What are jobs women do?" and "What are the rewards women get from their labour?" are some of the crucial questions which called for precise answers in 1975

1. Report of the World Conference of the International Women's Year, held in Mexico City, 19 June-2 July 1975 (United Nations Publication, Sales No. E.76.IV.1), sec. I.A, paras. 161-173 on research, data collection and analysis.
2. This plan of action, *inter-alia*, recommends various measures for international action including: "...in conjunction with other bodies and experts of the countries concerned, (the ILO) should collect and analyse statistical and other data on women and men, pertaining both to developed and developing countries, such as are necessary for reviewing the status of women workers and measuring their total contribution to economic and social life", adopted on 25 June 1975 (60th session).
3. **Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace**, held in Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80 IV.3) sect. I.A, paras. 257-261.
4. In 1954, the labour force, employment and unemployment approach was adopted by the Eight International Conference of Labour Statisticians. This was extended by introducing the concept of underemployment by the Eleventh International Conference of Labour Statisticians in 1966. Later modifications extended the definition of economic activity to include persons engaged in certain subsistence production, such as production of food for own consumption.
5. United Nations: **Compiling Social Indicators on the Situation of Women and Improving Concepts and Methods for Statistics and Indicators on the Situation of Women**. UN Sales No. E.84.XVII.2.
6. INSTRAW has ongoing activities with the economic regional commissions.

when the International Women's Year was declared by the United Nations. Since then, the United Nations system as a whole and ILO in particular has developed an information and data base which attempts to provide at least partial answers to employment-related questions. Statistical sources at both the international and national levels still need to be developed to obtain more comprehensive data and to make it globally and regionally comparable for users and policy makers¹.

The profiles of working women that are emerging from censuses at the national levels, household surveys and other data indicate that human resource capital represented by women has not yet been properly taken into account in the formulation and implementation of development strategies, plans and policies. The overall scarcity of employment opportunities, combined with women's low skill levels and frequently encountered discriminatory practices, have resulted in large-scale unemployment and underemployment of women. This economic and social phenomenon has brought to the fore the special problems faced by working women which determine their status at the workplace and seriously influence the labour market.

A new situation is thus emerging: while more women are seeking jobs, more and more remain unemployed in most countries. The present economic crisis has contributed to an even sharper visibility of the need to redefine "economic contribution", including "economic activities" of women. The employment patterns that emerge from this global statistical survey reveal differing socio-economic trends and technological and scientific breakthroughs, which cut across the international and national as well as household divisions of labour. In a dynamic sense, the analysis of women's employment-related questions goes beyond strict definitions, disciplines and the neat classification of macro-and micro-level problems.

3. REDEFINING "ECONOMIC ACTIVITY" OF WOMEN

The classification of an individual in the economically active population is based on whether the individual carried out any economic activity during a certain reference period. When describing economic activity of women, the first difficulty arises from the fact that they normally undertake multiple activities which are usually classified as "non-economic". As for the "reference period", there is an additional difficulty and complexity in quantification. In many countries, however, when primary occupations are investigated, women's activities are not often reflected. Apart from this problem of measurement, major issues in measuring women's economic activity include gender-based stereotypes, the employment status of unpaid family workers, reference period, informal sector and rural activities. Some of these issues need to be closely examined in order to measure the economic contribution of women, as most women are involved in two or more activities during the reference period and this creates serious problems in classifying them by status of activity, occupation, industry, status in employment and sectoral employment. Since multiple activities of women add up to relatively long hours of work, the problem becomes particularly acute in cases where agricultural work and household tasks are not clearly defined or described.

4. WORK AND EMPLOYMENT: DIFFERENCE

It is slowly being recognized that censuses and standard surveys including labour force surveys, which are essential for development planning, provide only a partial view of the contribution of women in the production process. The general tendency of these data is to rely primarily upon the reproductive functions of women. The main purpose of examining existing concepts would be to evaluate women's work properly by eliminating gender-related biases in design-

1. The first such dialogue on women and statistics for users and policy makers within the UN family took place in Harare from 29 April to May 1985. See background paper by Claes Norrlof: "Statistics on economic activities with special reference to the situation of women" (New York, United Nations Statistical Office; circulation restricted).

ing questionnaires, in methods of interviewing, in disaggregating data at the tabulating stage and finally in economic analysis¹.

For this purpose, it is also essential to closely re-examine those aspects of women's work which have been hitherto unrecorded in national statistics and which are still based on traditional concepts. For example, statistics on school enrollment and attendance provide information about the relationship between supply of education and access to education. But this relationship does not describe the way in which women's education and training enhance their employment opportunities.

Equally, more precise indicators should be developed related to principal factors affecting women's health and well-being, such as child-bearing, fertility age, nutrition including maternal malnutrition, age patterns of mortality, morbidity². Also, for a better appreciation of women's responsibilities, work-load and decision-making, improved indicators and measurements are required to assess the effect of migration on women. Small-scale community studies in areas noted for high rates of labour-migration have identified several consequences of male out-migration that bear directly on the condition of women. It is therefore important to investigate systematically the impact of male migration on women in some detail on the basis of large-scale population samples.

Although much remains to be done in evaluating the traditional concepts, for the purpose of an innovative definition of women's work, four main areas need to be closely examined. There are: (i) the informal sector; (ii) agricultural production; (iii) the household as an economic unit; (iv) unpaid family work.

i) THE INFORMAL SECTOR

There is no generally agreed upon definition of "the informal sector", but the term is often used to refer to unregistered, small-scale and informally organised activities. It has been recognized generally that women's work often relates to the informal sectors of economy in both rural and urban areas. Studies on informal sector activities usually do not list occupational breakdown by sex, although there is reason to believe that even in the informal sector there are rather segregated labour markets for men and women. There is a strong connection between the reasons why so many women participate in informal sector activities and the fact that in this sector they gravitate mainly to specific kinds of activities.

The majority of women who are currently participating in the informal sector, in both rural and urban areas, in several countries (both developed and developing) are considered to be, in general, unskilled workers. While it is extremely difficult to make estimates of the size and pattern of employment in this sector both for men and women, it is becoming increasingly clear that a very large number of women derive their low income by performing multiple tasks in this sector and that this income frequently provides basic needs for the survival of the family. The main reason why activities in this sector were not earlier quantified is because they were considered to be the extension of family and household duties. Informal sector activities in which many women, particularly in developing countries, are engaged also include agricultural processing and storage, producing food from the family household plots, looking after farm animals and bringing home-produced goods to the market.

1. Richard Anker: "Female labour force participation in developing countries: A critique of current definitions and data collection methods", in *International Labour Review* (Geneva, ILO), Nov-Dec, 1983, pp. 709-723.

2. See UN/ECOSOC: *Special issues: Future direction of work on social indicators: Report of the Secretary-General* (Statistical Commission, Twenty-Third Session, 25 February-6 March 1985), doc. E/CN.3/1985/3, 30 Nov. 1984.

Equally, very little conceptual work has been undertaken on socio-economic differentials among the urban poor, whose activities are usually classified as marginal. An important emerging category of women workers often described as home-based workers is now increasing in the rural and urban areas. These workers receive their remuneration on the basis of piece work through intermediaries. In data collection and coverage of informally organised activities, there has been up until now, a great gap in clarifying the relationship of women to the labour market and the distinction between the unskilled activities of men and those of women¹.

From the existing concepts and available information on the urban and rural populations, it might be useful to separate data for men and women to specify the different type of activities performed by them. This would help to understand the size and nature of occupations performed by women.

At the first experimental stage in identifying economic marginality among women in distinction from men, it may be useful that the following urban groups be identified and quantified: (a) women service workers in private households (not separately identified in the International Standard Classification of Occupations (ISCO)²; (b) women classified as service workers who are "own account workers"; (c) women classified as sales workers relative to urban women workers and to male sales workers who are "own account workers"; (d) women classified as urban "own account workers" relative to all urban workers and to male urban "own account workers"; (e) urban women who are unemployed.

ii) AGRICULTURAL PRODUCTION

In the past, women's contributions to agricultural activities have been seriously under-reported as most women in rural areas were classified as "housewives", even though they performed important economic tasks such as growing and processing food, and collecting essential items for household consumption. It is important that labour force and agricultural survey tabulate household data by size of land holding, production of major crops, ownership and access to modern inputs. Some major issues need to be clarified before accounting for and counting women's work in a range of activities which are almost universal and generally not recorded or registered in economic and social perceptions. In all regions of the world, women are performing agricultural tasks which are usually not separated from household work and therefore not assigned any economic value or recognition. This results in no rewards or low rewards for a large majority of women in the world who are food growers or food providers. Both in developed countries, where the work of rural women is often known as "pluriactivity", and in developing countries, where it relates to subsistence agriculture, they do not generally have employment status since their work is dependent upon those who own, control and manage agricultural activity. Most women do not own land in their own right and do not control the inputs such as water, fertilizers and technology to monitor agricultural productivity. The number of work hours performed by women on most agricultural activity is under-reported for various reasons including inadequacies in: the methodology of designing household surveys, census enumeration and techniques of interviewing women.

The series of questions that still need to be examined in order to estimate correctly the

1. On ILO research on the informal sector particularly concerning women, see R. Anker and C. Hein (eds.): *Sex inequalities in urban employment in the Third World* (forthcoming).
2. Revision of International Standard Classification of Occupation (ISCO) will be a new major step towards reclassifying women's activities in the unorganized and informal sectors of the economy. The completion, however, of a new classification will take some time, and it will first be necessary to conduct in-depth inquiries regarding the specifics of women's and men's informal sector activities to ensure that the revised classification will be reflective and be applicable to the unorganised and small sectors of the economy. See Mirjana Scott: "Classifications of occupations of women and men", in *Women at Work* 1/1985 (Geneva, ILO, 1985).

work hours of women in agriculture are in part conceptual and in part methodological. The main conceptual questions requiring further elaboration are: First, what precisely are the changes necessary for distribution of land and other means of production? Second, how does this affect the survival conditions of different rural households and, hence, the participation of women from these households in agricultural work on and off the family farm? Third, does the labour process in agriculture (the social and technical relation of production) change? Fourth, how do these changes alter the sex-based division of labour in agriculture?

iii) HOUSEHOLD AS AN ECONOMIC UNIT

The household as an economic unit of production still remains one of the barriers of statistical analysis. Apart from the definition of household in existing surveys, there are a series of complex social and economic difficulties in considering the household as an economic unit, quantifying its production and services and clarifying the status of the head of the household. Despite the fact that the concept of a household has been undergoing a dynamic change during the last three decades, household surveys have not yet reflected this changing reality.

Clearly, there are complex conceptual problems in defining household production and services. The basic question concerns the multiple tasks undertaken in a family/household which are considered non-productive. What are the activities which could be classified as "economic" or "productive"? No unified criteria have as yet been agreed upon to determine which household activities produce goods and services, which are productive or unproductive, which generate economic value or how household activities should be measured in economic terms.

Equally, concepts of household headship and household composition should be further examined in light of the changing economic and social reality during the last two decades. The quantification and measuring of the incidence of households headed by women is quite relevant for future priorities.

Similarly, the current debate on household work is complex. It rests on three propositions. The first relates to the economic value of household tasks performed by women for which they do not receive any economic reward in cash. The second concerns the measurement of this economic value and the techniques used in fixing a monetary amount for the services performed. The third, which is more complex, is the quantification of the opportunity cost of the women working in the labour market instead of performing household tasks. The social implications of assigning monetary value to household work is even more baffling to the researcher¹.

iv) THE UNPAID FAMILY WORKERS

Among the categories which include employers, own-account workers, employees, the unpaid family worker is the category that has been particularly discriminating against women.

In this category of work, there are not only problems of definition as to what constitutes unpaid family labour but also serious difficulties in quantifying various activities. In general, an "unpaid family worker" is considered to be a person who works without pay, in an economic enterprise operated by a related person living in the same household. The classification or enumeration of women as unpaid family labour as distinct from other members of the family such as children is not usually undertaken. This type of enumeration, though, could provide better insight to women's contribution to the national economic product and support accurate measurement of labour force participation rates. Furthermore, proper classification of unpaid family

1. L. Goldschmidt-Clermont: *Unpaid work in the household* (Geneva, ILO, 1982), Women, Work and Development Series No. 1.

labour would reveal the hidden unemployment of women, and would show the number of women who would prefer to seek jobs in the labour market and accept employment if they could find it.

While it is difficult to identify and measure accurately unpaid economic activities conducted in the household using conventional surveys and census methodologies, this type of data could be extremely useful as indicators of both employment patterns and unemployment rates. One of the difficulties in investigating this area arises from the fact that the nature of work is often seasonal and irregular and therefore bypassed in investigation as a secondary activity.

5. CONCLUSION

THE NEED FOR NEW STATISTICS

During the UN Decade for Women (1976-1985), many efforts were made to improve the existing concepts, methods and techniques of compiling and tabulating data on the advancement of women. However, there is a need to continue the work at international, regional and national levels to move towards an adequate framework of analysis which would reflect the role, position and status of women in society. Data collection and information gathering in this area of inquiry needs to be distinguished from other subject areas as social perceptions evolve and as the economic contribution of women is quantified. This means that a wide variety of economic and social indicators will need to be established, analyzed and monitored to take account of the multi-dimensional nature of socio-economic development and the position of individuals in this process.

New concepts and indicators will have to be developed to underline the existing important roles of women in development, some of which are not reflected enough, or at all, in existing statistics, indicators and policy considerations. It is evident that as the field of statistics which concern women covers an ever wider range of specialities, an integrated approach is essential. The areas covered fall within the competence of the various United Nations bodies and agencies, Department of International Economic and Social Affairs/United Nations Statistical Office (DIESA/UNSO), Centre for Social Development and Humanitarian Affairs (CSDHA), United Nations Research Institute for Social Development (UNRISD), International Research and Training Institute for the Advancement of Women (INSTRAW), the economic regional commissions and specialized agencies such as Food and Agriculture Organization of the United Nations (FAO), International Labour Organisation (ILO), United Nations Educational, Scientific and Cultural Organization (UNESCO), World Health Organization (WHO), which have all started important and innovative work aimed at producing more statistics and data on women.

It suffices to say that international co-ordination of work on the development of statistics and indicators concerning women has three elements: (a) co-ordination of work on concepts and methods, to ensure consistency in international recommendations, guidelines and related technical documentation on statistics to promote the development in all socio-economic fields of statistical concepts and methods appropriate to the situation of women; (b) maximum exchange of programme information and experience to ensure the effective dissemination and utilization of research findings and to prevent programme overlap and duplication; and (c) co-ordination of international statistical collection and dissemination activities, to promote the international collection, dissemination and use of statistics and indicators concerning women, to ensure consistency in international activities in the use of statistical standards and in the series collected and disseminated, thus preventing any overlapping and duplicative requests to countries for statistics.

Research and training in this field should concentrate on two main areas of action: the first to build up the existing conceptual framework, classifications and definitions related to

statistics and women and second, to contribute to better compilation and analysis of statistics and indicators on the situation of women from the existing sources. Both areas of action represent a long-term and complex process requiring the constant dialogue between producers and users of statistics, analysing and testing of concepts and definitions at international, regional and national level. It is hoped that the present survey *Women in Economic Activity: A Global Statistical Survey (1950-2000)* will be an important contribution to this process.

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PROFILES OF WORKING WOMEN

Chapter I

Profiles of Working Women

1. INCREASING PARTICIPATION RATES

In 1985, there were more than 4.800 million inhabitants of which approximately 2.400 million were women. According to ILO estimates and projections, some four out of every ten were active, namely of a total active population of 1.920 million, 1.280 million were men and 640 million were women, which means that for every two working men there was one working women. Also according to ILO and projections, in 1975 women formed 35 per cent of the world labour force, estimated at 575 million women workers¹. By 1980, their number had increased to 624 million. It is projected that at the turn of the century, women workers will number around 900 million².

Female participation rates have increased substantially in most countries of the world since 1950 and these rates are generally expected to continue until the end of the century³. (Table 1 and Charts A and B).

The female labour force will show, at least up to the 2000, a higher rate of increase than the male component in Europe, North America, South America, Australia and New Zealand. In Japan, East Asia, and some countries of Latin America and Oceania, the participation rates of both males and females will be approximately similar.

In Africa, on the other hand, it is the male labour force which is expected to show a slight increase. The USSR and other centrally planned economy countries are expected to maintain the highest activity rates and the highest female share in the labour force, compared to other regions of the world. According to ILO estimates and projections, male participation rates for all age groups will decline both in market economy and developing countries.

Wide variations exist among different geographical regions, within a country and different age groups. For example, in 1985, the highest female activity rates are shown in the USSR (44.0 per cent) and in other European centrally planned economies (44.0 per cent). The lowest are to be found in Latin America (15.4 per cent). In the same year, female activity rates were 28.5 per cent in European market economies, 34.3 per cent in North America, 22.9 per cent in Africa, and 27.9 per cent in Asia (see Table 1)⁴.

Major changes in many countries include increasing recorded female urban labour force participation, especially among working mothers in the age group 25 to 44 and at the same time reflecting greater numbers in unemployment and underemployment in many regions. Significant developments which have influenced these trends include: the changing structures of world labour markets involving massive rural and international migration; the growth of the service and industrial sectors in some countries; the decline of the labour force in agriculture; the relocation of labour-intensive industries; and the spread of new technologies changing the future of work.

Table 1: Labour force participation of women by region: 1950–2000

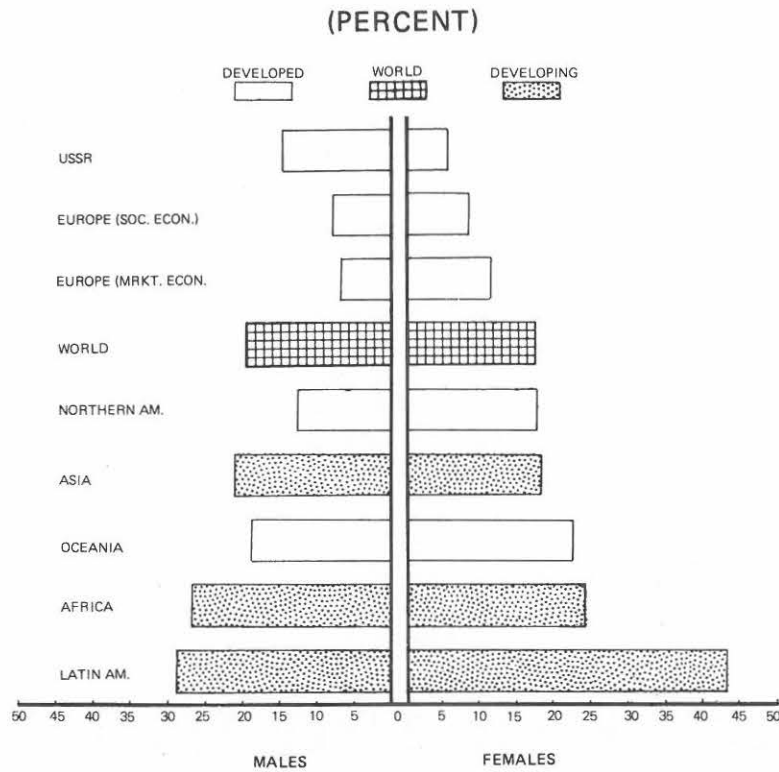
Region	Year	Total female pop. (000's)	Labour force (000's)			LFPR female (%)	Female share of TLF (%)	Female labour force distr. (%)	Net change in labour force			
			Total	Male	Female				000's		%	
									Male	Female	Male	Female
World	1950	1251909	1100150	755824	344326	27.5	31.3	100.0				
	1975	1980905	1645575	1069870	575705	29.1	35.0	100.0	314046	231379	41.6	67.2
	1980	2181500	1794445	1170431	624014	28.6	34.8	100.0	100561	48309	9.4	8.4
	1985	2399771	1956874	1280403	676471	28.2	34.6	100.0	109972	52457	9.4	8.4
	2000	3110903	2545857	1668028	877829	28.2	34.5	100.0	387625	201358	30.3	29.8
Asia	1950	665196	596224	423330	172894	26.0	29.0	50.2				
	1975	1106094	940859	618393	322466	29.2	34.3	56.0	195063	149572	46.1	86.5
	1980	1233556	1030743	680658	350085	28.4	34.0	56.1	62265	27619	10.1	8.6
	1985	1369350	1131788	749644	382144	27.9	33.8	56.5	68986	32059	10.1	9.2
	2000	1789922	1503475	998057	505418	28.2	33.6	57.6	248413	123274	33.1	32.3
USSR	1950	101022	93790	45197	48593	48.1	51.8	14.1				
	1975	136589	126935	63877	63058	46.2	49.7	11.0	18680	14465	41.3	29.8
	1980	142454	135296	69434	65862	46.2	48.7	10.6	5557	2804	8.7	4.4
	1985	148326	139894	73223	66671	44.9	47.7	9.9	3789	809	5.5	1.2
	2000	162566	151845	80560	71285	43.8	46.9	8.1	7337	4614	10.0	6.9
Europe (Soc. Eco.)	1950	55594	54132	32019	22113	39.8	40.9	6.4				
	1975	66703	67031	37749	29282	43.9	43.7	5.1	5730	7169	17.9	32.4
	1980	68863	69652	39227	30425	44.2	43.7	4.9	1478	1143	3.9	3.9
	1985	70872	72575	40768	31807	44.9	43.8	4.7	1541	1382	3.9	4.5
	2000	76309	78849	43573	35276	46.2	44.7	4.0	2805	3469	6.9	10.9
Europe (Mrkt. Econ.)	1950	148019	127839	89996	37843	25.6	29.6	11.0				
	1975	175767	143274	96432	46842	26.7	32.7	8.1	6436	8999	7.2	23.8
	1980	179709	148607	99121	49486	27.5	33.3	7.9	2689	2644	2.8	5.6
	1985	183716	155218	102912	52306	28.5	33.7	7.7	3791	2820	3.8	5.7
	2000	195873	166382	108411	57971	29.6	34.8	6.6	5499	5665	5.3	10.8

Table 1 (Cont.)

Region	Year	Total female pop. (100's)	Labour force (000's)			LFPR female (%)	Female share of TLF (%)	Female labour force distr. (%)	Net change in labour force			
			Total	Male	Female				000's		%	
									Male	Female	Male	Female
Northern America												
	1950	83223	70554	50579	19975	24.0	28.3	5.8				
	1975	121010	104234	65224	39010	32.2	37.4	6.8	14645	19035	29.0	95.3
	1980	127258	112645	69749	42896	33.7	38.1	6.9	4525	3886	6.9	10.0
	1985	134127	119647	73661	45986	34.3	38.4	6.8	3912	3090	5.6	7.2
	2000	150908	139549	83462	56087	37.2	40.2	6.4	9801	10101	13.3	22.0
Latin America												
	1950	81393	57464	47130	10334	12.7	18.0	3.0				
	1975	161872	102022	79269	22753	14.1	22.3	4.0	32139	12419	68.2	120.2
	1980	185625	117065	89957	27108	14.6	23.2	4.3	10688	4355	13.5	19.1
	1985	212558	135031	102392	32639	15.4	24.2	4.8	12435	5531	13.8	20.4
	2000	309183	207320	150601	56719	18.3	27.4	6.5	48209	24080	47.1	73.8
Africa												
	1950	111254	94698	63533	31165	28.0	32.9	9.1				
	1975	202374	152142	102776	49366	24.4	32.4	8.6	39243	18201	61.8	58.4
	1980	232472	170450	115567	54883	23.6	32.2	8.8	12791	5517	12.4	11.2
	1985	268127	191819	130498	61321	22.9	32.0	9.1	14931	6438	12.9	11.7
	2000	410004	284246	194068	90178	22.0	31.7	10.3	63570	28857	48.7	47.1
Oceania												
	1950	6208	5449	4039	1410	22.7	25.9	0.4				
	1975	10496	9076	6147	2929	27.9	32.3	0.5	2108	1519	52.2	107.7
	1980	11562	998	6719	3269	28.3	32.7	0.5	572	340	9.3	11.6
	1985	12695	10902	7307	3595	28.3	33.0	0.5	588	326	8.8	10.0
	2000	16138	14192	9298	4894	30.3	34.5	0.6	1991	1899	27.2	36.1

Source: ILO, *labour force estimates & projections 1950-2000*. (2nd ed. 1977)

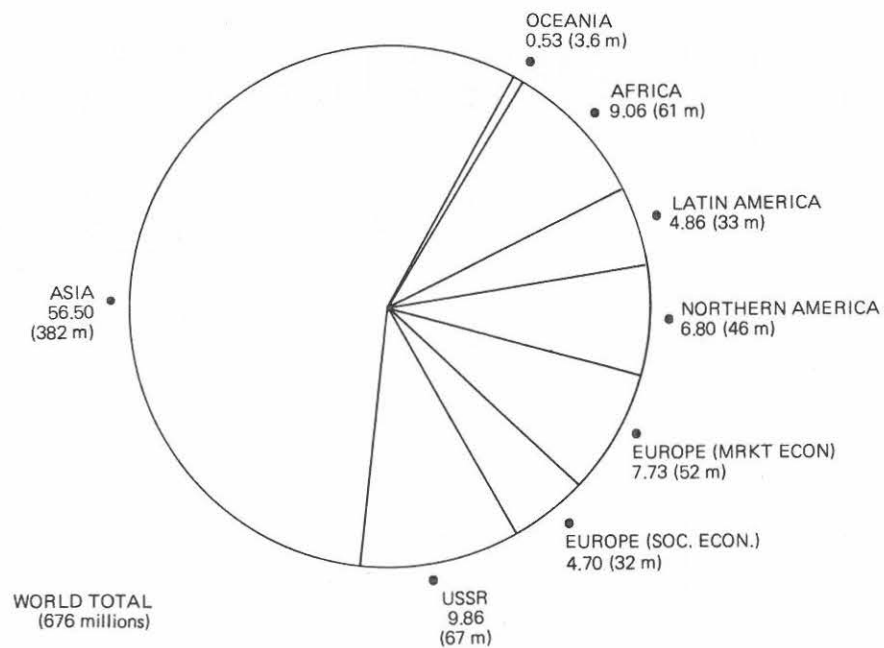
Chart A



SOURCE: ILO, *Labour Force Estimates & Projections 1950-2000*. (21nd Ed. Geneva 1977)

Chart B

REGIONAL DISTRIBUTION OF
FEMALE LABOUR FORCE: 1985
(PERCENT)



SOURCE: ILO, *Labour Force Estimates & Projections* (2nd Ed Geneva 1977)

Increases in the official labour force participation of women is closely linked to a complex set of social and economic changes which have made "paid work" outside the home more and more economically essential for the welfare of the family. While ILO estimates reflect variations in the distribution of "economically active" women among different regions, they also reveal that women in developing countries constitute a major part of the global female workforce. In 1975, women workers of Asia, Africa and Latin America accounted for 68.5 per cent of the total, showing a slight increase to 70.4 per cent in 1985 — about 476 million. Asia alone accounts for more than half of all "economically active" women (see Table 1 and Chart B).

A basic difficulty in statistical analysis of global estimates is the inadequacy of consistent methodologies and comparable data, in particular persistent biases in the recording and reporting of women's work at the point of collection, compilation and tabulation. It is now slowly being recognised that official labour force statistics often underestimate women's actual and real economic contribution, particularly in the employment structure with a substantial amount of household and family farm-based production both in some developed countries and in the subsistence sector of many developing countries⁵.

2. STRUCTURAL AND SECTORAL CHANGES

Changes in economic structure during the past decade have had differing impact on both women and men workers. Table 2 presents composition of the labour force by gender and main sector of activity over a decade (1970 to 1980) in 124 countries in three major regions of the world. These reveal regional and global decline in agriculture for both men and women, increase in the service sector, and a shift towards industrial employment, especially in the developing countries for women. During the Decade, the industrial sector continued to be a major provider of employment in all major economic regions of the world⁶.

The proportion of women working in industry is constantly increasing both in industrial market economy countries and industrialised centrally planned economy countries.

Many developing countries embarked on rapid industrialization as a key factor in their development. As a result, in 1970, 17.9 per cent of the total global labour force was engaged in industry and which by 1980 had increased to 20.8 per cent. In the period 1970-80, the total number of women employment in industries rose by 37 per cent (35 million increase) outstripping the 34 per cent increase (85 million) in the number of men in active industrial employment. In the developing countries, the increase was more striking; the absolute number expanded by more than 23 million or 56.5 per cent.

Providing jobs for the growing numbers of young people is becoming an increasingly salient problem. In several countries they form half or more of the unemployed and in some countries employment opportunities for young women are significantly less than they are for young men⁷. Migration for employment during the past decade is an important issue for young women as well as men. Comparative statistics are not available to demonstrate whether or not, during economic crisis, more women are laid off than men and in which occupations. However, there is clear evidence that among those seeking jobs and in employment, women are worse off economically than men in various occupations. In spite of more employment opportunities for women in selected developing countries, their employment rates are also increasing⁸.

An important feature of the global restructuring of employment affecting women workers in all parts of the world, has been the relocation of labour-intensive industries from industrially developed to developing countries in search of cheap labour, mostly young, unmarried and inexperienced in industrial work⁹. Various multinational corporations have shifted their labour-

intensive production processes, for example, to Hong Kong, Indonesia, Malaysia, the Philippines, Singapore and Thailand. Textiles and clothing were among the first industries to be relocated, since they require little capital and if necessary can employ simple technology, either already available or easily transported. Other industries that followed were food processing, electronics and, in some cases, pharmaceutical products. In this process, various forms of subcontracting arrangements were made to relocate production, or subsidiaries set up with foreign or partly local capital.

Table 2:
Composition of labour force by gender and main sector of activity
1970 and 1980¹

Major economic regions		Female				Male			
		AGR	IND	SER	TOTAL	AGR	IND	SER	TOTAL
('000s)									
Industrialized market economies	1970	11944	26696	66281	105021	23607	88029	85617	197253
	1980	9429	31834	81836	123099	18432	100014	99167	217613
Industrialized centrally planned economies	1970	27472	25681	33482	86635	25848	41324	26285	93457
	1980	20617	31719	43464	95800	20909	54281	32744	107934
Developing countries	1970	247078	41857	46590	335525	430054	121101	133463	684618
	1980	267327	65525	70170	403022	467641	181505	190273	839419
TOTAL	1970	286494	94234	146453	527181	479509	250454	245365	975328
	1980	297373	129078	195470	621921	506982	335800	322184	1164966
(percent)									
Industrialized market economies	1970	11.4	25.4	63.2	100.0	12.0	44.6	43.4	100.0
	1980	7.7	25.8	66.5	100.0	8.5	45.9	45.6	100.0
Industrialized centrally planned economies	1970	31.7	29.6	38.6	100.0	27.7	44.2	28.1	100.0
	1980	21.5	33.1	45.4	100.0	19.4	50.3	30.3	100.0
Developing countries	1970	73.6	12.5	13.9	100.0	62.8	17.7	19.5	100.0
	1980	66.3	16.3	17.4	100.0	55.7	21.6	22.7	100.0
TOTAL	1970	54.3	17.9	27.8	100.0	49.2	25.7	25.1	100.0
	1980	47.8	20.8	31.4	100.0	43.5	28.8	27.7	100.0

(1) 124 countries with a population of over 1 million.

Source: ILO Bureau of Statistics.

In order to examine the sectoral changes in women's labour force participation at the global level, it is essential to place the situation in perspective, noting the differences and contrasts in women's and men's employment opportunities and treatment in various countries and economic regions.

2. DEVELOPING COUNTRIES

The largest number of women in most parts of the developing world continue to work in agriculture or related occupations. In some countries due to industrialization, more and more women are moving away from family farms to wage labour, while the number of landless women in some countries has rapidly increased. In some developing countries, there has also been a large rural/urban migration of men competing for scarce urban jobs and pushing women out of the labour force altogether¹⁰. These data should be further refined when more information is available, keeping in mind that among regions and within countries of Asia, Africa and Latin America, there are vast differences in patterns of industrialization and consequently, employment opportunities. (Table 3)¹¹.

Table 3:				
Women's share in the labour force in selected developing countries: 1975 and 1980				
Country (year)			Women's share of the labour force in %	
			1975	1980
AFRICA				
Burundi	(1971-72)	OE	54.0	53.1
	(16.VIII.79)	C		
Togo	(1.III-30.IV.70)		20.0	44.0
	(1980)	OE		
Seychelles	(VIII.77)	C	36.8	42.1
	(IV.81)	OE		
Botswana	(31.VIII.71)	(De jure population)	53.9	40.3
	(12.VIII.81)	C		
Ethiopia	(1977)	OE	38.4	38.8
	(1980)	OE		
Cameroon	(9-24.IV.76)	C	39.9	37.5
	(1982)	OE		
Benin	(1975)	OE	46.2	36.4
	(20-31.III.79)	C		
Reunion	(16.X.74)	C	31.1	35.9
	(9.III.82)	C		
Zambia	(1977)	OE	28.4	28.2
	(1981)	OE		
Tunisia	(1976)	OE	20.1	20.1
	(V.80)	LFSS		
ASIA				
Thailand	(1.III.76)	LFSS	38.5	47.3
	(VI-IX.80)	LFSS		
Philippines	(1.V.75)	C	26.4	37.0
	(X-XII.78)	HS		

Table 3 (Cont.)

Country (year)	Women's share of the labour force in %		1975	1980
Korea Rep of	(1.X.75)	C	38.8	36.6
	(1.XI.80)	C 15 %		
Peninsular Malaysia	(1976)	LFSS	35.0	36.0
	(1979)	LFSS		
Singapore	(VI.79)	LFSS	33.9	35.7
	(VI.82)	LFSS		
Hong Kong	(2.VIII.76)	C sample	35.0	35.4
	(9.III.81)	C		
Indonesia	(1976)	LFSS	38.7	33.0
	(31.X.80)	C		
Sri Lanka	(9.X.71)	C	35.4	28.1
	(1980-81)	LFSS		
Kuwait	(21.IV.75)	C	11.6	12.8
	(IV.80)	C		
Bahrain	(3.IV.71)	C	5.4	11.4
	(IV.81)	C		
LATIN AMERICA				
St. Lucia	(7.IV.70)	C	37.7	55.2
	(12.V.80)	C		
Jamaica	(1978)	LFSS	46.5	46.6
	(X.81)	LFSS		
Puerto Rico	(III.77)	LFSS	32.9	33.9
	(IV.83)	LFSS		
Trinidad and Tobago		(VI.74) LFSS	30.5	31.6
		(I-VI.81) LFSS		
Venezuela	(VII-XII.77)	LFSS	27.4	26.9
	(I-VI.82)	HS		
Ecuador	(8.VI.74)	C sample	17.0	26.7
	(VI.81)	OE		
Colombia	(24.X.73)	C sample	26.2	26.2
	(1980)	HS		
Costa Rica	(14.V.73)		19.3	26.2
	(VII.82)	HS		
Peru	(4.VI.72)	C	20.7	25.4
	(12.VII.81)	C		
México	(VI.75)	OE	21.6	24.4
	(VI.79)	OE		
Bolivia	(29.IX.76)	C	22.4	23.2
	(VII.82)	OE		
Honduras	(6.III.74)		15.7	16.3
	(1982)	OE		
Guatemala	(26.III.73)		14.0	14.6
	(23.III.81)	C		

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1980, 1979, 1978, 1971, Table 1.

Africa as a region has been worst affected by the world economic crisis which has further deteriorated the economic and social condition of the majority of workers¹². More and more job-seekers are migrating to the towns; in the past, the majority were men, but more recently,

there has been increasing evidence of women also migrating in search of employment. For example in cities such as Addis Ababa and Abidjan there are more female than male migrants¹³. Of the total of 12.7 million refugees in Africa, the majority are women and children¹⁴. Employment opportunities in both the modern and traditional sectors are rapidly decreasing and unemployment and underemployment rates in Africa are estimated to be the highest among all the developing regions, ranging between 50 and 70 per cent, and in some cases up to 90 per cent in rural areas¹⁵.

In Africa, over 55 million women are estimated to be engaged in some form of "economic activity", mainly in agriculture, and in some cases in retail trade, thus accounting for about one-third of the recorded total labour force. The percentages are probably underestimated and do not take into account women's work in a range of tasks in food production. In the informal sector of many countries, women work on family farms, market trading and domestic processing and production¹⁶. There are, however, sectoral differences among countries within the region. For example, in 1980, the female agricultural labour force increased in Ethiopia, Kenya, Tanzania and Zaire. In the Republic of Congo, Gabon and Nigeria, the number of women in this sector appeared to decline.

Furthermore, there is widespread evidence of imbalance between the sexes in the modern sector of urban employment in which higher levels of schooling and training are required. Girls continue to have less access than boys to schooling at every level, especially the higher grades¹⁷. Moreover, they drop out of school more frequently, often due to economic reasons. Several recent surveys have shown that women form only a small proportion of workers in the private and semi-public sectors. Even in the public sector they hold only 10 or 20 per cent of the jobs, mainly in the lower levels as primary-school teachers, nurses and clerical workers¹⁸.

In *Asia*, in many industrialized countries, international developments have led to economic difficulties with serious impact on the employment situation of both men and women workers¹⁹. At the same time, evidence of land concentration and population growth have increased landlessness and consequently, dependence on wage labour. On the other hand, self-employment of women in agriculture has been affected by commercialization of farming, introduction of new technologies, changes in cropping patterns and innovations in organisation. Both, the proportion of rural poor with access to assets and the average value of such assets is falling, leading to increasing poverty, especially affecting the majority of women working in agriculture (e.g. 70-80 per cent in Bangladesh, Nepal and Thailand). In India, where female labour force participation rates in the organised sector appear to have been declining, more and more women are becoming agricultural wage labourers²⁰, because of growing landlessness in rural areas²¹. In Bangladesh, despite social seclusion, and in addition to their largely invisible work behind walls in seed selection, processing, winnowing and threshing, women are increasingly working in the fields and road construction.

In Asia, in the industrial sector, there is a significant shift from the earlier patterns of employment. For example, in the People's Republic of China, the total number of working women in the modern sector has risen from 31,280,000 (32.9 per cent of the total urban workforce) in 1978, to 40,930,000 (36.3 per cent of the total) in 1982. Women are working in textiles and various light industries, cultural and educational services, and also in increasing numbers in heavy industry in the newly emerging electronic industry and institutes of scientific research. At the same time, women's participation in agricultural work and in many non-farm activities continues to be significant quantitatively and qualitatively. With the recent shift towards reliance on the family as a unit of production a new situation is emerging resulting in the spread of rural responsibility systems and domestic products.

In Latin America and the Caribbean the increase in female labour force participation rates are modest in comparison with those of other developing regions. However, they vary considerably from one country to another and are changing rapidly, showing important absolute and relative increases. The fastest growing and most dynamic part of the labour force is the urban female population aged 25-44, which increased by more than 56 per cent. Between 1970 and 1980, young women between 15-19 have tended to maintain their participation rates at about 24 per cent, while a statistic participation rate is observed among older women 55 and over, which has remained at 16 per cent. According to data from countries such as Brazil and Mexico, in 1980, the major increase in labour force participation is in the middle-age group. As in other regions, women are heavily concentrated in the services sector. In most countries of the region more than 70 per cent of women workers are at low levels, in wholesale and retail trade and in restaurants and hotels or community, social domestic and personal services.

In 22 countries of the region for which data was examined, 16.5 per cent of women are found in industrial activities, but there are large differences from one country to another, ranging from 30 per cent in Trinidad and Tobago to 1.7 per cent in the Netherlands Antilles.

The agricultural sector absorbs the smallest number of women workers only 13.9 per cent — but again, with variations between countries. In the recent past there has been a relative decline of women in this sector.

Perhaps the most salient fact about women's employment is the low occupational status of the majority. Moreover, despite the important increase in the proportion of economically active females in this developing region, the numbers remain below those recorded in the rest of the world.

2b. INDUSTRIALIZED MARKET ECONOMY COUNTRIES

Of 22 market economy countries for which data are available, of the total of more than 200 million women, about 31 per cent were reported to be economically active in 1982. During the first half of the Decade for Women (1976-81) more women than men were among the entrants into the labour force in most market economy countries. According to ILO projections, women's activity rates in the industrialized market economies are expected to continue to increase during the coming decades for age groups 20-64 years, and to decrease for those under 20 and over 65. This should result in a slight increase in women's share of the labour force by the year 2000 (table 4).

Since 1970 increase in female labour force participation rates has been especially marked, representing 63.2 per cent of the total labour force. By 1980, there were 136 million economically active women in the OECD countries, out of a totally active population of 351 million, that is, 38.7 per cent. Over the past 30 years, during which the number of economically active men in OECD countries increased by 25 per cent, the comparable rise for women was 74 per cent²⁵.

In spite of the recession which affected most of the OECD countries during the 1970s, the aggregate female participation rates continued to rise, growing at an average about for time faster than the male labour force. However, this great influx of women into the labour force was paralleled by a simultaneous increase in the number of unemployed women. While male unemployment rose at 8.2 per cent a year, female unemployment grew at 9.4 per cent, that is, on average, 15 per cent faster. But, they continue to be highly concentrated in the jobs requiring lower skills, with lower status and lower wages.

Table 4:

Women's share in the labour force in selected industrialized
market economy countries (1975 and 1982)

Country			Women's share of the labour force in %	
			1975	1982
Finland	(1976)	LFSS	46.2	47.1
	(1982)	LFSS		
Sweden	(1.11.75)	C	42.1	46.3
	(1982)	LFSS		
Denmark	(10.76)	LFSS	41.5	44.1 ¹
	(5.81)	LFSS		
USA	(1977)	LFSS	40.3	42.7
	(1982)	LFSS		
Iceland	(12.76)		31.4	42.0
	(12.82)	OE		
Norway	(1.11.1970)		27.7	41.7 ¹
	(1982)	LFSS		
Portugal	(1978)		39.5	41.5 ¹
	(1981)	LFSS		
Canada	(1.6.1976)	C	38.0	40.6
	(6.1982)	OE		
France	(1.3.75)		36.9	39.3
	(1982)	LFSS		
UK	(1976)		37.8	39.1 ²
	(6.80)	OE		
Japan	(1.10.75)	C 1%	36.8	38.7 ²
	(1.10.80)	C		
Austria	(12.5.75)	C LFSS	38.3	38.6
	(1982)	LFSS		
FRG	(4.77)	LFSS	37.6	38.5
	(4.82)	LFSS		
Australia	(30.6.76)	C	35.8	37.6 ¹
	(30.6.67)	LFSS		
Belgium	(30.6.76)	LFSS	34.9	37.2 ²
	(6.1980)	OE		
Switzerland	(1.12.70)		34.1	36.3 ²
	(2.12.80)	C		
Liechtenstein	(1.12.79)	C	34.0	35.5 ²
	(2.12.80)	C		
Italy	(1977)	LFSS	32.1	34.3 ¹
	(25.10.81)	C 2%		
New Zealand	(23.3.76)	C sample	32.5	34.2 ¹
	(24.3.81)	C		
Turkey	(26.10.75)		36.2	33.7 ²
	(12.10.80)	C 1%		
Netherlands	(3.5.77)	LFSS	28.4	33.4
	(1.82)	OE		
Greece	(14.3.71)	C 25%	28.0	31.9 ¹
	(7.11.81)	LFSS		
Luxemburg	(31.12.70)	C	26.1	29.3 ³
	(12.80)	OE		

Table 4 (Cont.)

Country			Women's share of the labour force in %	
Spain	(10.12.78)	LFSS	29.3	28.5 ²
	(10.12.80)	LFSS		
Gibraltar	(6.10.70)		22.6	27.9 ¹
	(9.11.81)	C		
Ireland	(5.75)	LFSS	27.6	27.0 ⁴
	(4.77)	LFSS		
Malta	(11.77)	LFSS	26.0	25.4
	(12.81)	OE		
Average			34.0	36.8
1	1981			
2	1980			
3	1979			
4	1977			

Source: ILO: *Year Book of Labour Statistics*, 1983, 1982, 1978, 1977, Table 1

The major increase in female participation rates is represented by age group 20-54 (especially among women aged 35-44) in most OECD countries. Among the age group 15 to 19 (young workers), and women above 45 (older workers) participation rates have been falling in most countries. One-fifth to one-half of female employment in OECD countries is estimated to be in part time work, where opportunities are increasing.

As levels of education increase, so do the numbers of women attempting to enter the labour market. The result is that participation rates of married women and those with dependent children have been increasing in all countries and in some cases quite rapidly (Annex I).

There have been many profound changes taking place in the sectoral distribution of employment in industrialized market economies (table 4). The proportion working in agriculture has decreased and in some countries, industrial employment has also declined. There is a general tendency for employment to increase in the service sector, particularly in social and personal services, banking and insurance.²⁶ Sectors in which there was a high proportion of female labour in 1983 enjoyed a faster rate of employment growth than sectors with a low proportion²⁷.

Canada and the United States are examples of several economies in which the majority of women are employed in the service sector (Canada 73.3 per cent in 1983, and the United States 78.7 per cent in 1982). In each country, fewer than 3 per cent of women are in agriculture and only 12.1 and 18.0 per cent, respectively, in industry²⁸. This phenomena has occurred particularly in the post industrial period.

It should be noted that job expansion has also occurred in the public sector, thus creating new opportunities for women as well as men. Public expenditure on health, education, and social welfare, has grown rapidly in some OECD countries in the past decade, generating considerable employment opportunities. Thus, for example, in the United States, nearly 30 per cent of the 40 million women in the labour force worked in 1980 in services, compared to only 10 per cent of the 54 million men in the work force²⁹.

The proportion of part-time workers among all female employees ranges from one-fifth in

Japan, to about one-quarter in North America, an average of one-third in the European Economic Community, 35 per cent in Australia (1980), and nearly one-half in Norway and Sweden. Part-time workers are thus mainly female their number, on the whole, has been growing faster than full-time employment.

There has also been a notable increase in short-term and casual employment. One-tenth of all women employees in the ten EEC countries in the mid-1980s, had a fixed-term or temporary appointment. Such temporary workers are particularly common among young women. Moreover, most women work in mainly "female" jobs where they largely compete with each other³⁰. Another notable change in the period under review is the increasing number of mainly female home-based workers, even though this growth is not recorded in official statistics³¹.

2c. INDUSTRIALIZED CENTRALLY PLANNED ECONOMIES

During the last decade, this major economic region has witnessed an active involvement of women and men in employment³². The total female population of the USSR and other socialist countries of Europe numbered, in 1980, over 211 million. Out of these, more than 99 million were economically active, forming 46.2 per cent of the labour force (see Chart B). According to ILO projections, during the period 1985-2000, the female labour force is expected to increase, although the situation may vary in different countries (see table 1). The growth of the national economies, the ever-increasing demand for labour and women's strife for personal and professional recognition, have largely contributed to this change.

As a result, the percentage of women of working age participating in the labour force, is 85 per cent in Bulgaria, 77 per cent in Hungary, 82.7 per cent in the German Democratic Republic, 82.5 per cent in the USSR, and 78.8 per cent in Czechoslovakia. By 1983, women formed 49.2 per cent of the labour force in Bulgaria, 44.3 per cent in Hungary, 47.3 per cent in the German Democratic Republic, 47.8 per cent in the USSR (1979), and 45.7 per cent in Czechoslovakia.

A characteristic feature of women's employment in the socialist countries is their high concentration in social production (60-70 per cent), the largest percentage in industry. For example, in 1983, of all the working women in Bulgaria, 33.7 per cent participated in industry, 39.8 per cent in Hungary (1980), 34.9 per cent in the German Democratic Republic and 36.2 per cent in Czechoslovakia. During the decade there has been a considerable increase in the number of women working in some of the new and promising fields of production such as chemicals, machine-building, electrical engineering and electronics, production of electric power, etc. At the same time, in some of the fields traditionally considered female, such as textiles, clothing, and food processing, their numbers are declining, showing equality of opportunities between men and women in traditional and non-traditional opportunities. Certain changes have occurred in the labour force employed in agriculture. Some of those who were working in agriculture have joined industrial or other sectors. This process has been observed in the USSR, where in 1975 women comprised 47 per cent of the collective farm workers, compared to 46 per cent in 1982; in Czechoslovakia, 44.8 per cent compared to 40.8 per cent in 1983; and in Bulgaria 46.9 per cent compared to 48.5 per cent.

The percentage of women involved in the other sectors of the economy has grown considerably, especially in places where highly skilled labour is needed. In this sphere, the female participation rate exceeds that of male. At present, one-third of working women are employed in the service sector.

The general improvement in educational standards and professional training among the workforce, has been accompanied by an increase in the number of women in the administrative

and technical professions. This has rapidly changed the quality of their contribution to the economic development of their countries. In 1982, women workers comprised 53.4 per cent of all specialists in Bulgaria, 46.5 per cent of them being university graduates and 56.8 per cent with college or special secondary-school certificates. In Hungary, 43 per cent of the university graduates were women; 60 per cent of the specialists in the German Democratic Republic had graduated from colleges or special secondary schools and 36 per cent were university graduates. The percentage of women specialists in the USSR is 59. At present, 52 per cent of all highly qualified people in Czechoslovakia are women. The wide participation of women in education, science, culture and health services, is a firmly established tendency in the socio-economic development of these countries³³. For example, in 1982, the percentage of women in the system of health services was 82 per cent in the USSR, 74.6 per cent in Bulgaria, 83.7 per cent in the German Democratic Republic, and 68.2 per cent in Czechoslovakia; in science, 52 per cent in the USSR, 53.1 per cent in Bulgaria, 53.8 per cent in the German Democratic Republic, and 36.5 per cent in Czechoslovakia.

Women play an increasingly important role in management and the decision-making process; they assume high positions in every sector of the national economy. In the USSR, for example, over half a million women work as plant and factory managers, construction site supervisors, and directors of scientific departments.

NOTES

1. ILO: *World Report*, Vol. I, Geneva, p.7. Estimates based on replies from 61 countries to a special survey in 1980. Also OECD: "Unemployment rates by sex for selected years", *Employment Outlook*, 1983, p. 145.
2. ILO: *Labour force estimates and projections, 1950-2000* (Geneva, 1977), 2nd edition; also ILO: *Women at Work 2/1984* (Geneva, 1984). (see Annex I on employment and unemployment in developing and developed countries) (1976-1980).
3. ILO: *Womanpower: The world's female labour force in 1975 and the outlook for 2000* (Geneva, 1975); Guy Standing: *Labour force participation and development* (Geneva, ILO, 1982), 2nd edition.
4. Based on recent tabulation by the ILO Bureau of Statistics (1984).
5. See ILO: *World Labour Report*, Vol. II (Geneva, 1985), Ch. 13; idem: *World Labour Report*, Vol. I (Geneva, 1984), Box 1.1; L. Beneria; "Accounting for women's work", in *Women and Development* (New York, Praeger, 1982); R. Dixon: "Women in agriculture: Counting the labour force in developing countries", in *Population and Development Review* (New York, Population Council), Vol. 8, No. 3, Sep. 1982.
6. For the first time consideration was given to women in a chapter on industrialization in the International Development Strategy for the Third Development Decade, stressing that "industrialization policies should have as one of their aims productive employment generation and the integration and equal participation of women in industrial development programmes". See United Nations: *Report of the Preparatory Committee for the New International Development Strategy* (New York, 1981), annex to p. 111, para. 77. See also ILO: *Social aspects of industrialization* Report VI, International Labour Conference, 69th Session, Geneva, 1983, pp. 99-104.
7. For this and other issues related to migration, see ILO: *Rural women workers in Asia* (Geneva, 1982).
8. *Economic and social survey of Asia and the Pacific* (Bangkok, ESCAP, 1983).
9. For example, UNIDO: *Women in the redeployment of manufacturing industry to developing countries* (New York, 1980), and idem: *Women and industrialization in developing countries* (New York, 1981).
10. E. Eisold: *Young women workers in export industries: The case of the semi-conductor industry in south-east Asia* (Geneva, ILO, 1984; mimeographed World Employment Programme research working paper, restricted).
11. UNIDO: *Women and industrialization in developing countries* (New York, 1981).
12. See ILO: *A basic needs strategy for Africa*, Report of the Director-General, Fifth African Regional Conference, Abidjan, 1977, p. 1; idem: *Employment growth and basic needs*, Report of the Director-General, Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, Geneva, 1976, p. 22; idem: *World Labour Report*, Vol. I (Geneva, 1984), p. 13; and idem: *Social aspects of development in Africa: The role of social institutions*, Report of the Director-General, Sixth African Regional Conference, Tunis, 1983.
13. UN/Economic Commission for Africa (ECA). *Women in Africa to the year 2000*. Arusha, Tanzania, Oct. 1984, doc. E/ECA/ATRCW/RC/WD/10.
14. ILO: *World Labour Report*, Vol. I, op. cit., p. 103.
15. D. Ghai and S. Radwan (eds.): *Agrarian policies and rural poverty in Africa* (Geneva, ILO, 1983), pp. 12-15.

16. ILO: *Working Women in Africa: An information brief*. Office for Women Workers Questions, (Geneva, 1980).
17. ILO: *Application of the Declaration and Principles and Programme of Action of the World Employment Conference*, Report II, Sixth African Regional Conference, Tunis, 1983, p. 93.
18. K. Akadiri: *The modern employment market in selected African countries* (Geneva, ILO, 1984).
19. Drawn from material provided by ILO/ARTEP (Bangkok).
20. ILO: *World Labour Report*, Vol. I, op. cit.
21. See for example, M. Mies: *Indian women in subsistence and agricultural labour* (Geneva, ILO, forthcoming).
22. See A. Abdullah Tahrannessa and S. Zeidenstein: *Village women of Bangladesh Prospects for change* (Oxford, Pergamon Press, 1982), study prepared for the ILO World Employment Programme.
23. ILO: *World Labour Report*, Vol. I, op. cit.
24. E. Croll: *Women in rural development: The People's Republic of China* (Geneva, ILO, 1979); and *Changing patterns of rural women's employment, production and reproduction in China* (Geneva, ILO, forthcoming).
25. For a fuller analysis, see Liba Paukert, *o.p. cit.*
26. See ILO: *The effects of technological and structural changes on the employment and working conditions of non-manual workers*, Report II, Advisory Committee on Salaried Employees and Professional Workers, Eighth Session, Geneva, 1981.
27. Liba Paukert, *op. cit.*
28. ILO: *Year Book of Labour Statistics* (Geneva, 1983).
29. Liba Paukert, *o.p. cit.*
30. OECD: *Women and employment, policies for equal opportunities* (Paris, 1980).
31. See, for example, Raffaele de Grazia: "Clandestine employment: A problem of our times", in *International Labour Review* (Geneva, ILO), No. 5, Sep.-Oct. 1980.
32. Data for European centrally planned economy countries has been taken from various sources, including ILO: *Year Book of Labour Statistics* (Geneva, 1982), replies of governments to the UN questionnaire (employment part) for the World Conference to Review and Appraise the Achievements of the UN Decade for Women (Nairobi, July 1985), *Women in socialist society and the role of trade unions* (Sofia, 1981), *100 questions and replies on women in Bulgaria* (Sofia, 1983), *Statistical Yearbook of Hungary* (Budapest, 1982) *Annuaire statistique de la RDA* (1983), *Women and socialism: Facts, figures and information on equality for women in the GDR* (Berlin, 1976), 2nd edition, *La femme en Hongrie* (Budapest, Conseil national des femmes hongroises, 1981), *Women in the USSR* (Moscow, Central Statistical Board of the USSR, 1984), *The equality of women in the USSR* (Moscow, 1984), *Soviet women: Their role in society, the economy, the trade unions* (Moscow, 1981), J. Rzhantsina: *Female labour under socialism: The socio-economic aspects* (Moscow, 1983).
33. ILO: *World Labour Report*, Vol. II, op. cit.

Annex 1

Trends in Employment and Unemployment in Developing and Developed Countries (1976-1980)

1. INDUSTRIALIZED MARKET ECONOMY COUNTRIES

The Decade mid-point assessment of the employment and unemployment situation among women in developed and developing countries reveals that while women obtained more jobs than men, there were also almost as many more jobless. Among the 15 developing countries surveyed (1975-1980), the five-year increase in female employment (10.4 million) far outpaced that of men (4.9 million), whereas the five-year increase in unemployment (1.25 million) almost matched that among men (1.5 million).

During the first half of the Decade, total employment of women increased in all developed countries except Spain, where the decrease (5.6 per cent) was equally shared between males and females. In all countries the increase in female employment by far exceeded those for males. The five-year increase in employment was very uneven; ranging from less than 3 per cent in the United Kingdom to over 20 per cent in Canada. The total number of women employed also increased substantially in Australia (10 per cent), Italy (12 per cent), Norway (13 per cent) and the United States (18 per cent).

As a consequence of the changes, the female share of total employment at the mid-point of the Decade amounted to 29 per cent in Spain, 32 per cent in Italy, 35 per cent in Switzerland, 36 per cent in Australia and Belgium, 38 per cent in the Federal Republic of Germany, 39 per cent in Japan, 40 per cent in Austria, the United Kingdom and Canada, 41 per cent in Norway, 42 per cent in the United States, 44 per cent in Denmark, 45 per cent in Sweden and 47 per cent in Finland.

In 1980, according to ILO estimates, in the developing countries, some 500 million persons were unemployed or underemployed. The rates of unemployment in general are extremely complex to quantify, due either to non-availability of statistics, or their non-comparability, and also because definitions of unemployment and underemployment are not very clear. A large proportion of workers in the developing countries are considered to be underemployed, that is, they work only part of the year or the day and they have a low income. There is a relatively small proportion of workers counted in one category of open "unemployment". They are usually attached to the modern sector and their unemployment is generally recorded by government employment agencies.

In 1981, seven out of twelve selected developing countries indicated that women's share of unemployment was higher than their share of employment. Among twelve countries for which data are available, five indicate that the percentage of women in the category of unemployed is higher than men. Moreover, the absolute number of unemployed women also increased in all selected developing countries with only one exception (Table 1).

Table 1:

Trends in employment and unemployment of women workers
in developed countries (1976-80)

Country	Year		Female share of net increase	Percentage change, 1976—80	
	1976 (100's)	1980 (000's)		Male	Female
EMPLOYMENT					
Australia	2 061.5	2 275.8	61.4	3.5	10.4
Austria	1 053.4	1 116.6	61.5	2.4	6.0
Belgium	1 278.1	1 342.5	100.0	— 1.3	5.0
Canada	3 515.0	4 225.0	60.4	7.8	20.2
Denmark	1 000.3	1 091.2	82.9	1.3	9.1
Finland	1 008.0	1 038.0	75.0	0.9	3.0
Germany (Fed. Rep.)	9 276.0	9 679.0	56.8	2.0	4.3
Italy	5 902.0	6 606.0	86.8	0.8	11.9
Japan	19 760.0	21 420.0	62.4	3.0	8.4
Norway	697.0	786.0	71.8	3.2	12.8
Spain	3 672.0	3 465.6	29.2	— 5.6	— 5.6
Sweden	1 751.0	1 906.0	100.0	— 0.5	8.9
Switzerland	999.2	1 030.1	70.9	0.7	3.1
United Kingdom	9 524.0	9 773.0	n.a.	— 1.9	2.6
United States	35 095.0	41 283.0	63.2	6.9	17.6
UNEMPLOYMENT					
Australia	141.7	193.1	47.9	35.8	36.3
Austria	28.7	26.6	n.a.	0.0	— 7.3
Belgium	151.8	238.5	74.9	25.4	57.1
Canada	322.0	388.0	46.8	18.6	20.5
Denmark	51.8	88.7	100.0	— 5.3	63.5
Finland	32.0	53.0	100.0	0.0	65.6
Germany (Fed. Rep.)	493.8	462.5	n.a.	24.7	— 6.3
Italy	802.0	982.0	66.2	14.7	22.4
Japan	340.0	430.0	37.7	4.1	26.5
Norway	16.0	18.0	n.a.	— 12.5	12.5
Spain	201.9	408.1	38.4	69.1	102.1
Sweden	36.0	45.0	47.4	33.3	25.0
Switzerland	5.8	4.5	n.a.	— 61.1	— 22.4
United Kingdom	341.7	564.2	51.9	19.7	65.1
United States	3 320.0	3 291.0	0.0	4.8	— 0.9

n.a. = not available.

Source: ILO Year Book of Labour Statistics, 1981, tables 3A and 9A.

Another important trend is discernable, if one compares women's share of unemployment in the category of persons who have already had a job, and their share of unemployment among those who seek their first employment, women's share of unemployment is considerably higher in the category of persons seeking their first job.

Table 2 compiled for illustrative purposes shows that open unemployment as a percentage

of the recorded labour force is higher among women than men in Latin America and the Caribbean, low-income countries of Asia and middle-income countries of Africa and the Middle East.

2. DEVELOPED COUNTRIES

In the developed countries surveyed, the increase in female employment (1.7 million) during the five year period 1976 to 1980 was much less than that of men (4.3 million) as was the increase in unemployment (1.2 million) as compared with that of men (5 million).

Table 2:			
Estimated unemployment in developing countries 1980 — Percentage of labour force			
Group	Total	Male	Female
All developing countries	6.0 ¹	5.2 ¹	7.8 ¹
Latin America and Caribbean (low-income countries)	8.1	7.4	10.3
Latin America and Caribbean (middle-income countries)	5.6	7.8	8.4
China	...	...	...
India	4.6	3.3	7.3
Asia (other low-income countries)	4.5	2.3	10.2
Asia (middle-income countries)	3.4	3.4	3.4
Africa and Middle East (low-income countries)	14.8	15.9	12.6
Africa and Middle East (middle-income countries)	7.7	4.7	8.7
Africa and Middle East (capital surplus oil producers)	5.4	6.1	4.0
... =	not available.		
¹	Excluding China.		
Source: ILO Bureau of Statistics (estimated on the basis of replies from 61 countries to a special survey conducted by the ILO in 1980); from ILO <i>World Labour Report</i> , Vol. I, Geneva, p. 7.			

a) EMPLOYMENT

Among the 12 developing countries surveyed for the period under review, the female share of net increase in employment was generally less than the male share, except in Tunisia and Syria, where the female share amounted to 54 per cent and 51 per cent, respectively. In most countries the female share ranged between 40 and 47 per cent, except in India (15 per cent), Venezuela (27 per cent), and the Republic of Korea (37 per cent). (Table 3).

Table 3:

Trends in employment and unemployment of women workers
in developing countries 1976-80

Country	Year		Female share of net increase	Percentage change, 1976-80	
	1976 ('000)	1980 ('000)		Male	Female
EMPLOYMENT					
Colombia	868.4	1 224.6	40.3	36.4	41.0
Costa Rica	132.7	176.4	40.5	13.3	32.9
Jamaica	261.7	289.1	47.1	7.4	10.5
Panama	126.7	152.9	47.2	8.5	20.7
Puerto Rico	252.0	299.0	46.1	11.5	18.7
Venezuela	1 035.0	1 156.5	27.3	12.2	11.7
Mauritius	42.5	51.1	46.0	7.3	20.2
Tunisia	290.0	359.6	53.8	5.0	24.0
Cyprus	58.7	68.0	42.5	12.5	15.8
India	2 397.0	2 784.0	14.7	12.6	16.1
Korea (Rep. of)	4 820.0	5 243.0	36.8	9.4	8.8
Syria	161.5	329.9	50.7	10.2	104.3
UNEMPLOYMENT					
Colombia	120.2	172.4	70.6	13.9	43.4
Costa Rica	11.5	13.8	20.4	47.9	20.0
Jamaica	132.8	183.0	68.7	35.3	37.8
Panama	14.7	23.8	53.5	41.6	61.9
Puerto Rico	42.0	42.0	0.0	-3.0	0.0
Venezuela	51.7	56.3	11.9	18.6	8.9
Mauritius	4.6	7.4	100.0	-9.9	60.9
Tunisia	8.2	11.7	100.0	-3.2	42.7
Cyprus	3.4	1.9	14.7 ¹	-78.4	-44.1
India	1 182.0	2 115.0	16.2	57.5	78.9
Korea (Rep. of)	97.0	191.0	28.5	36.8	96.9
Syria	11.7	12.9	100.0	-32.0	10.3

¹ Female share of net decrease.

Source: ILO: *Year Book of Labour Statistics*, 1981, tables 3A and 9A.

During the period (1976-1980), total employment of women increased in all of the 12 developing countries. In Syria, in particular, it doubled whereas employment among men increased by only 10 per cent. The increase in female employment was very uneven, ranging from about 9 per cent in the Republic of Korea to 104 per cent in Syria. The total number of women employed also increased substantially in Colombia (41 per cent), Costa Rica (33 per cent), Tunisia (24 per cent), Panama (21 per cent) and Mauritius (20 per cent).

As a consequence of these changes, the female share of total employment at the mid-point of the Decade (1980) amounted to 12 per cent in India, 16 per cent in Syria, 22 per cent in Tunisia, 24 per cent in Costa Rica, 26 per cent in Mauritius, 28 per cent in Venezuela, 29 per cent in Panama, 36 per cent in Puerto Rico, 37 per cent in Cyprus, 38 per cent in the Republic of Korea and Colombia, and 39 per cent in Jamaica.

b) UNEMPLOYMENT

In some of the countries surveyed, the increase in unemployment among women was substantially greater than that of men. For example, in Mauritius, Tunisia and Syria, while male unemployment decreased, female unemployment increased by 61 per cent, 43 per cent and 10 per cent respectively. In Cyprus both male and female unemployment decreased by about 78 per cent and 44 per cent respectively. In Puerto Rico, on the other hand, female unemployment remained stable, while male unemployment decreased by 3 per cent. The highest increases in female unemployment occurred in the Republic of Korea (97 per cent) and India (79 per cent). In these countries male unemployment increased by 37 per cent and 57 per cent, respectively.

The changes cited above also indicate that the female share of unemployment in 1980 was generally higher than their share of employment; it amounted to 14 per cent in India, 16 per cent in Syria, 18 per cent in Tunisia, 21 per cent in Venezuela, 24 per cent in Puerto Rico, 26 per cent in the Republic of Korea, 33 per cent in Costa Rica, 34 per cent in Mauritius, 44 per cent in Cyprus, 47 per cent in Panama, 49 per cent in Colombia, and 68 per cent in Jamaica.

3. UNEMPLOYMENT RATES IN OECD COUNTRIES (1982)

From information tabulated, according to estimates, in 1982 in OECD member countries,

Table 4: Unemployment rates by sex for selected years (OECD countries)										
	1973		1975		1979		1981		1982	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Australia	1.6	3.6	3.7	7.0	5.0	8.0	4.7	7.4	6.2	8.4
Austria	0.6	1.8	1.4	2.3	1.5	3.1	1.9	3.6	2.6	4.6
Belgium	1.8	3.1	3.1	6.3	4.1	11.6	4.3	12.8	...	...
Canada	4.9	6.7	6.1	8.1	6.6	8.7	7.0	8.3	11.0	10.8
Finland	2.4	2.2	2.3	2.1	6.4	5.6	5.2	5.2	6.1	6.0
France	1.5	4.6	2.8	6.3	4.0	8.9	5.0	10.9	5.6	11.7
Germany	0.9	1.3	3.8	4.6	2.5	4.6	3.9	6.0	6.0	7.7
Italy	4.1	11.4	3.7	10.5	4.8	13.1	5.3	14.2	6.0	14.7
Japan	1.3	1.2	2.0	1.7	2.2	2.0	2.3	2.1	2.4	2.3
New Zealand	0.1	0.3	0.2	0.3	1.7	2.3	3.2	4.6	...	...
Norway	1.0	2.4	1.9	2.9	1.6	2.4	1.5	2.8	2.3	3.0
Portugal			5.1	6.1	4.8	12.9	4.0	13.9	...	...
Spain	2.7	2.6	4.7	4.2	8.7	10.8	13.8	18.0	15.1	20.3
Sweden	2.3	2.8	1.3	2.0	1.9	2.3	2.3	2.7	3.0	3.4
Switzerland			0.4	0.2	0.3	0.5	0.2	0.2	0.4	0.4
United Kingdom	3.0	1.0	4.4	1.4	5.5	3.3	10.9	6.0	12.7	7.1
United States	4.0	6.0	7.6	9.3	5.0	6.8	7.2	7.9	9.6	9.4
Seven major countries	2.8	4.2	4.9	6.2	4.2	6.0	5.8	7.1	7.4	8.2

Source: OECD: *Employment Outlook*, p. 145

some 30 million people were unemployed, including 12 million women, representing an overall unemployment rate of 8.2 per cent, ranging from 0.4 to 15.1 per cent for men and 0.4 to 20.3 per cent for women (see Table 4). In the majority of OECD countries, women's unemployment rate was higher than that of men. While women formed 38.5 per cent of the employed labour force, they constituted 43.3 per cent of the total recorded unemployed (see Table 4). The actual number of unemployed women, according to some estimates, may be even higher than revealed in official statistics.

It is significant to note that in the 1970s, the character of unemployment changed in such a way that it affected adversely the marginalised and vulnerable groups of workers, such as the unskilled, women and youth. In most industrial market economy countries, for example, during the 1970s, the percentage of unemployed or those looking for work for more than a year almost doubled. By the beginning of 1984, unemployment stood at the high level of 35 million—about 10 per cent of the total labour force—many of whom are in different categories such as school-leavers, migrant workers, semi and unskilled workers laid off for reasons of technological and economic change.

In 14 selected OECD countries the unemployment rates of young men up to the age of 20 varied in 1982 from 7.8 to 44.4 per cent, while in the same age group those of young women ranged from 4.3 to 52.6 per cent. The age group 20-24 also showed a higher unemployment rate: for men between 3.6 and 26 per cent, and for women between 4.4 and 36.5 per cent.

The significant change is that while two decades ago female and male unemployment rates did not show a wide differential, now female rates are noticeably higher than male.

AFRICA

Chapter II

Women in the Economic Activity in Africa

1. POPULATION AND FEMALE LABOUR FORCE

Africa is notable for its extremely low population density (16 inhabitants per square kilometre) and for the fact the region has the largest number of states. In about half the countries of this continent, there were less than 300,000 women workers in 1980; in some cases, the figures was under 50,000. Only a few countries such as Ethiopia, Nigeria, South Africa, Tanzania and Zaire had populations of over 2 million.

In 1975, according to ILO estimates, the female population of Africa was 202.4 million, representing 10.2 per cent of the female population of the world. In the same year, 49.4 million women were engaged in economic activities, representing 8.6 per cent of all workers. Twenty-four out of every 100 women living in Africa belonged to the labour force. However, the gross rate of participation of women in economic activity and the proportion of the national labour force which they represented, varied greatly from one country to another, reflecting, as elsewhere in the world, the influence of demographic, social, cultural and political factors in each country.

In 1975, women accounted for nearly one-third of the total labour force of Africa, a proportion which concealed considerable disparities from one country to another, ranging from 4 per cent in Mauritania to 52 per cent in Botswana, the only country in the world where more women than men worked. Nearly 3.6 million girls aged 10 to 14 were economically active, representing 16 per cent of all women workers in this age group in the world. These very young working girls were mostly employed on family farms as unpaid help. At the other end of the scale, about 1.3 million women aged 65 and over were still economically active, representing 2.6 per cent of the total female labour force of Africa. Their participation rate was 19.8 per cent, the highest of any of the major geographical regions of the world.

According to ILO estimates, the female population of Africa in 1980 was 237 million, about 56 million more than that in Latin America. It represented 10.7 per cent of the world female population and 15 per cent of that of the less developed regions. Also in 1980, about 55 million women were engaged in some economic activity, almost 28 million more than in Latin America.

The number of women exercising an economic activity as a percentage of the total female population varies greatly from one region to another, ranging from 4.9 per cent in Northern Africa to 32.6 per cent in Western Africa. The latter area includes countries such as Mauritania and Niger, where the gross participation rate is under 10 per cent, and Mali and Burkina Faso, where over half of the population comprises the labour force.

Women workers in Africa account for 32.4 per cent of the total active population, but for less than 3 per cent of the world total. Out of every 100 women living in Africa, 24 are

Table 1:

Economically-active population, and activity rates in selected African countries

Country	Men			Women		
	Total population	Economically active population	Activity rates	Total population	Economically active population	Activity rates
	in thousands		in %	in thousands		in %
Burundi	1 946	1 110	57.0	2 082	1 258	60.4
1979						
Rwanda	2 364	1 290	54.6	2 481	1 372	55.3
1978						
Seychelles	32	23	70.3	32	17	51.9
1981						
Madagascar	4 010	2 249	56.1	4 151	1 928	46.4
1975						
Ethiopia	15 685	8 571	54.6	15 381	5 435	35.7
1980						
Togo	1 190	570	47.9	1 286	448	34.9
1980						
Cameroon	4 429	2 214	50.0	4 453	1 329	29.8
1982						
Ivory Coast	3 475	1 909	54.9	3 235	923	28.5
1975						
Botswana	443	188	42.5	498	127	25.5
1982						
Reunion	253	111	43.8	263	62	23.6
1982						
Benin	1 601	708	44.3	1 738	406	23.3
1979						
Somalia	1 567	875	55.8	1 603	365	22.8
1975						
Zambia	2 898	1 311	45.2	2 971	514	17.3
1981						
Mali	3 124	1 883	60.3	3 271	385	11.8
1976						
Tunisia	3 204	1 447	45.1	33 165	364	11.5
1980						
Egypt	21 487	10 252	47.7	20 734	1 191	5.7
1980						
Algeria	8 336	3 071	36.8	8 494	300	3.5
1977						
Mauritania	636	381	59.9	648	17	2.6
1976						
Burkina Faso	2 828	1 360	48.1	2 811	48	1.7
1976						
Burkina Faso	2 828	1 360	48.1	2 811	48	1.7
1975						

Note: 1. Activity rates are ratios of the economically active population to the total population.
2. Population figures are rounded for thousand.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 1.

considered to be in the labour force. However, the number of women aged 15 and over in economic activity, was 40.2 per cent, approximately the same as in Europe (40.5 per cent), and in Oceania (39.7 per cent).

a) FEMALE PARTICIPATION RATES

Data on economically active male and female populations for 19 countries was examined and ranked according to female activity rates, as there are divergent criteria adopted from one country to another in counting them as economically active. (Table 1)

The average activity rates for Africa as a whole, from a sample of 19 countries, are comparable to other developing continents; for example, Asia (53.6 per cent). In Africa, according to official statistics, a few countries have the lowest female activity rates in the world: Egypt (5.7 per cent), Algeria (3.5 per cent), Mauritania (2.6 per cent), and Burkina Faso (1.7 per cent).

As shown in Table 1, the lowest and highest activity rates for females are registered by Burkina Faso (1.7 per cent), and Burundi (60.4 per cent). For males, Algeria shows the lowest (36.8 per cent), and Seychelles (70.3 per cent), the highest. Seychelles is a small country having in 1981 a total population of 64,000, whereas countries such as Egypt, Ethiopia, Algeria, Mali, Madagascar, the United Republic of Cameroon, the Ivory Coast, etc., have larger populations and geographical areas. Egypt, for example, has a female population of almost 21 million in 1980, of which hardly 1.2 million were economically active. The situation is more or less the same in Algeria, Mauritania, and Burkina Faso.

Out of the 19 countries included in Table 1, Burundi and Rwanda show higher activity rates for females than for males. Female activity rates in Burundi and Rwanda were 60.4 per cent (1979), and 55.3 per cent (1978), respectively, while those of males were 57.0 per cent and 54.6 per cent, but the situation changed slightly in 1982-1983, as indicated in Chart A where the averages have been calculated.

AFRICA (CHART A)			
Activity rates among men and women (19 countries) 1982, 1983			
	Activity rates (%)		
	Lowest	Highest	Average
Male	36.8 (Algeria)	70.3 (Seychelles)	51.3
Female	1.7 (Burkina Faso)	60.4 (Burundi)	25.9
Source: ILO: <i>Year Book of Labour Statistics</i> , 1982 to 1983.			

b) WOMEN WORKERS BY AGE GROUPS

The results of an analysis of participation rates among males and females, based on three broadly classified age groups for 12 countries for different years (1976-1982) in Table 2, reveal low participation rates among both men and women under 25 years of age, and significantly

Table 2:

Economically-active population by sex and broadly classified age-groups in selected African countries (in thousands and in percent)

Country (year)	Age group	Men			Women		
		Total population	Active population	Activity rates	Total population	Active population	Activity rates
				in %			in %
Cameroon (1982)	-25	2 751	658	23.9	2 735	420	15.4
	25-54	1 364	1 311	96.1	1 364	741	54.3
	55+	314	246	78.3	353	169	47.9
Rwanda (1978)	-25	1 625	594	36.6	1 633	592	36.3
	25-54	570	559	28.1	663	642	96.8
	55+	169	137	81.1	185	138	74.6
Seychelles (1980)	-25	20	9	45.0	18	5	27.8
	25-54	9	8	88.9	8	5	62.5
	55+	3	2	66.7	4	1	25.0
Togo (1980)	-25	839	242	28.8	813	184	22.6
	25-54	261	251	96.2	358	214	59.8
	55+	90	77	85.6	115	51	44.3
Tunisia (1980)	-25	2 026	454	22.4	1 956	160	8.2
	25-54	848	819	96.6	933	182	19.5
	55+	330	174	52.7	275	22	8.0
Zambia (1981)	-25	1 947	414	21.3	1 913	209	10.9
	25-54	776	766	98.7	859	230	26.8
	55+	175	131	74.9	199	74	37.2
Algeria (1977)	-25	5 676	916	16.1	5 462	104	1.9
	25-54	2 012	1 898	94.3	2 278	169	7.4
	55+	649	257	39.6	753	27	3.6
Benin (1979)	-25	1 047	210	20.1	1 074	143	13.3
	25-54	387	374	96.6	506	215	42.5
	55+	167	125	74.9	158	47	29.7
Botswana (1981)	-25	295	61	20.7	317	53	16.7
	25-54	104	95	91.3	129	60	46.5
	55+	44	32	72.7	52	14	26.9
Burundi (1979)	-25	286	515	40.0	1 316	568	43.2
	25-54	497	486	97.8	580	560	96.6
	55+	163	108	66.3	186	130	69.9
Ethiopia (1980)	-25	9 837	3 146	32.0	9 604	2 222	23.1
	25-54	4 544	4 400	96.8	4 750	2 949	62.1
	55+	1 302	1 025	78.7	1 027	263	25.6
Mali (1976)	-25	1 949	775	39.8	1 994	179	9.0
	25-54	902	880	97.6	1 009	175	17.3
	55+	272	227	83.5	269	30	11.2

Note: Population figures are rounded for thousand.

Source: ILO: *Year Book of Labour Statistics*, Geneva), 1983, 1982, Table 1.

lower participation rates among women in this age group and much lower participation rates for women above 55 years compared to men. Some countries which have relatively low participation rates for both males and females below 25 years, are Algeria (Chart B), Botswana, the United Republic of Cameroon, Tunisia, and Zambia. The participation rates for males within this age

group in Tunisia, for example, is 22.4 per cent, and for females 8.2 per cent. In Zambia, these rates are 21.3 per cent and 10.9 per cent respectively.

AFRICA (CHART B)					
Participation rates by age groups (percentages)					
Country		Participation rates for total population	Participation rates by age groups:		
			-25	25-54	55 +
Algeria 1977:	M	36.8	16.1	94.3	39.6
	F	3.5	1.9	7.4	3.6
Tunisia 1980:	M	45.1	22.4	96.6	52.7
	F	11.5	8.2	19.5	8.0

Source: ILO: *Year Book of Labour Statistics*, 1982 and 1983, Table 1.

In Algeria, only 1.9 per cent of females below 25 years of age and 3.6 per cent above 55 years are economically active; in Tunisia the corresponding ratios are 8.2 per cent and 8.0 per cent. The middle groups show a higher ratio for both. The overall participation rates for females are lower than those of males, as is reflected in the ratios of the three age groups. In summary, the analysis shows that there is a "sluggish" participation rate among females within certain age groups, that is either relatively young or relatively old.

2. DISTRIBUTION BY ECONOMIC SECTORS

Around 34 million, or roughly 76 per cent, of the 45 million women exercising an economic activity in Africa in 1970 were employed in the agricultural sector. Some 3 million, that is over 6 per cent, were working in the industrial sector, and approximately 8 million, or about 18 per cent, in the services sector. The share of African women in the world female labour force was 11.8 per cent in agriculture, 3 per cent in the industrial sector, and 5.4 per cent in the services sector.

Between 1950 and 1970, the female labour force rose by over 7 million in agriculture, roughly 2 million in the industrial sector, and over 4 million in the services sector. Expressed in percentages, this represents an increase of 28 per cent in agriculture, 182 per cent in industry, and 110 per cent in services.

In 1970, the share of women in the total labour force of Africa was as follows: 34.6 per cent in agriculture, 33.8 per cent in services, but a mere 18.3 per cent in the industrial sector. Although the figure has risen in the industrial sector over the past 20 years, there has been virtually no change in the two other sectors — a slight drop in agriculture and a slight increase in services. Recent data indicates that agriculture continues to be the predominant sector in which women work. Seven countries for which data is available in Africa (Chart C) reveal the pattern of distribution of active female population among major economic sectors in which the share of industry and services shows relatively higher participation rates than in 1970.

AFRICA (CHART C)

Distribution of active female population by economic sectors (Percentages)

Agriculture	Industry	Services	Others
42.5	10.2	27.1	20.2

Note: The percentages are averages of sample countries and table 3 shows data for individual countries.

Source: ILO: *Year Book of Labour Statistics*, 1980, 1982, 1983.

There are, however, wide differences between the individual countries of Africa as regards the distribution of women by economic sector and their share in the total labour force. These differences are attributable to specific national economic circumstances and reflect the low levels of education and other social, religious, and cultural variables. For illustrative purposes, seven countries are selected in table 3, based on data from different years to indicate distribution of women by major branches of economic activity (Table 3).

Table 3:

Distribution of economically active women by major branches of
economic activity in selected African countries (in thousands and in percent)

Country (year)		Total economically active women	Distribution			
			Agriculture	Industry	Services	Others*
Algeria	No.	300.3	6.5	24.8	96.7	172.3
(1977)	%	100.0	2.1	8.3	32.2	57.4
Cameroon	No.	1 329.0	1 160.1	32.2	66.7	70.0
(1982)	%	100.0	87.3	2.4	5.0	5.3
Egypt	No.	857.8	65.7	87.7	477.3	227.1
(1980)	%	100.0	7.6	10.2	55.7	26.5
Malawi	No.	1 056.5	996.0	17.4	29.1	14.0
(1977)	%	100.0	94.3	1.6	2.8	1.3
Mali	No.	384.6	283.1	11.3	58.4	31.8
(1976)	%	100.0	73.6	2.9	15.2	8.3
Tunisia	No.	363.5	113.2	158.0	60.7	31.7
(1980)	%	100.0	31.1	43.5	16.7	8.7
Reunion	No.	62.0	0.8	1.6	38.6	21.0
(1982)	%	100.0	1.3	2.6	62.3	33.8

Note: The division of economic activity from 1–9 are regrouped into three major branches such as:
1 – Agriculture
2–5 Industry
6–9 Services

* Others include persons not adequately defined and those seeking their first job or unemployed, etc.

Population figures are rounded to the first decimal point.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1982, 1981, Table 2A.

c) THE AGRICULTURAL SECTOR

Agriculture has always been the principal source of employment for women in Africa. However, data for the period 1950 to 1970 appears to show a decline, and in some cases, the participation rates are very low. In 1970, in almost half of the countries, nine women out of ten considered as economically active were working in the agricultural sector. This was the situation in the United Republic of Cameroon, the Central African Republic, Chad, Rwanda and Zaire, where 96 per cent of the women were employed in agriculture. In ten countries, including Kenya, Madagascar, Tanzania, and Uganda, this sector employed between 90 and 95 per cent of the female labour force. In others, including Burundi, the United Republic of Cameroon, Madagascar and Mali, women represented over 40 per cent. In eight countries, including Benin, Egypt, South Africa and Tunisia, under 40 per cent were working in the agricultural sector.

The figures for 1970 also show four countries (Botswana, the Central African Republic, Rwanda and Zaire) in which the female labour force was larger than the male labour force in this sector. The lowest figures, that is under 10 per cent, were recorded in a small number of countries, mainly in northern Africa.

Recent data compiled between 1950 and 1980 showed that the female agricultural labour force increased in Ethiopia, Kenya, South Africa, Tanzania and Zaire, while the agricultural labour in the Congo, Gabon and Nigeria showed a decline.

d) THE INDUSTRIAL SECTOR

In almost all countries of Africa, the industrial sector offered relatively little opportunities for women during the 1950-70 period. In 1950, it accounted for less than 1 per cent of the female labour force in 19 countries, compared to only seven countries 20 years later; and over 10 per cent of the female labour force was employed in this sector in 13 countries in 1970, as against seven countries in 1950.

In some countries the share of the female labour force more than tripled and, in a dozen others, more than doubled during this period. Although their relative share increased, the number of women workers in this sectors in absolute figures rose only slightly, by 1.826.000 for the whole continent over 20 years. In some 15 countries the increase was less than 5.000, in nine others, less than 20.000; only in six countries (Ethiopia, Ghana, Nigeria, South Africa, Burkina Faso, and Zaire) this increase signified 60.000 additional women workers.

In Africa, in some 30 countries, the share of women in this sector was about 5 per cent in 1970, and in seven countries, including Chad, the Ivory Coast and Rwanda, it was less than 1 per cent. Only in two countries, the Libyan Arab Jamahiriya and Tunisia, the total female labour force employed in the industrial sector was over 40 per cent. Mali and Burkina Faso employed about 72 per cent of women in this sector, showing higher rates for women than men.

e) THE SERVICES SECTOR

In almost all African countries, more and more women were employed in the services sector in countries for which data was available. The proportion of women more than tripled in some countries and doubled in others. For example, the percentage of working women in this sector rose from 3 to 8.3 per cent in Senegal, 7 to 13.6 per cent in the Ivory Coast, 19.8 to 30.5 per cent in Nigeria and 31.6 to 51.9 per cent in Mauritius. In South Africa and Morocco, despite a sharp increase in absolute figures, the proportion declined, respectively, from 80 to 58.5 per cent and from 48.8 to 36.4 per cent.

As in other developing regions, the services sector employs more women than the industrial sector in most African countries. In most countries, less than 10 per cent of the working women are in the services sector. They are mostly concentrated in community services, social and personal services, in the wholesale and retail trade, and restaurants and hotels. Transport and communication services provide employment for less than 5 per cent in countries for which figures are available. The share of the female labour force in the services sector ranges from under 2 per cent in Guinea, Mali and Burkina Faso, to over 70 per cent in Benin and Réunion. Only in a few countries, such as Algeria, Egypt and South Africa, the services sector employed more than 50 per cent of the economically active women.

In most African countries, except ten, including Ethiopia, Mali and Mozambique, the proportion of women in the total labour force of the services sector is greater than in the industrial sector; in some 20 countries, the proportion is also greater than in the agricultural sector. The share of working women in the sector's labour force varies greatly from one country to another, ranging from under 5 per cent (Libyan Arab Jamahiriya) to 84 per cent (Benin). In addition to the latter country, they represent a majority in the sector in Ghana, Nigeria and Togo, and a substantial proportion (over 40 per cent) in the Congo, the Ivory Coast, Namibia, South Africa, Swaziland, and Zambia. In eight countries, including Algeria, Mozambique and Zaire, they represent less than 10 per cent.

3. DISTRIBUTION BY EMPLOYMENT STATUS

The pattern of distribution of the female labour force by employment status is a general guide to assess the role of women in the national economy and is also an index of their educational progress and income distribution. Despite certain statistical problems of inadequate information and limited coverage of countries, the following chart provides an overall picture of women by occupational status in Africa. Table 4 provides data for countries for various years showing distribution by status of employment.

AFRICA (CHART D)				
Active female population by employment status (percentages)				
1. Employees and own account	2. Employees	3. Unpaid family workers	4. Not classified by status	
19.6	35.3	23.0	22.2	
Note: The percentages are arithmetic averages of six sample countries with the available data for the latest years (See table 4 for individual countries).				
Source: ILO: <i>Year Book of Labour Statistics</i> , 1980, 1981, 1982, 1983.				

a) FEMALE EMPLOYERS AND "OWN ACCOUNT" WORKERS

The proportion of female employers and women working on their own account varies considerably from country to country; for example, from 1.7 per cent in Algeria to 59 per cent in the United Republic of Cameroon. In Tanzania, four out of every five women belong to this category. In Ghana, over 70 per cent, and in Mozambique over 50 per cent of women work on their own account, compared with Gabon, Mauritius and some other countries where less than 10 per cent fall in this category.

Table 4:

Distribution of economically active women by status of employment in selected African countries (in '000 and in %)

Distribution by employment status						
Country (year)		Economically active women	Employers and own account workers	Employees	Unpaid family workers	Not classified by status
Algeria	No.	300.3	5.2	126.4	1.4	167.3
(1977)	%	100.0	1.7	42.1	0.5	55.7
Cameroon	No.	1 329.0	779.6	46.7	434.7	68.0
(1982)	%	100.0	58.7	3.5	32.7	5.1
Mali	No.	384.6	51.5	10.4	286.6	36.0
(1976)	%	100.0	13.4	2.7	74.5	9.4
Tunisia	No.	363.5	100.5	133.5	95.6	33.9
(1980)	%	100.0	27.6	36.7	26.4	9.3
Reunion	No.	62.0	2.4	37.6	0.7	21.3
(1982)	%	100.0	3.9	60.6	1.1	34.4
Egypt	No.	857.8	102.8	566.5	23.5	165.0
(1980)	%	100.0	12.0	66.0	2.8	19.2

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2A

In some countries in Africa, the majority of those working on their own account are found in the agricultural sector. For example, in the United Republic of Cameroon in 1982 out of 779.000 women, 732.000 or 94 per cent were in agriculture; in Mali in 1976, out of 51.000 women 30.000 or 59 per cent were in agricultural occupations. On the other hand, in Egypt in 1976, 34 per cent of women were in this category and in the case of Tunisia, in 1975, it was 14 per cent.

These higher percentages in agriculture in some countries are not an exclusive phenomenon for women, but in many cases these also apply to men who are in agricultural activities; for example in the United Republic of Cameroon, about 85 per cent (1982), and in Mali, 91 per cent (1976) were in agriculture.

Available data from a few countries indicate that the proportion of salary and wage earners in the total female labour force tends to be lower where the proportion in agriculture is high. In Botswana, Gabon, Liberia, Mozambique and Tanzania, where 90 per cent or more of the female labour force is employed in the agricultural sector, there are only 2 to 10 per cent of employees. By contrast, in Algeria, Egypt, Mauritius, Réunion and the Seychelles, where only 10 to 38 per cent of the economically active women work in the agricultural sector, the proportion is relatively higher.

b) "UNPAID FAMILY WORKERS"

Due to the size of the traditional sector in many African countries, a fairly large percentage of women belong to this category: for example, Gabon (84 per cent), Sierra Leone (83 per cent) and Liberia (75 per cent). In the Libyan Arab Jamahiriya, Morocco and Mozambique, one out of three women workers is in this category, compared with less than 5 per cent in Botswana, Mauritius, Réunion, and the Seychelles. In Egypt, 30.4 per cent of women were classified as unpaid family workers in 1960, 15.5 per cent in 1966, and 2.8 per cent in 1980.

The proportion of the female labour force in this category in most countries is greater than that of the male labour force: for example, 75 per cent of women and 13 per cent of men in Liberia, and 30 per cent of women and 14 per cent of men in Morocco. In Botswana, the situation of women in this category represents 2.1 per cent of the total female labour force, and men 4.5 per cent of the total male labour force. Countries showing a higher percentage of women compared to men in this category are, Gabon (55 per cent), Ghana (67 per cent), Liberia (76 per cent), Libyan Arab Jamahiriya (60 per cent), Mozambique (62 per cent), Sierra Leone (55 per cent), and Tunisia (55 per cent).

Most women classified as unpaid family workers are in the agricultural sector: for example, in Algeria, Ghana, Mozambique and Tanzania, over 90 per cent work on family farms. Of all the countries for which figures are available, Réunion and the Seychelles are examples where trade, and hotels and restaurants, take precedence over agriculture. However, in Tunisia, almost 25 per cent in this category work in the manufacturing industry.

4. DISTRIBUTION BY MAJOR OCCUPATIONAL GROUPS

The occupational concentration of the labour force depends mostly on the size and development of the dominant sector of the national economy. For example, if the industrial sector is relatively developed and larger than the other sectors, then a substantial proportion of the labour force of such a country naturally finds employment opportunities in the industrial sector. African economies are predominantly agricultural, and therefore, for the majority of the workers, both male and female, agriculture would be the most prospective sector for employment. Table 5 provides a summary of the data on occupational groups for women in selected countries in Africa.

Table 5:										
Distribution of economically active women by type of occupation in selected African countries (in '000 and in %)										
Distribution by type of occupation										
Country (year)		Total economically active women	Prof., technical and related workers (1)	Admin., and managerial workers (2)	Clerical & related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal hubs. & forest workers (6)	Production related workers (7-9)	Others*
Cameroon	No.	1 329.0	11.9	0.2	9.7	31.5	11.1	1 177.4	32.9	54.3
(1982)	%	100.0	0.9	—	0.7	2.4	0.8	88.6	2.5	4.1
Mali	No.	384.9	6.2	0.1	3.2	10.4	6.1	281.5	46.9	30.5
(1976)	%	100.0	1.6	—	0.8	2.7	1.6	73.2	12.2	7.9
Seychelles	No.	9.6	1.0	0.1	0.7	0.5	4.8	1.2	0.9	0.4
(1977)	%	100.0	10.4	1.0	7.3	5.2	50.0	12.5	9.5	4.2
Tunisia	No.	363.5	—	5.7	—	0.6	36.1	113.0	152.7	21.6
(1980)	%	100.0	—	1.6	—	0.2	9.9	31.1	42.0	5.9
Egypt	No.	857.8	281.7	16.8	195.9	31.8	54.5	61.0	52.0	164.1
(1980)	%	100.0	32.8	2.0	22.8	3.7	6.4	7.1	6.1	19.1

Note: * Others include workers not classified by any occupation.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2B.

As the figures in Chart E below clearly indicate, the highest percentages of the female labour force is occupied in agriculture, and the lowest in administrative and managerial functions. In the category of professional and technical workers, women in Africa register a relatively lower rate, reflecting the first stages of industrialization and inadequate facilities for specialization and training.

AFRICA (CHART E)

Active female population by occupational groups (percentages)

Prof., techn. and related workers	Admn. and manag. workers	Clerical, sales and service workers	Agri. animal husby. and forestry workers	Production and related workers	Others
11.4	1.5	24.4	42.5	14.4	8.2

Note: The percentages are arithmetic averages of sample countries.

Source: ILO: *Year Book of Labour Statistics*, 1981-83, table 2B.

a) AGRICULTURAL AND RELATED WORKERS

In most countries in Africa the highest percentage of female labour is found in the agricultural sector. In Ghana, Liberia, Namibia and Sierra Leone, over half of the working women belong to this group. In none of the countries considered was the proportion less than 10 per cent, except in Egypt. Considering the dominant role of agriculture in Africa, the percentage would be much higher if it included women working in the traditional sector producing subsistence food crops.

The proportion of women in the total labour force in this occupational group is over 40 per cent in some countries, such as Ghana, Liberia and Sierra Leone, and under 20 per cent in most other countries.

b) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

The percentages of women in this group vary from country to country, ranging from under 1 per cent in Sierra Leone to 29 per cent in the Libyan Arab Jamahiriya. In Egypt and Algeria, 32.8 per cent and 18 per cent respectively, belong to this group. However, in several countries, this group accounts for less than 10 per cent of the total active female population; they include Ghana, Mali, the United Republic of Cameroon, Liberia, and Nigeria, where the ratios are 2 per cent or even less. In the Seychelles, there are more women than men in this category.

There are, nevertheless, major differences from one occupation to another within the group². According to the 1960 census carried out in Ghana, for instance, two women and 413 men were employed as civil engineers, 12 women and 468 men as pharmacists, and five women and 221 men as lawyers, whereas there were more female than male nurses, and over 20 per cent of women in the teaching profession, and over 10 per cent among doctors and dentists³. In Sierra Leone, too, over 90 per cent of the nursing staff consisted of women, but relatively few of them were doctors. In several African Countries this group includes a large proportion of female school teachers.

c) ADMINISTRATIVE AND MANAGERIAL WORKERS

In this group, less than 1 per cent of women are employed in Liberia, Nigeria and Sierra Leone, but over 10 per cent in Algeria and South Africa.

In most countries for which figures are available, there are at least 20 per cent of women in

this category. In Namibia and South Africa, they account for over 40 per cent of the total labour force, but less than 10 per cent in Nigeria, and less than 5 per cent in the Libyan Arab Jamahiriya.

d) CLERICAL AND RELATED WORKERS

The proportion of women in the total labour force of this group varies considerably from one country to another. It is highest in Ghana (88 per cent) and lowest in the Libyan Arab Republic (0.6 per cent). In four other countries (Liberia, Namibia, the Seychelles, and Sierra Leone), women account for over 30 per cent, but in half of the countries considered, they account for less than 15 per cent.

Although, as a rule, there is a higher percentage of women employed as service workers than as sales workers, in a few countries, such as Ghana and Nigeria, there is a larger proportion of sales workers (25.7 per cent and 48.2 per cent, respectively) than service workers (a mere 1.5 per cent and 6.5 per cent). In Algeria, Morocco, the Libyan Arab Jamahiriya, and Tunisia, there are less than 2 per cent of women in these occupations. In Egypt and Ghana, over 80 per cent of the women in this group work independently, almost all of them in the retail trade.

e) SERVICE WORKERS

The relative proportion of working women employed in this group of occupations ranges from 50 per cent in the Seychelles, to under 1 per cent in Liberia and Sierra Leone. In Algeria, Egypt and Mauritius, most women in this category are employees, whereas in Ghana, 30 per cent of them are employers or own-account workers. In Liberia, over a third are unpaid workers employed in family enterprises.

In several countries, including Mauritius, Namibia, the Seychelles, and South Africa where, according to most recent statistics there are more women than men, this is the occupational group with the highest proportion of women workers. Only in one of the countries considered was the female labour force less than 10 per cent of the total in this group (Sierra Leone 6 per cent).

Most African women work under difficult conditions, their work, especially in the agricultural sector, is extremely arduous, their working day is excessively long and they have little, if any, access to modern technologies. Moreover, lacking the necessary skills, they are relegated to jobs requiring little or no education or vocational training, and are, consequently, at the bottom of the wage scale.

The traditional responsibilities of rural women—homemaking, especially carrying water and fuel, child care and growing food for the family—are estimated to take up sixteen hours of work a day, which inevitable is over and above the hours spent on the production of market crops or on paid artisan-type activities. The excessive length of the working day of women in rural areas is such a serious problem that several time-budget studies have attempted to quantify their work hours using different methodologies. In addition to their long hours of work, women often have to make a long journey to and from their place of work which, for lack of any suitable transport, may take over two hours every day.

In rural areas, most women are exclusively responsible for growing food crops for the family—any surplus being sold on the local market, which may be a long way from their home—but also share with the men the responsibility for cattle raising and the production of market crops. It is in fact the participation of women in agricultural work that determines, in part, how much land can be cultivated. In many African countries, women work regularly in the field with men to

grow and harvest crops such as rice, coffee, tea and cotton. In Gambia, for instance, the women plant the rice, cotton and vegetables, harvest the cotton, pound the rice, prepare the groundnuts, vegetables and palm oil, fetch the water and fuel, look after the chickens and bees, and sell the agricultural craft products.

The introduction of modern machines or equipment may mean for many women loss of their paid employment. In several African countries, for example, pounding by hand has ultimately resulted in a loss of income for rural women as it is being done by machines. At the same time, it does mean that women do not have to use their muscle power for hard jobs. The same has happened with the introduction of oil-pressing machines. Some artisan-type activities, such as baking and dyeing, are gradually giving way to modern enterprises. In one village in Tanzania, the installation of a diesel pump has done away with the job of carrying water, thereby depriving women of a substantial source of income.

Almost everywhere, women use traditional tools for agriculture tasks. In many countries, there are women in rural areas who have unequal access to modern inputs, machinery and sophisticated production methods. In one country, for instance, 100 tractors were imported, but only one machine for weeding, which is a task that is usually done by women.

Modern techniques sometimes create new activities for women. In some parts of Togo, women, who are the sole owners of the kaolin quarries, break rocks and stones using nothing more than a hammer and mace to produce tons of gravel that is used for surfacing roads and mixing concrete.

What often makes the situation of women highly precarious is that they find it extremely difficult to obtain regular employment. Frequently they are only taken on as day workers or casual workers and, because of their extreme poverty may well be obliged to accept an underpaid job in extremely arduous and unhealthy conditions.

The situation of African working women in urban areas also shows longer work hours with very low and uncertain incomes. They are employed on low status and unskilled jobs. Only a small proportion reach managerial posts in the public sector, while even fewer in the private sector. The largest number of working women is found in the traditional sectors, especially in the small commercial establishments.

Statistics on the gap between female and male wages are fragmentary and not comprehensive for international analysis. Such data, as is available, indicates that the average earnings of women are lower than those of men. In some countries, the wage levels for certain occupations are fixed at lower rates for women than for men.

ASIA

Chapter III

Women in the Economic Activity in Asia

1. POPULATION AND FEMALE LABOUR FORCE

Between 1950 and 1980, the female population of the world increased from 957 million to 1.251 million; nearly two thirds of this growth occurred in Asia. According to ILO projections, the world female labour force should reach around 880 million women workers by the year 2000, of which over 500 million will be in Asia. The ILO projections also suggest that between 1985-2000 the number of economically active women will rise by 302 million (52 per cent) in the world, of which Asia will account for 183 million (57 per cent); an average respectively of over 12 and 7 million per year. The active female population of China will reach 21 million (an increase of 42 per cent), or almost a quarter of the female labour force of the entire world, and in India there will be 50 million (or 64 per cent) more women workers in 2000 than in 1975. In other Asian countries, the increase is expected to be around 100 per cent between 1975 and the end of the century.

According to latest estimates, the female population of Asia in 1980 stood at 1.263 million—57 per cent of the world female population and 9 per cent of that of the developing regions; this accounts for almost 20 per cent of the world labour force. Of these, 350 million women were economically active. These women workers represent more than half the world's active female population and more than four-fifths of that of developing regions. Asia has a relatively higher activity rate for women than Africa and Latin America, which ranges in Africa from nearly 2 to 60 per cent, and in Latin America from 8 to 51 per cent.

Data based on the distribution of the total and active female population in 17 Asian countries in 1980 indicates the proportion of women workers in the total female population (Table 1). India accounts for the highest rates in Asia; countries where the female labour force is over 10 million are Japan, Thailand and Indonesia. In Bahrain, Jordan, Kuwait, the United Arab Emirates and Democratic Yemen, the figures show less than 50,000 in the official labour force. Comparing the male and female participation rates in the region, it is to be noted that Yemen and Thailand register the lowest (5.6 per cent) and highest (45.7 per cent) participation rates for females, whereas for males the lowest (42.8 per cent) in Israel and highest (74.2 per cent) in the United Arab Emirates. The average rates for the Asian region are 53.6 per cent for men and 23.2 per cent for women (Chart A).

In 1975 India and Thailand had respectively the lowest (11.3 per cent) and the highest (45.7 per cent) shares of female employment; their positions improved slightly as the figures for 1980 suggest. The averages for the region in 1975 and 1980 are not significantly different, showing that the progress made by women in terms of their employment was slight; nevertheless, the increase in the ratios from 31.1 per cent to 32.1 per cent implies that the number of increase in absolute terms was substantial. (Chart B).

ASIA (CHART A)

Participation rates among men and women
(17 countries) 1983

M/F	Participation rates ¹ (%)		
	Lowest	Highest	Average
Male	42.8 (Israel)	74.2 (United Arab Emirates)	53.6
Female	5.6 (Yemen)	45.7 (Thailand)	23.2

Source: ILO: *Year Book of Labour Statistics*, 1983.

ASIA (CHART B)

Female share of employment: 1975 and 1980
(percentages)

Year	Female share (%)		
	Lowest	Highest	Average
1975	11.3 (India)	45.7 (Thailand)	31.1
1980	12.1 (India)	47.3 (Thailand)	32.1

Source: ILO: *Year Book of Labour Statistics*, 1983.

Table 1:

Economically-active population, and activity
rates in selected Asian countries

Country	Men			Women		
	Total population	Active population	Activity rates	Total population	Active population	Activity rates
	in thousands		in %	in thousands		in %
Thailand 1980	23 774	11 988	50.4	23 508	10 740	45.7
Japan 1982	58 310	35 220	60.4	60 170	22 520	37.4
Maldives 1977	75	42	56.5	68	25	37.1
Hong Kong 1982	2 618	1 620	61.9	2 500	892	35.7

Table 1 (Cont.)

Country	Men			Women		
	Total population	Active population	Activity rates	Total population	Active population	Activity rates
	in thousands		in %	in thousands		in %
Singapore 1982	1 247	754	60.4	1 225	419	34.2
Korea, Rep. of 1982	19 847	9 292	46.8	19 484	5 788	29.7
Peninsular Malaysia 1979	5 747	2 800	48.7	5 654	1 575	27.9
Philippines 1978	23 646	10 939	46.3	23 354	6 423	27.5
Israel 1982	2 011	861	42.8	2 016	505	25.1
Indonesia 1980	72 952	34 250	47.9	73 825	17 203	23.3
Sri Lanka 198-81	7 735	4 109	53.1	7 582	1 606	21.1
Bahrain 1981	205	126	61.6	146	16	11.1
Kuwait 1980	777	422	54.3	581	62	10.7
Iran 1976	17 356	8 347	48.1	16 352	1 449	8.9
Pakistan 1983	46 041	24 059	52.3	42 313	3 348	7.9
United Arab Emirates 1975	386	287	74.2	171	10	5.8
Yemen 1975	2 163	996	46.0	2 377	132	5.6

Note: 1. Activity rates are ratios of the economically active population to the total population.
2. Population figures are rounded for thousand.

Source: ILO: *Year Book of Labour Statistics*. (Geneva), 1983, Table 1

Table 2:

Women's share of employment: 1975-1980

Country	Level of employment ('000)				Women's share* (%)	
	(1975)		1980		1975	1980
	M	F	M	F		
Thailand	9 864.0	8 318.0	11 866.0	10 658.0	5.7	47.3
Hong Kong	941.4 ¹	614.3 ¹	1 206.5	70.9	39.5	39.0
Japan	32 700.0	33 940.0	21 420.0	37.4	38.7	
Korea, Rep. of	7 489.0	4 341.0	8 462.0	5 243.0	36.7	38.3

Table 2 (Cont.)

Country	Level of employment ('000)				Women's share* (%)	
	(1975)		1980		1975	1980
	M	F	M	F		
Israel	748.2	364.1	801.9	452.2	32.7	36.1
Philippines	9 489.0	4 654.0	10 677.0 ²	5 991.0 ²	32.9	35.9
Cyprus	100.6	58.7	123.6	68.0	36.8	35.5
Singapore	586.5	247.0	696.7	375.6	29.6	35.0
Sri Lanka	651.7	347.3	715.3	363.1	34.8	33.7
Jordan	75.1	12.4	96.2	20.4	14.1	17.5
Syrian Arab Rep.	1 371.2	379.3	1 762.2 ³	329.9 ³	21.7	15.8
India	17 461.0	2 230.0	19 603.0	2 707.0	11.3	12.

Notes: * Female employment as a proportion of total employment compiled on unrounded data.

1. 1976

2. 1978

3. 1979

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983 Edition Tables 3A and 3B.

2. FEMALE SHARE OF EMPLOYMENT

The number of jobs in which women are employed, of the total number of jobs available, is an index of their equality of opportunity in the labour market and stages of industrialization. The following data reflects the situation of women in Asia in respect to their employment, compared to men, in 12 selected countries in the region.

3. WOMEN WORKERS BY AGE GROUP

The activity rates by broad age groups shown in Table 3 show that in Asia, as in other continents, the highest participation rate are in the age group 25 to 54. Similar tendencies are shown among women below 25 years and above 55 years whose rate are invariably lower than those recorded for males in the same age groups. Countries such as Bahrain (7.6 per cent), Kuwait (3.5 per cent) and Pakistan (5.0 per cent), have very low activity rates for females below 25 years, due to differences in collecting and compiling data in censuses and labour force surveys. Data from selected countries in Table 3 supports the evidence from most countries in the region, according to which activity rates are highest among women in the age group 25 to 54.

4. DISTRIBUTION BY MAJOR ECONOMIC SECTORS

Over the past 20 to 25 years, the active female population in Asia has grown more quickly than the active male population in the three major sectors; as a result, the proportion of women in the total labour force of each sector has also increased, from 32 per cent in 1950 to 39 per

cent in 1970 in the agricultural sector, from 20 per cent to 38 per cent in the industrial sector, and from 19 per cent to 25 per cent in the services sector.

Table 3:
Economically active population by gender and classified age-group in '000

Country (years)	Age group	Men			Women		
		Total population	Active population	Activity rates (%)	Total population	Active population	Activity rates (%)
Bahrain, 1981	-25	101	27	26.7	92	7	7.6
	25-54	92	91	58.9	46	9	19.6
	55+	11	8	72.7	9	(0.2)	2.2
Hong Kong 1981	-25	1 243	412	33.1	1 143	336	29.4
	25-54	1 029	1 006	57.8	853	453	53.1
	55+	333	201	60.4	386	96	24.9
Israel 1981	-25	1 018	120	11.8	967	103	10.7
	25-54	662	580	87.6	678	342	50.4
	55+	294	152	51.7	331	50	15.1
Japan 1981	-25	22 300	3 540	15.9	21 250	3 440	16.2
	25-54	26 360	25 580	97.0	26 360	15 060	57.1
	55+	9 280	5 860	63.1	12 100	3 580	29.6
Kuwait 1980	-25	414	80	19.3	376	13	3.5
	25-54	334	324	97.0	184	48	26.1
	55+	28	18	64.3	22	2	9.1
Pakistan 1982	-25	27 493	7 711	28.0	25 399	1 270	5.0
	25-54	13 026	12 570	96.5	12 398	1 718	13.9
	55+	4 225	3 100	73.4	3 323	266	8.0
Singapore 1980	-25	635	216	34.0	598	187	31.3
	25-54	455	441	96.9	452	188	41.6
	55+	121	60	49.6	130	14	10.8

Note: Population figures are rounded for thousand.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, Table 1.

In most countries of Asia, the percentage of women in the total labour force is higher in agriculture than in industry or in the services sector. The proportion of women in the total agricultural labour force is over 40 per cent in some countries, including China, Thailand, Turkey and Viet Nam, but less than 5 per cent in Iraq, Jordan and Yemen.

In 1970, Asia accounted for more than three-fourths of the total world figure in agriculture of about 300 million; Asia's share of the total female labour force in the industrial sector was 44 per cent, and in the services sector 26 percent. Of the 296 million economically active women in Asia in 1970, 216.5 million (73 per cent) were employed in the agricultural sector, nearly 42 million (14 per cent) in the industrial sector, and about 38 million (13 per cent) in the services sector. Both in absolute and relative terms, the increase was the largest of all the regions in the major economic sectors.

The participation of women is higher in the industrial sector only in a small number of countries, including Hong Kong, Japan, and India. The lowest rates are found in countries such as Saudi Arabia and the United Arab Emirates.

The percentage of women in the service sector is generally increasing in countries such as India, Indonesia and the Philippines. Women account for 3 per cent of the total labour force of the services sector in Saudi Arabia, and 51 per cent in the Philippines. The proportion is also high in Burma, Japan and Viet Nam, where it is over 40 per cent.

Between 1950 and 1970, the total female labour force increased by 123 million — 68 million in agriculture, 31 million in industry and 24 million in services, respectively.

In 1980, information collected of female labour force by major economic sectors for 19 countries (Table 4) was examined to provide a perspective on the situation of women by major economic sectors. Chart C below gives a global picture as against individual countries.

ASIA (CHART C)			
Economically active female population by major economic sectors (19 countries)			
Percentage distribution			
Agriculture	Industry	Services	Others
34.9	20.4	43.2	5.7
Note: The percentages are arithmetic averages of sample countries. Source: ILO: <i>Year Book of Labour Statistics</i> , 1980-83, table 2A.			

As the figures in Chart C show, the majority of women are working in the services sector (43.2 per cent), while agriculture has been given a secondary place (35 per cent) in statistical terms.

a) THE AGRICULTURAL SECTOR

In most countries *agriculture* is the principal source of employment for women. In some countries like India, Indonesia, Nepal, and Thailand, over 50 per cent of the economically active women are in this sector. In Bangladesh, Nepal and Thailand, the proportion is calculated to be between 70 and 80 per cent. In contrast, in Hong Kong, Israel and Singapore, the figure is less than 5 per cent. In Japan, which is the most highly industrialized country of Asia, while in 1970 36.5 per cent of active women were employed in the agricultural sector, in 1982, there was a decline to 12 per cent.

Although 68 million female agricultural workers were added to the labour force, the ratio of women employed in agriculture to the total female labour force declined by 13 per cent between 1950 and 1970, while it rose by 8 per cent and 5 per cent in industry and services, respectively.

The proportion of the labour force employed in *agriculture* in most Asian countries, showed a decline, according to data compiled by the ILO. In Japan, for example, this sector employed 62 per cent of the total female labour force in 1950, 27 per cent in 1970, and less than 20 per cent in 1976, and their number declined from 8.7 million in 1950 to 3.3 million in 1976. During 1950 to 1970, in Burma and Lebanon, the proportion of women workers in agriculture also dropped from 64 to 48 per cent and from 76 to 24 per cent, respectively.

Table 4:

Distribution of economically active women
by major branches of economic activity
in thousands and in %

Country (year)		Total active women	Distribution			
			Agriculture	Industry	Services	Others*
Bahrain	No.	16.2	—	0.7	13.8	1.7
1981	%	100.0	—	4.3	85.2	10.5
Cyprus	No.	72.8	23.8	19.9	24.7	4.4
1981	%	100.0	32.7	27.3	34.0	6.0
Hong Kong	No.	891.7	11.8	443.9	424.5	11.4
1982	%	100.0	1.3	49.8	47.6	1.3
Indonesia	No.	17 203.0	9 107.4	2 202.2	5 486.4	406.9
1980	%	100.0	52.9	12.8	31.9	2.4
Iran	No.	1 985.7	824.3	669.6	319.7	172.2
1976	%	100.0	41.5	33.7	16.1	8.7
Israel	No.	504.9	15.0	74.1	392.8	22.7
1982	%	100.0	3.0	14.7	77.8	4.5
Japan	No.	22 520.0	2 670.0	6 200.0	13 080.0	570.0
1982	%	100.0	11.9	27.5	58.1	2.5
Korea, Rep. of	No.	5 788.0	2 022.0	1 242.0	2 378.0	146.0
1982	%	100.0	34.9	21.5	41.1	2.5
Kuwait	No.	62.1	—	1.6	60.5	—
1980	%	100.0	—	2.6	97.4	—
Pakistan	No.	824.2	298.5	139.6	287.8	98.2
1981	%	100.0	36.2	17.0	34.9	11.9
Singapore	No.	418.9	3.6	157.8	253.9	3.5
1982	%	100.0	0.9	37.7	60.6	0.8
Sri Lanka	No.	1 561.2	681.8	188.5	319.6	371.3
1980—81	%	100.0	43.7	12.0	20.5	23.8
Syria	No.	342.9	199.8	47.0	84.7	11.3
1979	%	100.0	58.3	13.7	24.7	3.3
Thailand	No.	10 740.0	7 893.9	822.1	1 939.4	82.7
1980	%	100.0	73.5	7.6	18.1	0.8
United Arab Emirates	No.	9.9	0.1	0.5	8.9	0.4
1975	%	100.0	1.0	5.1	89.9	4.0
Afghanistan	No.	313.4	10.7	255.0	36.3	11.5
1979	%	100.0	3.4	81.4	11.6	3.6
Nepal	No.	2 328.0	2 162.0	9.2	156.7	—
1976	%	100.0	92.9	0.4	6.7	—
Philippines	No.	6 423.0	2 309.0	934.0	2 726.0	454.0
1978	%	100.0	36.0	14.5	42.4	7.1
Bangladesh	No.	872.0	610.3	36.9	193.2	31.5
1974	%	100.0	70.0	4.2	22.2	3.6

Note: 1. The divisions of economic activity from 1—9 are re-grouped into three major branches such as:

- 1: agriculture
- 2—5: industry
- 6—9: services

- 2. * others include persons not adequately defined and most seeking their first job or unemployed, etc.
- 3. population figures are rounded to the first decimal point.

Source: ILO: *Year Book of Labour Statistics* : (Geneva), 1982, 1983, Table 2A.

In China, where 50 million women are considered to be agricultural workers, their percentages dropped from 92 to 78 per cent, according to recent estimates. In the Republic of Korea, the proportion of women employed in the agricultural sector also declined from 79 to 60 per cent between 1950 and 1970, and further dropped to below 50 per cent in 1976.

b) THE INDUSTRIAL SECTOR

In Asia, as a whole, the *industrial sector* grew even faster than the service sector and, by 1970, employed 14 per cent of the female labour force as against 6 per cent in 1950. In 1950, 15 countries employed less than 5 per cent of the female labour force in industry; by 1970, only nine countries were left in this category. In India, for example, the proportion of the active female population in this sector rose from 4 to 11 per cent, and in China from 6 to 15 per cent. There was also a notable increase in Hong Kong, Iran, Japan and Singapore. In most Asian countries, however, the change was less spectacular, with the industrial sector only gaining 1 to 3 per cent of the female labour force in relation to agriculture and services.

The percentage of women employed in the *industrial sector* in Asia is low and depends upon the stage of industrialization of the country concerned. The highest percentage of activity rates are in Hong Kong (50 per cent), while in many countries, such as Burma, the Democratic People's Republic of Korea and Lebanon, the rates are around 20 per cent. The analysis of national data shows that mining and quarrying, electricity, gas and water, and construction i.e. sectors classified under "industry" —occupy in general only a small, or even very small, proportion of the female labour force employed in industry as a whole.

c) THE SERVICES SECTOR

Between 1950 and 1970, of the 24.4 million women workers in Asia who were employed in the *services sector*, 7.5 million were in China, 6.5 million in Japan, 2.9 million in India, and 1.4 million in the Philippines. In 17 other countries, the increase in the labour force was less than 100,000 in absolute terms.

In 1950, 13 countries employed less than 10 per cent of the female labour force in the services sector, compared to 6 countries in 1970, where 30 per cent worked in this sector. For example, in Turkey, the proportion of active women in the sector rose from 1 to 11 per cent, in Japan from 24 to 47 per cent, and in the Philippines from 25 to 48 per cent. In China and India, even though the total number of women increased, the proportion employed in the sector remained low. In 1950 it was 2 per cent in China and 6 per cent in India, compared to 1970, when it was 6 per cent in China and 9 per cent in India. The comparative figures in 1980 and 1982 have not yet been tabulated.

In the majority of countries, more women are employed in this sector than in industry. The great majority of women working in this sector in most of the countries, for which separate data are not available, are employed in community, and social and private services; in some countries, particularly in Japan, the Republic of Korea and Thailand, trade, and restaurants and hotels, have a higher percentage than the other branches of this sector. In this sector, the relative size of the female labour force varies considerably from country to country, ranging from less than 7 per cent in Nepal to over 90 per cent in the United Arab Emirates and Kuwait. The proportion of women in this sector is low in China (6.4 per cent) and India (8.5 per cent) and high in Japan (58.1 per cent).

In the services sector, the relative size of the female labour force varies considerably, ranging from less than 7 per cent in Nepal to over 70 per cent in Kuwait. The proportion of women in

this sector is low in India (8.5 per cent) and higher in Indonesia (31.9 per cent). In some countries, more women are employed in the services sector than in industry, the majority in social, community and other private services. Research findings show that the traditional putting-out system in which women are engaged in home-based industries, where they are paid at piece rates by private contractors who provide raw material and collect the finished product, are expanding. In Asia, items previously produced in factories are now being subcontracted out for home-based production, such as assembly of transistor radios and other electronic products.

5. DISTRIBUTION BY EMPLOYMENT STATUS

The following Chart (D) gives a summary of the distribution of the female workforce in Asia, as drawn from a sample of 15 countries. There are four categories into which the labour force is divided for the purpose of this analysis, as indicated below.

ASIA (CHART D)			
Economically active female population by status of employment (percentage)			
1. Employees and account	2. Employees	3. Unpaid family workers	4. Not classified by status
13.0	59.4	23.5	8.2
Source: ILO: <i>Year Book of Labour Statistics</i> , 1980-83.			

In examining Table 5, however, it must be borne in mind that the categories used —employers or workers on own account, unpaid family workers, and salaried employees and wage earners— are not defined in exactly the same way in the various countries and that the definitions may well vary from one period to another when the criteria used for classifying the labour force are modified, as often happens in the case of unpaid family workers. Consequently, any comparisons based on this distribution must inevitably be very general. It shows percentage distribution by occupational status in those Asian countries for which fairly recent data have been assembled.

a) EMPLOYERS AND WORKERS ON OWN ACCOUNT

The proportion of this category varies widely from country to country, ranging from less than 1 per cent in Kuwait to almost 90 per cent in Nepal. In four countries (India, Indonesia, Pakistan and the Philippines), about 30 per cent of the women are classified in this group, whereas in most other countries examined, the number was less than 15 per cent.

Female employers and female workers on own account generally work in the agricultural sector and, to a lesser extent, in trade and catering. About two out of every three women in this group in Sri Lanka and the Syrian Arab Republic, and one out of two in Indonesia and Thailand, earn their income from agriculture. More than half in Hong Kong, the Philippines and Singapore are employed in the trade and catering sectors. The manufacturing industries provide employment for two-thirds of the women in this category in Iran and for more than a third in India. The public and private services employ 41 per cent of the group in Israel, and 26 per cent in Japan.

Table 5:

Distribution of economically active women by status of employment ('000 and in %)

Country (year)		Economically active women	Employers and own account workers	Distribution		
				Employees	Unpaid family workers	Not classified
Bahrain	No.	16.2	0.2	14.3	—	1.7
1981	%	100.0	1.2	88.3	—	10.5
Hong Kong	No.	891.7	33.7	784.3	36.9	36.8
1982	%	100.0	3.8	88.0	4.1	4.1
Indonesia	No.	19 213.1	5 847.6	6 814.2	6 199.5	351.8
1978	%	100.0	30.4	35.5	32.3	1.8
Iran	No.	1 985.7	136.0	688.1	495.7	785.9
1976	%	100.0	6.8	28.6	25.0	39.6
Israel	No.	504.9	56.2	402.2	16.0	30.5
1982	%	100.0	11.1	79.7	3.2	6.0
Japan	No.	22 520.0	2 960.0	14 180.0	4 830.0	550.0
1982	%	100.0	13.2	63.0	21.4	2.4
Korea, Rep. of	No.	5, 788.0	1 337.0	2 254.0	2 051.0	146.0
1982	%	100.0	23.1	39.0	35.4	2.5
Kuwait	No.	62.1	0.2	61.9	—	—
1980	%	100.0	0.3	99.7	—	—
Pakistan	No.	824.2	262.3	287.8	212.6	61.5
1981	%	100.0	31.8	34.9	25.8	7.5
Philippines	No.	6 433.0	1 736.0	2 729.0	1 968.0	—
1981	%	100.0	27.0	42.4	30.6	—
Singapore	No.	418.9	24.1	365.0	17.7	12.1
1982	%	100.0	5.8	87.1	4.2	2.9
Sri Lanka	No.	1 561.2	183.6	838.4	211.7	327.5
1980-81	%	100.0	11.8	53.7	13.6	20.9
Republic Arab Syria	No.	342.9	34.1	142.9	152.4	13.5
1979	%	100.0	9.9	41.7	44.5	3.9
Thailand	No.	10 739.8	1 853.7	1 813.5	6 990.1	82.5
1980	%	100.0	17.2	16.9	65.1	0.8
United Arab Emirates	No.	9.9	0.2	9.2	0.1	0.4
1975	%	100.0	2.0	92.9	1.0	4.1

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2A

b) SALARIED EMPLOYEES AND WAGE EARNERS

This category, which in the industrialised countries is the largest accounting for between 70 and 75 per cent of the active female population is over 59 per cent in Asia. Table 4 indicates that the proportion of female salaried employees and wage earners in the total female labour force in the Asian region was very small in 1970. In Hong Kong, Kuwait and Singapore, between 88 and 99 per cent of women workers were salaried employees and wage earners, while the percentages were lower in Nepal (4 per cent), Thailand (10 per cent) and Turkey (20 per cent); these were higher in Israel (80 per cent), Japan (63 per cent), Kuwait (99 per cent), and Lebanon and Sri Lanka (54 per cent).

c) UNPAID FAMILY WORKERS

This is the largest group in some countries, such as the Syrian Arab Republic, Thailand and Turkey, where it accounts for about 50 per cent of women workers. Unpaid family workers play a particularly important role in the agricultural sector.

In Nepal, the Syrian Arab Republic and Thailand, for example, they are almost exclusively employed on family farms. In several countries, such as Indonesia, the Philippines and Sri Lanka, more than two-thirds of this group work on family farms; in Japan, about half of those who fall in this group work on family farms. A third of the women in this group in Hong Kong, and about half of the group in Israel and Singapore, are engaged in trade and catering. In most countries, only a very small proportion—less than 5 per cent—is employed in the public and private services sector.

6. DISTRIBUTION BY OCCUPATIONAL GROUPS

As indicated in Table 6, the analysis of data for 14 countries in Asia gives the following order for concentration of female workers by occupations: agriculture, forestry, etc. (27.5 per cent), production related workers (16.3 per cent), professional, technical and related workers (16.0 per cent), service workers (14.7 per cent), and clerical workers (14.1 per cent). But while occupational distribution varies within countries, the proportion of women in managerial and administrative positions is generally very low (0.6 per cent). This is based on seven occupational groups and shows the proportion they represent in the total labour force of each group. The groups are taken from the International Standard Classification of Occupations (ISCO). However, this classification is not used by all the countries and the figures given are therefore not always directly comparable. The distribution of women among the various groups and the proportion they represent of the labour force of each group differ greatly from one country to another. What is clear, however, is that certain occupations are reserved for men, especially those classified as administrative and managerial.

a) AGRICULTURAL AND RELATED WORKERS

This group is proportionally the largest in 11 countries. In India, Nepal, Thailand, the Syrian Arab Republic and Turkey, it accounts for 40-70 per cent of the female labour force, as opposed to only 37 per cent in the Philippines, 12 per cent in Japan and less than 5 per cent in a few countries, such as Israel, Singapore, and Kuwait. In some countries listed in Table 6, women represent 30 per cent or more of the group's total labour force. The only country with approximately as many women as men in agriculture is Japan, where the figures for 1982 were 2.820 million men and 2.620 million women, where unpaid female family workers constitute a sizeable proportion.

b) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

Here again, the proportion of the total female labour force in this group varies widely, ranging from less than 4 per cent in the Republic of Korea and Nepal, to 40 per cent in Kuwait and the United Arab Emirates. In only four other countries (Israel, Lebanon, the Philippines and Singapore) is the figure over 10 per cent. Between 80 and 90 per cent of the women employed in occupations of this group are salaried employees and wage earners.

Table 6:

Distribution of economically active women by type of occupation
in selected Asian countries (in '000)

		Distribution by type of occupation								
Country, (year)		Total economically active women	Prof., technical and related workers (1)	Admin., and managerial workers (2)	Clerical & related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)	Others ¹
Bahrain	No.	16.2	5.0	0.1	4.4	0.2	4.6	—	0.3	1.6
1981	%	100.0	30.9	0.6	27.2	1.2	28.4	—	1.8	9.9
Hong Kong	No.	891.7	66.6	10.0	200.1	68.7	136.5	12.5	386.7	11.6
1982	%	100.0	7.4	1.1	22.4	7.7	15.3	1.4	43.4	1.3
Indonesia	No.	17 203.0	553.9	5.5	241.7	3 168.2	1 134.7	9 098.5	2 552.5	448.0
1980	%	100.0	3.2	—	1.4	18.4	6.6	53.0	14.8	2.6
Iran	No.	1 985.7	188.2	1.4	63.5	8.4	68.3	822.7	658.9	174.3
1976	%	100.0	9.5	0.1	3.2	0.4	3.4	41.4	33.2	8.8
Israel	No.	505.3	152.5	5.7	149.0	30.4	88.3	11.1	44.3	24.0
1982	%	100.0	30.2	1.1	29.5	6.0	17.5	2.2	8.8	4.7
Japan	No.	22 250.0	2 160.0	120.0	5 290.0	3 210.0	2 630.0	2 640.0	5 920.0	560.0
1982	%	100.0	9.6	0.5	23.5	14.3	11.6	11.7	26.3	2.5
Korea	No.	5 788.0	206.00	4.0	478.0	1 019.0	826.0	2 016.0	1 083.0	146.0
1982	%	100.0	3.6	0.1	8.3	17.6	14.4	34.8	18.7	2.5
Kuwait	No.	62.1	24.7	0.1	10.6	0.5	25.7	0.1	0.4	—
1980	%	100.0	39.8	0.2	17.0	0.8	41.4	0.2	0.6	—
Philippines	No.	6 433.0	689.0	46.0	340.0	1 296.0	904.0	2 382.0	775.0	—
1981	%	100.0	10.7	0.7	5.3	20.1	14.1	37.0	12.1	—
Singapore	No.	418.9	42.5	9.6	121.9	48.5	62.3	4.5	125.3	4.3
1982	%	100.0	10.1	2.3	29.1	11.6	14.9	1.1	29.9	1.0
Sri Lanka	No.	1 561.2	131.7	2.9	50.1	58.0	72.6	659.0	2591.1	327.8
1980	%	100.0	8.4	0.2	3.2	3.7	4.7	42.2	16.6	21.0
Rep. Arab Syria	No.	342.9	52.7	0.7	23.6	2.5	6.4	200.5	45.2	11.3
1979	%	100.0	15.3	0.2	6.9	0.7	1.9	58.5	13.2	3.3
Thailand	No.	10 740.1	263.5	52.4	167.4	11 118.4	300.0	7 909.0	846.0	82.5
1980	%	100.0	2.4	0.5	1.6	10.4	2.8	73.6	7.9	0.8
United Arab Emirates	No.	10.0	4.3	0.1	2.0	0.1	2.9	0.1	0.1	0.4
1975	%	100.0	43.0	1.0	20.0	1.0	29.0	1.0	1.0	4.0

1. "Others" include workers not classified by occupation and the unemployed.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2B.

In Israel and the Philippines, there are more women than men in the group. In most of the countries for which recent data became available, women account for more than a third of the labour force of the group, but only 18 per cent in India and 8 per cent in Nepal. The proportion of women is generally higher among teachers, dentists and physicians, but very low among jurists and engineers.

c) ADMINISTRATIVE AND MANAGERIAL WORKERS

This group has the lowest proportion of women. As to the proportion of women in the total labour force of this group, they represent more than 10 per cent in only two countries (the Philippines and Thailand). Only in one country (Singapore) do administrative and managerial workers account for as much as 2.3 per cent of the female labour force. In Hong Kong, Japan, Israel, the Philippines, and Singapore, they account for about 1.0 per cent. In most other Asian countries, only one woman in a thousand holds a post classified as administrative or managerial.

d) CLERICAL AND RELATED WORKERS

In more than half of the countries, at least one out of every five workers in this group is a woman; in Israel and Singapore, the total number of women in this category is larger than men.

The occupations covered by this group employ less than 1 per cent of the active female population in India and 30 per cent in Israel. In this group, very few are independent or family workers.

e) SALES WORKERS

The distribution of sales workers by status is indicative of socioeconomic conditions and the importance of the traditional sector. The proportion of women in the total labour force of the group is over 30 per cent in six countries of the 19 countries in Table 6, including the Philippines and Thailand, which employ more female than male sales workers. Only 4 per cent are salaried employees and wage earners in Thailand, and 9 per cent in the Republic of Korea, as compared to 14 per cent in the Philippines and over 40 per cent in Japan and Singapore.

f) SERVICE WORKERS

Women account for more than a third of the labour force of this group in over half the countries. In four countries such as Israel, Japan, the Republic of Korea and the Philippines, more women than men are employed as service workers.

The proportion of the female labour force employed in this group, mostly as salaried employees and wage earners, is highest in Kuwait (41.4 per cent) and lowest in Nepal Turkey and Thailand. The proportion is often less than 10 per cent (India and Malaysia), and the United Arab Emirates is the only other country where it is over 20 per cent.

g) PRODUCTION AND RELATED WORKERS

The proportion of the female labour force in this group, which accounts for a large percentage of women workers in Asian countries, is less than 1 per cent in Kuwait and over 30 per cent in Hong Kong and Iran. In Hong Kong, the majority of the women in this group are salaried employees and wage earners, whereas in Iran about half of them are independent or family workers.

7. EQUALITY OF REMUNERATION

Wage differentials are proportions of female wages or earnings, expressed in percentages, to male wages or earnings, for the relevant period, usually based on hourly, weekly or monthly payments. Their changes over time can be observed from the figures given for two different periods in Table 7, in which time intervals are too short to register serious changes. The table contains computed values of wage differentials in manufacturing and non-agricultural activities. However, the figures make abundantly clear that the disparities in remuneration between males and females do exist, and that in some countries female earnings are incredibly low. In Japan and the Republic of Korea, for example, female earnings in 1982 in the manufacturing sector were 43 per cent and 45 per cent that of male earnings. The corresponding figure for Cyprus was 56 per cent, Jordan 64 per cent, Singapore 63 per cent, and Sri Lanka 82 per cent.

Table 7:
Wage differentials between men and women selected Asian countries
(percentages)

Country	Year	Non-agricultural activities ²	Manufacturing ³
1. Cyprus	1975	54.9	46.9
	1982	58.2	56.2
2. Japan	1975	55.8	47.9
	1982	52.7	43.0
3. Jordan	1978	85.4	54.1
	1981	87.8	63.6
4. Korea, Rep. of	1976	47.0	47.4
	1982	45.0	45.0
5. Singapore	1980	62.9	61.4
	1982	63.6	63.2
6. Sri Lanka	1980	92.0	80.8
	1982	80.0	81.9

1 Wage differentials are the proportion of female wages to that of males.

2 Non-agricultural activities include mining and quarrying, manufacturing, construction, wholesale and retail transports, storage, etc. (See ILO: *Year Book of Labour Statistics*, 1983, p. 539.)

3 Manufacturing covers all industries according to International Standard Industrial Classification.

Source: ILO: *Year Book of Labour Statistics*, 1983, tables 16 and 17A.

The wage differentials have declined in Cyprus and Sri Lanka between 1975-76 and 1982. Jordan and Singapore have recorded considerable improvements in relative female earnings in both sectors. Sri Lanka shows slight progress in this respect in the manufacturing sector only.

This is an area in which questions such as skill requirements, occupational differences and technological factors involved would have to be investigated before conclusive results can be obtained on wage differentials.

LATIN AMERICAN AND THE CARIBBEAN

Chapter IV

Women in the Economic Activity in Latin America and the Caribbean

The highest level of participation of women in economic activity is undoubtedly in the rural sector, especially in areas in which the peasant economy predominates. Although their activity does not appear in official statistics, owing to the inapplicability of the concept of labour and employment to the agricultural sector, their economic role forms part of the division of labour within the peasant family and is inseparable from household work.

In the city, 50 per cent of the women are employed in services, most of them as domestic employees; some of them also work in commerce and even in industry, but in both cases the available evidence suggest that they are employed in informal sector undertakings, which partly explains why women obtain lower remuneration than men.

Nevertheless, in terms of the variables of occupation, age and education, incomes remain very low so that it can be stated that there does exist discrimination against women in the labour market. However, that is the result of the socio-cultural concept of the role of women in society so that its modification does not depend on policies carried out exclusively in the field of employment.

1. POPULATION AND FEMALE LABOUR FORCE

In 1980, Latin America had a female population of about 180 million, representing 8.2 per cent of the total female population of the world. The female labour force in Latin America was estimated to be 27 million, or 4.3 per cent of the total female labour force. The figures given in Table 1 show variations among countries of this continent. A small group of countries (Argentina, Brazil, Colombia and Mexico) account for the majority of the female population. Argentina and Brazil have participation rates of about 20 per cent, while Colombia and Chile have slightly lower rates, i.e. about 15 per cent, whereas Barbados, Guadeloupe, Guyana, Windward Islands, Martinique, Suriname, and Trinidad and Tobago constitute only 1.3 per cent of the female population in this region. In the Caribbean Zone, participation rates range from 45 per cent, for example, in Haiti, Barbados, Martinique and Jamaica, to 12 per cent including Honduras, Guatemala, Mexico and El Salvador.

The results, based on data obtained for 25 countries in Chart A also provide a perspective on participation rates in Latin America and the Caribbean. For women, Bermuda shows the highest activity rate of 51.3 per cent, and Guatemala the lowest, with 8.1 per cent. The average rate for the region as a whole, is 25.2 per cent, which is about half the average recorded for men.

CHART A

Activity rates among men and women
(25 countries, Latin America and the Caribbean)
(1982, 1983)

	Activity rates (%)		Average
	Lowest	Highest	
Men	39.0 (Saint Lucia)	81.6 (Trinidad and Tobago)	50.7
Women	8.1 (Guatemala)	51.3 (Bermuda)	25.2

Source: ILO: *Year Book of Labour Statistics*, (Geneva 1982 and 1983).

Table 1:

Economically-active population, and activity rates in Latin America

Country (year)	Men			Women		
	Total population	Economically Active population	Activity rates	Total population	Economically Active population	Activity rates
	in thousands		in %	in thousands		in %
Bermuda 1980	26	17	65.4	28	14	51.3
Haití 1980)	2 314	1 343	58.1	2 483	1 198	48.3
St. Lucía 1980	56	22	39.0	63	27	43.0
Jamaica 1981	1 094	547	50.0	1 111	476	42.9
Barbados (1980	121	62	51.5	133	53	40.0
Trinidad & Tobago 1981	362	295	81.6	364	136	37.4
Martinique 1980	145	58	39.9	166	55	33.1
Bahamas 1979	102	42	41.0	108	35	32.8
Netherlands Antilles 1982	123	58	47.1	132	38	28.9
Puerto Rico 1983	1 065	618	58.0	1 183	317	26.8
El Salvador 1980	2 188	1 039	47.5	2 310	554	24.0
Argentina 1983	14 045	7 956	56.6	14 192	2 860	20.1
Brazil 1980	59 146	31 758	53.7	59 925	12 039	20.1

Table 1 (Cont.)

Country (year)	Men			Women		
	Total population	Economically Active population	Activity rates	Total population	Economically Active population	Activity rates
	in thousands		in %	in thousands		in %
Costa Rica 1982	1 166	619	53.1	1 159	219	18.0
Chile 1981	5 630	2 627	46.7	5 739	1 061	18.5
Perú 1982	9 416	4 270	45.4	9 375	1 707	17.5
Ecuador 1981	4 356	2 058	47.2	4 288	750	17.5
Venezuela 1982	7 334	3 424	46.7	7 299	1 261	17.3
Panamá 1980	926	396	42.8	899	152	16.9
Colombia 1980	12 504	6 247	50.0	14 303	2 220	15.5
Bolivia 1982	2 920	1 438	49.2	2 996	434	14.5
Paraguay 1980	1 580	784	49.6	1 588	221	13.9
Nicaragua 1980	1 325	681	51.4	1 379	183	13.3
Honduras 1982	1 983	976	49.2	1 972	191	9.7
Guatemala 1981	3 015	1 449	48.0	3 038	247	8.1

Note: Population figures are rounded for thousand.

Sources: ILO *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 1.

2. WOMEN WORKERS BY AGE GROUP

The highest participation rates for women in the age group 25 years and below is 32 per cent in Haiti (Table 2). The participation rate in the same age group is much lower, i.e., 5.9 per cent in a few countries, such as Honduras and Guatemala. For Jamaica, Panama, Paraguay, Perú and Venezuela, the ratios range between 7 to 10 per cent. In order to obtain a perspective on the participation rates in this region for the period 1982-1983, see Chart B.

CHART B		
Activity rates among men and women 25 years and below, Selected Countries (1982)		
Country	Activity rates (%)	
	Males	Females
Guatemala	30.6	5.9
Honduras	28.2	5.9
Jamaica	15.9	7.6
Venezuela	20.6	8.1
Peru	17.8	9.2

Source: ILO: *Year Book of Labour Statistics*, 1982.

Table 2:

Economically-active population by sex and broadly classified
age-groups in Latin America (in thousands and in %)

Country (year)	Age group	Men			Women		
		Total population	Active population	Activity rates	Total population	Active population	Activity rates
				in %			in %
Argentina	-25	6 181	1 524	24.7	5 964	913	15.3
1980	25-54	5 149	4 970	96.5	5 079	1 777	35.0
	55+	2 174	951	45.1	951	289	30.4
Chile	-25	3 142	652	20.8	2 995	307	10.3
1980	25-54	1 690	1 577	93.3	1 722	673	39.1
	55+	699	342	48.9	826	86	10.4
Ecuador	-25	2 854	650	22.8	2 765	306	11.1
1981	25-54	1 199	1 149	95.8	1 196	371	31.0
	55+	303	260	85.8	327	73	22.3
El Salvador	-25	1 425	359	25.2	1 424	186	13.1
1980	25-54	562	526	93.6	650	309	47.5
	55+	201	155	77.1	236	58	24.6
Guatemala	-25	2 392	733	30.6	2 309	137	5.9
1980	25-54	1 150	1 109	96.4	1 123	160	14.2
	55+	273	225	82.4	281	27	9.6
Haití	-25	1 429	496	34.7	1 424	455	32.0
1980	25-54	676	663	98.1	838	614	73.3
	55+	209	184	88.0	221	130	58.8
Honduras	-25	1 289	363	28.2	1 273	75	5.9
1981	25-54	507	481	94.9	503	94	18.7
	55+	123	97	78.9	129	12	9.3
Jamaica	-25	662	105	15.9	649	47	7.6
1980	25-54	274	241	88.0	291	176	60.5
	55+	140	103	73.6	161	67	41.6
Netherlands Antilles	-25	64	17	26.6	62	13	21.0
1981	25-54	48	44	91.7	52	20	38.5
	55+	14	5	35.7	17	1	5.9
Panama	25	550	105	19.1	535	49	9.2
1980	25-54	286	245	85.7	279	95	34.1
	55+	89	47	52.8	85	8	9.4
Paraguay	-25	1 015	289	28.5	996	97	9.7
1980	25-54	450	405	90.0	461	109	23.6
	55+	114	89	78.1	132	15	11.4
Perú	-25	5 915	1 051	17.8	5 827	538	9.2
1982	25-54	2 795	2 269	96.6	2 799	1 023	365
	55+	706	521	73.8	749	146	19.5
Puerto Rico	-25	307	132	43.0	313	69	22.0
1982	25-54	558	465	83.3	651	269	41.3
	55+	287	84	29.3	319	26	8.2
Venezuela	-25	4 521	931	20.6	4 402	355	8.1
1981	25-54	2 096	2 018	96.3	2 157	817	37.9
	55+	5 111	369	71.8	543	71	13.1

Note: Population figures are rounded for thousand.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, Table 1

3. DISTRIBUTION BY ECONOMIC SECTORS

a) THE AGRICULTURAL SECTOR

The latest statistics show (Table 3) that in this region the number of women workers in agriculture is relatively lower than in Africa and Asia. During the decade 1960-70, a relative decline occurred in the employment of women in countries such as Brazil, Mexico, Argentina and Colombia. Some countries where women in agriculture were above the regional average are: Brazil (14.4 per cent), El Salvador (20.9 per cent), Peru (19.4 per cent), Guyana (13.7 per cent), Mexico (14.5 per cent), Paraguay (18.3 per cent), Bolivia (26.4 per cent).

Country (year)		Total economically active women	Distribution			
			Agriculture	Industry	Services	Others*
Barbados	No.	51.1	3.6	7.8	30.5	9.2
1982	%	100.0	7.0	15.3	59.7	18.0
Brazil	No.	12 038.9	1 733.0	1 789.0	7 830.4	686.6
1980	%	100.0	14.4	14.9	65.0	5.7
El Salvador	No.	553.9	115.9	105.0	314.3	18.6
1980	%	100.0	20.9	19.0	56.7	3.4
Guatemala	No.	247.0	21.8	44.3	158.8	22.1
1981	%	100.0	8.8	17.9	64.3	9.0
Jamaica	No.	476.2	60.5	21.4	209.2	185.1
1981	%	100.0	12.7	4.5	43.9	38.9
Netherlands Antilles	No.	38.0	—	1.7	27.7	8.6
1982	%	100.0	—	4.5	72.9	22.6
Panamá	No.	152.1	5.7	14.2	109.6	22.5
1980	%	100.0	3.8	9.3	72.1	14.8
Perú	No.	1 344.0	260.5	140.0	674.8	268.4
1981	%	100.0	19.4	10.4	50.2	20.0
Puerto Rico	No.	371.0	4.01	82.0	223.0	8.0
1983	%	100.0	1.3	25.9	70.3	2.5
Trinidad & Tobago	No.	136.2	13.1	29.6	88.8	4.8
1981	%	100.0	9.6	21.7	65.2	3.5
Venezuela	No.	1 243.7	23.3	217.2	983.5	19.8
1981	%	100.0	1.9	17.4	79.1	1.6
Bermuda	No.	14.2	—	0.5	13.1	0.6
1980	%	100.0	—	0.05	92.3	4.2
Guyana	No.	42.3	5.8	7.0	29.5	—
1977	%	100.0	13.7	16.6	69.7	—
French Guyana	No.	12.4	2.1	3.6	5.9	0.8
1977	%	100.0	16.9	29.0	47.6	6.5
Haití	No.	1 085.2	507.2	75.1	372.1	130.8
1980	%	100.0	46.7	6.9	34.3	12.1
Monterrat	No.	2.0	0.1	0.3	1.4	0.2
1980	%	100.0	5.0	15.0	70.0	10.0
México	No.	4 807.5	697.3	1 111.3	2 998.9	—
1979	%	100.0	14.5	23.1	62.4	—

Table 3 (Cont.)

Country (year)		Total economically active women	Distribution			
			Agriculture	Industry	Services	Others*
Paraguay	No.	317.8	58.2	79.8	179.8	—
1980	%	100.0	18.3	25.1	56.6	—
Nicaragua	No.	213.7	33.3	44.2	134.3	1.9
1977	%	100.0	15.6	20.7	62.8	0.9
Honduras	No.	150.1	11.3	41.8	57.0	-
1977	%	100.0	7.5	27.9	64.6	—
Bolivia	No.	336.8	89.0	60.5	177.5	9.8
1976	%	100.0	26.4	18.0	52.7	2.9

Notes: ¹. Four thousand females in agriculture as a residual of other columns from total.

Divisions of economic activity regrouped as:

1: agriculture

2-5: industry

6-9: services

Population figures are rounded to the first decimal point.

* Others include persons not adequately defined and those seeking their first job or unemployed, etc.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1980, 1982, 1983.

The countries which have relatively lower percentages of women in agriculture are Argentina, Chile and Uruguay. In the Caribbean Zone, Haiti, Windward Islands and Guadeloupe have higher percentages, while Puerto Rico, Cuba and the Dominican Republic have a relatively lower proportion of women in agriculture. Haiti, with 47 per cent, has the largest, and Puerto Rico, with 1.3 per cent, is one of the lowest.

b) THE INDUSTRIAL SECTOR

The proportion of active women employed in industry in Latin America is 16.5 per cent, close to the world average of 17.9 per cent. As in the case of agriculture, the distribution of female workers in industry shows wide variations from one country to another, ranging from 30 per cent in Trinidad and Tobago, to 1.7 per cent in the Netherland Antilles (Table 3).

On the other hand, data of 1980 shows that in Brazil the total number of women employed in industry was 1,784,000, representing 14.9 per cent of the total number of active women in the country, and in Mexico in 1979 there were 1,111,300, i.e. 23.1 per cent of its total female labour force.

Again, the proportion of the active female population employed in industry varies from country to country in the Caribbean Zone. They range from Puerto Rico (25.9), Cuba (22.1), and Windward Island (21.4), to Martinique (5.6), Guadeloupe (6.7), and Haiti (6.9), respectively. Other selected examples of differences are Panama (9.3 per cent) and El Salvador (19.0 per cent), or Chile (20.4 per cent) and Uruguay (23 per cent).

c) THE SERVICES SECTOR

As pointed out earlier, this sector constitutes a major source of employment for women in

Latin America. In the majority of countries or territories of the region, more than 70 per cent of the women workers are employed in the services sector. By individual countries, Bermuda has the highest ratio of 92.3 per cent; Venezuela, 79.1 per cent; Panama, 72.1 per cent; and Puerto Rico, 70.3 per cent. Countries with the lowest female employment ratios are Jamaica (43.9 per cent), French Guyana (47.6 per cent), and Haiti (34.3 per cent).

One important fact that emerges from these figures is that, within the services sector, there are two occupations in which they constitute a majority: wholesale/retail trade, restaurants and hotels; and community, social and personal services. Not only are most women employed in these occupations, but also they are found at the lower rungs of the occupational ladder (as shown later). Employment statistics for a few Latin American countries clearly show that 40 to 60 per cent of women are employed in the community, social and personal services as illustrated by the following Chart D.

CHART D			
Service workers (selected countries, Latin America)			
Country/Year	Female employment (000's)		
	Total for the country		In community, social and personal services
Chile (1981)	Total	1061	513
	Of which:		
	service workers	291	263
	%	27.4	51.3
El Salvador (1980)	Total	554	129
	Of which:		
	service workers	91	83
	%	16.4	64.3
Panama (1980)	Total	152	73
	Of which:		
	service workers	40	33
	%	26.3	45.2
Peru (1981)	Total	1,344	409
	Of which:		
	service workers	194	178
	%	14.4	43.5
Venezuela	Total	1,244	610
	Of which:		
	service workers	338	255
	%	27.2	41.5
Source: ILO: <i>Year Book of Labour Statistics</i> , 1983, table 2.C.			

4. FEMALES SHARE OF EMPLOYMENT

In many countries of this region, an increasing number of women are working in different jobs and continue to earn their own living, or earn to supplement their income to the family in the traditional sector. Economic and technological developments have increased opportunities in occupations from which they were formerly excluded and these changes are taking place with unprecedented rapidity. It is against this general background that the share of employment of women in total employment in this region should be examined. The following Chart E shows changes in the female share of employment, based on data obtained for 12 countries in 1975 and 1980.

CHART E			
Female share of employment in Latin America and the Caribbean (12 countries)			
Year	Lowest	% Highest	Average
1975	21.5 (Costa Rica)	44.6 (Haiti)	31.3
1980	21.6 (Paraguay)	48.9 (Haiti)	33.6

Source: ILO: *Year Book of Labour Statistics*, 1983.

To obtain a more comprehensive perspective of women's share in the level of employment during 1975 and in 1980, fourteen countries were listed in a descending order of magnitude of their size of female share in employment (Table 4).

Table 4						
Women's share of employment in selected Latin American countries: 1975 and 1980						
Country	Level of employment ('000)				Women's share* (%)	
	1975		1980		1975	1980
	M	F	M	F		
Haiti	1,101.5	885.9	999.2	954.4	44.6	48.9
Barbados	53.4 ¹	37.6 ¹	56.6	44.0	41.3	43.7
Jamaica	413.6	270.7	448.2	289.1	39.7	39.2
Colombia	1 361.2	785.7	1 977.6	1 224.6	36.6	38.2
Puerto Rico	451.0	222.0	487.0	273.0	33.0	35.9
Bolivia	975.7	426.6	1 006.2 ²	559.5 ²	30.4	35.7
Trinidad & Tobago	241.8	90.6	270.1	117.7	27.3	30.4
Chile	2 041.7 ¹	700.2 ¹	2 297.0	959.3	25.5	29.5
Panamá	336.3	124.9	374.1	152.9	27.1	29.0
Venezuela	2 546.7	957.8	3 061.2	1 183.9	27.3	27.9
Costa Rica	484.1 ¹	132.7 ¹	548.3	176.4	21.5	24.3
Paraguay	629.7	177.9	762.9	210.2	22.0	21.6

Notes: ¹ 1976
² 1979

* Compiled on unrounded data
Female employment as population of total employment.

Sources: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, Tables 3A and 3B.

In this region, the highest rate is represented by Haiti, 44.6 per cent in 1975 and 48.9 per cent in 1980. The lowest shares are recorded by Costa Rica, 21.5 per cent in 1975, and Paraguay 21.6 per cent in 1980. The averages for this region remained at 31.3 per cent and 33.6 per cent for 1975 and 1980. Countries such as Jamaica, Colombia, Puerto Rico, Bolivia, and Trinidad and Tobago, were close to the regional averages in this period.

5. DISTRIBUTION BY EMPLOYMENT STATUS

The distribution of women workers in individual countries in the region by occupational status, based on the latest available data for a sample of ten countries, is shown in Table 6. Percentage distribution among different occupational groups is shown in Chart F.

CHART F	
Distribution of economically active female population by employment status, Latin America and the Caribbean (percentages)	
	%
1) Employers and own account	15.1
2) Employees.	70.4
3) Unpaid family workers	5.4
4) Not classified by status	8.9

Sources: ILO: *Year Book of Labour Statistics*, 1980-83.

Table 6:						
Distribution of economically active women by status of employment in Latin America (in '000 and in %)						
Distribution by employment status						
Country (year)		Economically active women	Employers and own account workers	Employees	Unpaid family workers	Not classified by status
Barbados	No.	51.1	3.1	38.6	0.1	9.3
1982	%	100.0	6.1	75.5	0.2	18.2
Brazil	No.	12 038.9	1 954.1	8 826.9	786.6	371.4
1960	%	100.0	16.2	74.2	6.5	3.1
Bermuda	No.	14.2	0.5	13.1	0.1	0.5
1980	%	100.0	3.5	92.3	0.7	3.5
El Salvador	No.	553.9	195.3	297.0	42.9	18.7
1980	%	100.0	35.3	53.6	7.7	3.4
Guatemala	No.	247.0	57.8	163.5	8.8	16.9
1981	%	100.0	23.4	66.2	3.6	6.8
Panamá	No.	152.1	10.7	119.4	1.7	20.3
1980	%	100.0	7.0	78.5	1.1	13.4
Perú	No.	1 344.0	371.6	454.2	297.0	221.2
1981	%	100.0	27.6	33.8	22.1	16.5
Puerto Rico	No.	317.0	13.0	246.0	7.0	51.0
1983	%	100.0	4.1	77.6	2.2	16.1
Venezuela	No.	1 243.7	215.1	925.3	40.7	62.7
1981	%	100.0	17.3	74.4	3.3	5.0
Trinidad & Tobago	No.	136.3	15.4	106.7	9.4	4.8
1981	%	100.0	11.3	78.3	6.9	3.5

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2A.

As the above figures indicate, more than 70 per cent of women workers in this region are employees, reflecting higher percentages than in Africa (35.3 per cent) and Asia (59.4 per cent). Women in the category of employers and own account workers constitute 15.1 per cent of the female workforce, indicating a large rural sector in many countries, where women perform a range of tasks, such as cultivating gardens or marketing produce, activities that do not enter in the cash economy. In the category of unpaid family workers, the lowest percentages (5.4 per cent) are registered in the region.

a) EMPLOYERS AND OWN ACCOUNT WORKERS

The aggregation of employers and workers on own account in a single category does not clarify the range of jobs women prefer. In many countries there are more self-employed women than employers, especially where the informal sector of the labour market is numerically large, as is the case in various countries of Latin America and the Caribbean.

The data in Table 6 indicates that in some countries, such as Puerto Rico (4.1 per cent), Bermuda (3.5 per cent), Barbados (6.1 per cent), and Panama (7.0 per cent), there are relatively fewer women classified in such category. On the other hand, some countries such as Brazil, El Salvador, Guatemala, Peru and Venezuela, reflect higher percentages than the regional average (15 per cent). Brazil appears to have the largest number of self-employed women outside agriculture and trade. In 1980, in financing, insurance and real estate, and business services, the total number of self-employed females was 964.000 out of 1.954.000, or about 50 per cent. Agricultural operations accounted for 25 per cent of the self-employed women.

b) SALARIED EMPLOYEES AND WAGE EARNERS

The majority of women workers in this region fall in this group, while the Dominican Republic, Haiti, Peru, Jamaica, Bolivia and Guyana have less than 50 per cent. The highest percentage of women in this category is in Cuba, Puerto Rico, Costa Rica, Bermuda, and Panama. The figures vary from Uruguay (71.8 per cent) to Argentina (76.9 per cent). It is in the countries of the Caribbean Zone that great variations are found, since they include countries with the lowest (Haiti, 14.9 per cent) and the highest percentages (Cuba 98.6 per cent). In Bermuda, women represent 92.3 per cent, Panama 78.5 per cent, and Trinidad and Tobago, 78.3 per cent as salaried employees and wage earners.

c) UNPAID FAMILY WORKERS

Data indicates that large numbers of women in rural areas of the continent have been excluded from the active population, but in fact, in many countries, the rural family combines the productive role with family obligations, so much so that there are no clear differences in the functional roles; employment and daily household tasks merged into a single activity for all members of the family. In this region, the highest ratio for this group of workers is 22.1 per cent in Peru, and the lowest, 0.2 per cent in Barbados, while the regional average is 5.4 per cent.

The figures shown in Table 6 in the above category are to be considered illustrative orders of magnitude and do not reflect the number of tasks performed by women in agriculture or household.

6. DISTRIBUTION BY OCCUPATIONAL GROUPS

Employment of women by occupational groups, in general, is an indicator of educational

level, social status and an index of economic advancement. In Latin America and the Caribbean, percentage distribution of women workers is shown by six broad occupational groups in Chart G, based on data from ten countries.

CHART G	
Distribution of economically active female population by occupational groups, Latin America and the Caribbean (percentages)	
Occupational groups	%
1) Professional, technical and related workers	13.3
2) Administrative and managerial workers	2.3
3) Clerical, sales and service workers	18.2
4) Agricultural, animal husbandry and related workers	8.5
5) Production and related workers	12.7
6) Others	9.7
Source: ILO: <i>Year Book of Labour Statistics</i> , 1981-83, table 2.B.	

It shows that the largest groups, representing 18.2 per cent of the female labour force in this region, are clerical, sales and services workers. As pointed out earlier, service workers, as a distinct group, constitute the highest proportion of female workers in Latin America, and individually they represent 21.8 per cent of women workers, while the clerical group comes next with 20 per cent. The relative size of the service workers (21.8 per cent) is higher than in other regions; for example, Asia 14.7 per cent and Africa 13.7 per cent. Women in administrative and managerial positions show only a slight difference with Asia and Africa, and are numerically not significant. In the professional, technical, and related workers' group, however, the data indicates that for women in this category, there has been some progress since 1980. Table 5 provides information on individual countries by separate occupational groups for various years from 1980-1983.

a) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

The percentage of working women in this occupational group is relatively large in comparison with those falling in the groups "administrative and managerial workers" and "agricultural or production related workers" group. For example, selected countries show the following ratios: Bermuda (15.5 per cent), Panama (18.3 per cent), Puerto Rico (20.8 per cent), and Venezuela (19.2 per cent). The lowest ratios are recorded in some countries, including Costa Rica, the Dominican Republic and El Salvador, ranging from 5 to 7 per cent (Table 5).

b) ADMINISTRATIVE AND MANAGERIAL WORKERS

This occupational group, which comprises legislative officials, government administrators and managers, accounts for a very small percentage of the total female labour force in this region. In a few countries it is as low as 1 per cent or less; for example in Argentina, Barbados, the Dominican Republic, El Salvador, Nicaragua, Paraguay and Peru. On the other hand, Bermuda and Puerto Rico are among those countries where women in this category show about 5 per cent or higher figures.

Table 5:

Distribution of economically active women by type of occupation
in Latin America (in '000 and in %)

Country, (year)		Distribution by type of occupation								Others ¹
		Total economically active women	Prof., technical and related workers (1)	Admin., and managerial workers (2)	Clerical & related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)	
Barbados	No.	51.1	5.2	1.1	8.4	5.2	10.5	3.3	8.2	9.2
1982	%	100.0	10.2	2.2	16.4	10.2	20.5	6.5	16.0	18.0
Bermuda	No.	14.2	2.2	0.8	5.1	1.2	3.7	—	0.5	0.7
1980	%	100.0	15.5	5.6	35.9	8.5	26.1	—	3.5	18.6
El Salvador	No.	553.9	29.8	1.4	35.9	159.9	91.4	115.2	101.7	18.6
1980	%	100.0	5.4	0.3	6.5	28.9	16.5	20.8	18.3	3.3
Guatemala	No.	247.0	31.6	3.2	23.5	33.0	71.8	20.6	43.3	20.0
1981	%	100.0	12.8	1.3	9.5	13.4	29.1	8.3	17.5	8.1
Netherlands Antilles	No.	38.1	4.5	0.3	8.9	5.1	9.3	0.1	1.3	8.6
1982	%	100.0	11.8	0.8	23.3	13.4	24.4	0.3	3.4	22.6
Panamá	No.	152.1	27.9	4.9	34.7	11.5	40.1	3.6	9.9	19.5
1980	%	100.0	18.3	3.2	22.8	7.6	26.4	2.4	6.5	12.8
Perú	No.	1 344.0	145.7	1.9	180.0	182.4	194.2	257.0	111.8	271.0
1981	%	100.0	10.9	0.1	13.4	13.6	14.4	19.1	8.3	20.2
Puerto Rico	No.	317.0	66.0	18.0	79.0	18.0	53.0	—	75.0	8.0
1983	%	100.0	20.8	5.7	24.9	5.7	16.7	—	23.7	2.5
Trinidad & Tobago	No.	136.2	16.1		33.3	21.3	23.4	12.2	25.0	4.9
1981	%	100.0	11.8		24.4	15.6	17.2	9.0	18.4	3.6
Venezuela	No.	1 243.7	239.2	18.7	290.7	165.4	338.4	19.5	151.8	21.0
1981	%	100.0	19.2	1.5	23.4	13.3	27.2	1.6	12.2	1.6

Note: ¹ Others include workers not classified by any occupation and the unemployed.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2B.

c) CLERICAL AND RELATED WORKERS

This group accounts for a large proportion of women workers, ranging from 15 to 35 per cent. For example, in seven out of ten countries included in the sample, the proportion of women in this occupational group exceeds the regional average of 20 per cent: Bermuda (35.9 per cent), Netherland Antilles (23.3 per cent), Panama (22.8 per cent), Puerto Rico (24.9 per cent), Trinidad and Tobago (24.4 per cent), and Venezuela (23.4 per cent).

d) SALES WORKERS

In most countries of the region, the number of women employed in this group ranges from about 5 to 14 per cent. Though the proportion of active women in this group is small, the situation throughout the region is fairly uniform. The highest percentages are shown by El Salvador (15.6 per cent) and Trinidad and Tobago (28.9 per cent), while the lowest are Panama (7.6 per cent) and Puerto Rico (5.7 per cent).

e) SERVICE WORKERS

This occupational group has the highest percentage of women workers in most countries. The proportions range from 29.1 per cent in Guatemala to 16.5 per cent in El Salvador. In most countries, women constitute 50 per cent or more of the labour force of this occupational group, with the exception of Puerto Rico, where the figure is 49.4 per cent. In El Salvador and Martinique, the proportion exceeds 80 per cent, and in 17 countries it exceeds 60 per cent. The numerical size of employment in this occupational group appears to be increasing, if we examine the figures from selected countries since 1980.

f) AGRICULTURAL AND OTHER RELATED WORKERS

There are vast differences as regards the percentage of women in this occupational group among countries. In some countries, more than 20 per cent of the women are calculated in this category, while in others, proportions are less than 5 per cent. For example, the Dominican Republic (38.9 per cent) and Jamaica (25.1 per cent) show relatively higher participation rates.

The proportion of women in the total labour force of this occupational group is a quarter or more in five countries of the Caribbean Zone.

g) PRODUCTION AND RELATED WORKERS

Several countries have significant numbers of women workers in this occupational group. For example, in the descending order, Puerto Rico has (23.7 per cent), Trinidad and Tobago (18.4 per cent), El Salvador (18.3 per cent), and Guatemala (17.5 per cent). The lowest ratios are found for Bermuda (3.5 per cent) and Netherland Antilles (3.4 per cent).

EUROPEAN MARKET ECONOMY COUNTRIES

Chapter V

Women in the Economic Activity in European Market Economy Countries

1. POPULATION AND FEMALE LABOUR FORCE

According to the latest statistical information, the total female population of European market economy countries was about 201 million at the beginning of the 1980s, out of which 62.8 million were registered as economically active in 1980-82¹. For every 100 women of all ages, more than 31 were in the labour force (Table 1). At the same time, more than 107 million men, that is 55.7 per cent, were economically active out of a total male population of nearly 193 million.

Table 1: Total population, economically-active population, participation rates of men and women, and women's share of the labour force in 1982 (in absolute numbers and %)							
Country	Men			Women			Women's share of the labour force in %
	Total population	Active population	Partici- pation rates	Total population	Active population	Partici- pation rates	
	in absolute		in %	in absolute		in %	
Finland							
(1982) LFSS	2 335 609	1 303 000	55.8	2 492 048	1 160 000	46.5	47.1
Sweden							
(1982) LFSS	4 118 000	2 342 000	57.5	4 182 000	2 015 000	46.5	46.3
Denmark							
(1981) LFSS	2 529 363	1 485 912	58.7	2 599 995	1 188 480	45.7	44.4
Iceland							
(1982) OE	118 409	71 710	60.6	116 571	51 881	44.5	42.0
Norway							
(1981) LFSS	2 031 000	1 150 000	56.6	2 069 000	822 000	39.7	41.7
Portugal							
(1981) LFSS	4 496 000	2 554 000	56.8	5 000 000	1 812 000	36.2	41.5
France							
(1982) LFSS	26 520 957	14 269 851	53.8	27 616 024	9 248 889	33.5	39.3
United Kingdom							
(1980) OE	27 291 000	16 034 000	58.8	28 719 000	10 315 000	35.9	39.1
Austria							
(1982) LFSS	3 560 027	2 013 700	56.6	3 949 973	1 265 000	32.0	38.6

Table 1 (Cont.)

Country	Men			Women			Women's share of the labour force
	Total population	Active population	Participation rates	Total population	Active population	Participation rates	
	in absolute		in %	in absolute		in %	
Germany, Fed. Rep. of (1982) LFSS	29 495 000	17 421 000	59.1	32 166 000	10 914 000	33.9	38.5
Belgium (1980) OE	4 820 000	2 606 000	54.1	5 039 000	1 546 000	30.7	37.2
Switzerland (1980) C	3 114 812	1 975 294	63.4	3 251 148	1 123 642	34.6	36.3
Liechtenstein (1980) C	12 519	8 379	66.9	12 696	4 621	36.4	35.5
Italy (1981) C 2%	27 215 350	14 634 850	53.8	28 713 150	7 636 850	26.6	34.3
Turkey (1980)	23 066 759	12 614 100	54.7	21 670 198	6 412 785	29.6	33.7
Netherlands (1982) OE	7 082 000	3 794 000	53.6	7 204 000	1 902 000	26.4	33.4
Greece (1981) LFSS	4 780 570	2 505 100	52.4	4 948 780	1 172 700	23.7	31.9
Luxembourg (1979) OE	178 100	102 800	57.7	185 600	46 800	25.2	29.3
Spain (1980) LFSS	18 347 000	9 540 000	52.0	19 040 000	3 804 000	20.0	28.5
Gibraltar (1981) C	14 469	9 578	66.2	14 275	3 713	26.0	27.9
Ireland (1977) LFSS	1 644 300	867 000	52.7	1 628 000	320 700	19.7	27.0
Malta (1981) OE	155 850	90 989	58.4	164 086	30 914	18.8	25.4
Total	192 927 094	107 393 263	55.7	200 795 544	62 796 975	31.3	36.9

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1982, Table 1.

Since 1975, women's participation rates have continued to increase, while male participation rates declined slightly. The highest female participation rates (46.5 per cent) were registered in Finland and Sweden (1982) while Liechtenstein (1980) indicated the highest male participation rates (66.9 per cent). The lowest female participation rate was found in Malta (18.8 per cent) where less than two out of ten women were in the labour force in 1981, while Spain (1980) registered the lowest male participation rates (52.0 per cent). The average participation rates for the 22 countries listed in Table 1 were 31.3 per cent for women and 55.7 per cent for men. More than three women and six men out of ten were in the labour force. The highest and lowest rates and averages are presented in Table 2.

A glance at the participation rates of the working age population between 1975 and 1982 reveals that among the 16 countries selected for review, 12 indicated a decrease in male participation rates, while in others, male participation rates remained stable. However, all 16 selected countries registered an increase in the participation rates of working age women (Table 3).

Table 2:

Participation rates of women and men in European market
economies 1980–82 (22 countries)

	Participation rates (%)		
	Lowest	Highest	Average
Women	18.8 (Malta)	46.5 (Finland and Sweden)	31.3
Men	52.0 (Spain)	66.9 (Liechtenstein)	55.7

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 1.

Table 3:

Participation rates of working-age* men and women
(16 selected countries) (1975–82)

	Men					Women				
	1975	1979	1980	1981	1982	1975	1979	1980	1981	1982
Austria	82.5	82.3	81.8	81.8	84.7	47.9	49.6	49.2	29.7	51.2
Belgium	83.9	81.2	80.2	79.7	..	44.0	47.5	48.0	48.7	..
Denmark	89.8	90.0	..	88.7	..	63.5	70.8	..	72.7	..
Finland	79.7	77.7	78.2	78.9	79.7	65.6	65.7	67.1	68.5	70.1
France	84.4	83.1	82.5	81.9	81.9	49.9	52.4	52.5	52.8	52.9
Germany	85.7	82.5	81.7	80.6	81.3	48.5	49.2	49.4	49.6	49.8
Greece	82.7	79.9	78.0	76.8	77.2	30.0	33.1	34.0	35.3	34.7
Ireland	88.6	86.5	..	88.7	..	35.4	32.9	..	36.4	..
Italy	84.2	82.7	82.9	83.2	83.1	34.6	38.8	39.8	40.5	40.7
Netherlands	83.3	78.5	78.3	77.9	..	32.0	34.5	35.7	36.8	..
Norway	85.9	87.0	87.6	87.7	87.5	53.3	61.7	63.2	64.2	65.4
Portugal	95.3	93.5	92.9	91.9	..	51.8	55.7	55.7	57.4	..
Spain	92.3	82.6	81.3	80.6	79.6	32.4	32.4	31.9	31.7	33.0
Sweden	89.2	87.9	87.8	86.5	84.7	67.6	72.9	74.1	75.3	74.6
Switzerland	97.2	93.3	93.5	93.2	91.8	49.5	49.2	49.2	50.2	49.8
United Kingdom	92.2	90.7	90.4	90.0	88.4	55.3	58.2	58.5	57.3	56.9
Averages	87.3	85.0	84.1	84.3	83.6	47.6	50.3	50.6	51.7	52.6

Note: * 15–64 years of age

Source: OECD: *Labour Force Statistics*, (Paris 1983).

2. WOMEN BY AGE GROUP

Since 1975, age specific participation rates for women reveal important changes: On the one hand they tend to enter the labour force somewhat later; on the other, they remain economically active in increasing numbers during child-bearing years (Table 3).

In contrast to most countries of Asia, Africa and Latin America, in European market economies women in the age group 20-24 have the highest participation rates. The ten countries selected in Table 3 show an average of 70.7 per cent rate of participation in that age group, an increase of 7.0 per cent since 1975. Among those, highest participation rates for 20 to 24 age group were registered in Denmark (85.6), Liechtenstein (83.4) and Sweden (81.7) the lowest in Turkey (46.4), Italy (60.3) and Finland (60.7) (Table 4).

Table 4:
Participation rates of women in selected European countries age groups
(1975-82)

	1975 15-19 years	1982	1975 20-24 years	1982	1975 25-44 years	1982	1975 45-54 years	1982	1975 55-64 years	1982	1975 65 years plus	1982
Denmark (1.X.77) LFSS (V.81) LFSS	37.0	47.6	78.7	85.6	77.5 ¹	85.7	63.4 ²	70.5	43.7	40.3	4.9	3.4
Finland (1.I.76) C (1.XI.80) C	22.9	16.2	57.5	60.7	73.1	78.5	65.3	75.3	36.7	42.5	3.1	2.4
France (1.III.75) C* (1982) LFSS	21.2	14.5	66.0	67.6	55.1	64.5	48.4	55.2	34.1	33.7	5.0	2.1
Germany, Fed. Rep. (XII.76) OE (XII.82) OE	45.2	39.2	69.9	71.3	54.4	59.5	49.1	51.9	26.6	27.7	3.6	7.6
Italy (1977) LFSS (25.X.81) C 2%	29.5 ³	35.8 ³	54.4	60.3	41.1 ¹	49.8	27.4 ⁴	33.2	11.4 ⁵	13.2	4.1	1.5
Liechtenstein (1.XII.70) C (2.XII.80) C**	77.3	60.1	74.5	83.4	40.6	50.6	37.9	46.5	32.9	33.1	14.0	6.8
Netherlands (III-V.77) LFSS (1.82) OE	37.9	26.7	64.0	71.6	33.8	47.2	25.5	31.2	12.6	14.0	1.4	0.8
Sweden (III-V.77) LFSS (1982) LFSS	46.5 ⁶	49.1 ⁶	65.5	81.7	68.2	85.9	71.7	85.5	46.6	58.8	3.5	4.4
Turkey (1.XI.75) C 1% (12.X.80) C 1%	46.7	50.2	46.0	46.4	46.1	43.3	48.5	47.3	43.1	39.8	27.9	20.8
Averages	42.4	39.9	63.7	70.7	52.5	63.7	47.2	56.4	32.3	35.5	7.9	7.7

- 1 Age group 25-49.
- 2 Age group 50-54.
- 3 Age group 14-19.
- 4 Age group 50-59.
- 5 Age group 60-64.
- 6 Age group 16-19.

* Figures based on a 20 per cent sample tabulation of census returns.
** Provisional figures.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1980, 1979, 1978, 1977, 1976.

Data examined above reveals that the most significant change occurred in the age group 25-44, where during a period of seven years participation rates continuously increased compared to other age group. The ten countries under review indicate an average increase of 11.2, bringing the participation rates of women in this age group to 63.7. The highest participation rates were registered in Sweden and Denmark, where nearly 86 women out of 100 in this age group were in the labour force. In contrast, less than half of women in this age group were economically active in Italy, the Netherlands and Turkey. The analysis of participation rates of women in the age group 45-54 also shows an important increase. The average for the ten countries mentioned above was 56.4 in 1980-82, 9.2 per cent up from 1975.

Overall decreasing participation rates were shown in the two age groups 15-19 and 65 and above with major variations among different countries (Table 4).

a) WOMEN'S SHARE OF THE LABOUR FORCE

At the beginning of the 1980s nearly 37 per cent of the active population consisted of women (Table 1). Variations between the different countries are considerable, for example, in Finland nearly half of the labour force (47.1 per cent) is composed of women, while in Malta only one fourth (25.4 per cent) of the working population is female. In only five European market economies women represent less than one third of the labour force (Gibraltar, Greece, Luxemburg, Malta and Spain), in six others women's share of the labour force is above 40 per cent (Denmark, Finland, Iceland, Norway, Portugal and Sweden).

3. DISTRIBUTION BY MAJOR ECONOMIC SECTORS

The share of the female workforce in each economic sector varies, sometimes considerably, from country to country (Table 5).

Table 5: Distribution by major economic sectors (in %) (1980-1982)						
	Distribution of the active female population by economic sector (in %)			Share of women in the total labour force of each economic sector (in %)		
	Agriculture	Industry	Services	Agriculture	Industry	Services
Austria (1982)	11.9	24.3	63.8	47.3	23.2	49.3
Belgium (1982)	2.3	15.6	82.1	26.5	18.9	48.5
Denmark (1981)	3.2	17.3	79.5	20.9	24.8	57.4
Finland (1980)	10.9	22.6	66.5	39.7	30.9	58.5
Germany, Fed. Rep. (1982)	6.6	28.1	65.3	48.5	25.4	47.4
Greece (1981)	40.9	18.6	40.5	42.5	19.8	31.5
Italy (1981)	12.3	29.1	58.6	35.9	24.0	39.2

Table 5 (Cont.)

	Distribution of the active female population by economic sector (in %)			Share of women in the total labour force of each economic sector (in %)		
	Agriculture	Industry	Services	Agriculture	Industry	Services
Malta (1981)	3.7	54.3	42.0	13.9	30.3	28.0
Netherlands (1981)	2.8	13.3	13.0	15.5	13.1	40.6
Norway (1982)	5.6	13.5	80.8	29.8	19.2	54.5
Portugal (1981)	32.5	26.5	41.0	53.3	29.4	45.8
Spain (1982)	15.6	21.3	63.1	25.8	19.1	38.5
Sweden (1982)	3.1	14.6	82.3	25.4	22.2	59.2
Turkey (1980)	87.6	4.8	7.6	51.8	9.7	10.5
United Kingdom (1980)	1.4	22.5	76.1	20.4	23.2	51.6

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, Table 2A.

Of the 62.8 million economically active women in the European market economy countries in 1980-82, about 10 million were employed in the agriculture sector, 13.7 million in industry and 39.1 million in the services sector. This means that out of 100 economically active women, 16 worked in agriculture, 22 in industry and 62 in the service. During the same period, the proportion of women in the total workforce each sector was 33.1 per cent in agriculture, 22.2 in industry and 44.0 in the services¹² (Table 7).

a) IN AGRICULTURE

In 1980-82 the proportion of women working in the agriculture sector, including also forestry, hunting and fishing, was relatively low to industry and services in all European market economy countries with the exception of Turkey, Greece and Portugal. Out of the 15 countries for which 1980-82 data are available (Table 5) eight indicated that less than 10 per cent of the female labour force worked in this sector including in Belgium (2.3 per cent), the United Kingdom (1.4 per cent), Denmark (3.2 per cent), Federal Republic of Germany (6.6 per cent), Malta (3.7 per cent), the Netherlands (2.8 per cent), Sweden (3.1 per cent) and Norway (5.6 per cent). In four countries (Austria, Finland, Italy and Spain) women in agriculture accounted for 10-16 per cent of all working women. Only Turkey (87.6 per cent), Greece (40.9 per cent) and Portugal (32.5 per cent) indicated that a large proportion of their economically active women was engaged in agriculture.

In 1980-82 the highest proportion of women in the total agricultural labour force was found in Portugal (53.3 per cent) and Turkey (51.8 per cent). Three countries, Austria, the Federal Republic of Germany and Greece indicated that the share of women in the agricultural labour force exceeded 40 per cent. The lowest proportions were registered in Malta (13.9 per cent) and the Netherlands (15.5 per cent) (Table 5).

In the earlier decade, 1970-80, European market economies experienced a decline in the agricultural labour force. Although more men than women moved from agriculture to other economic sectors, the decline in the female agricultural labour force was quite marked.

b) IN INDUSTRY

In 1980, in the European market economy countries, the industrial sector employed more women than the agricultural sector and considerably less than the services sector. On the basis of 15 selected countries, for which 1980-82 data are available, it appears that 21.8 per cent of the total female labour force was employed in the industrial sector taking into account wide variations in different countries. For example, in Malta, 54.3 per cent of all working women are engaged in industrial production –the highest for this group of countries. In other countries less than 30 per cent of economically active women were employed in the industrial sector. Of the 15 countries under review while percentages in 6 of these ranged from 10 to 20, Turkey was an exception where in industry women formed less than 5 per cent of the female labour force.

The proportion of women among industrial workers is lower than their proportion among services sector workers in all 15 countries under review except for Malta, and lower than their proportion among agricultural workers, excepting Denmark, Malta and the United Kingdom. On the average, women constitute 22.2 per cent of the industrial labour force, with Finland (30.9 per cent) and Malta (30.3 per cent) just above 30 per cent, six countries above 20 per cent (Portugal 29.4 per cent, Federal Republic of Germany 25.4 per cent, Denmark 24.8 per cent, Italy 24 per cent, the United Kingdom 23.3 per cent and Sweden 22.2 per cent), five countries below 20 per cent (Greece 19.8 per cent, Norway 19.2 per cent, Spain 19.1 per cent, Belgium 18.9 per cent and the Netherlands 13.1 per cent), and one below 10 per cent (Turkey 9.7 per cent).

c) THE SERVICES SECTOR

In European market economies the vast majority of working women is engaged in the services sector. While female participation in agriculture and industry has declined since 1975, there was a correspondent increase in the services sector occupations. In 1980-1982 in the 15 countries under review more than 62 per cent of working women were employed in that sector. In Belgium, Netherlands, Norway and Sweden, more than 80 per cent of the female labour force was occupied in the services, while Denmark and the United Kingdom, indicated figures just below 80 per cent. There were four countries in which women in service occupations comprised less than 50 per cent of all women workers. They were Greece, Malta, Portugal and Turkey (Table 5).

Table 6:					
Distribution of economically active female population by major branches of economic activity (15 countries) (in %)					
	Lowest %		Highest %		Average %
Agriculture	1.4	United Kingdom	87.6	Turkey	16.0
Industry	4.8	Turkey	54.3	Malta	21.8
Services	7.3	Turkey	83.9	Netherlands	62.2
Source: ILO: <i>Year Book of Labour Statistics</i> , (Geneva), 1983, Table 2A.					

Table 7:

Percentage of women in the total labour force of each economic sector (in %)

	Lowest		Highest		Average
Agriculture	13.9	Malta	53.3	Portugal	33.1
Industry	9.7	Turkey	30.9	Finland	22.2
Services	10.5	Turkey	59.2	Sweden	44.0

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, Table 2A

3. DISTRIBUTION BY EMPLOYMENT STATUS

The distribution of women workers by status reflects an important aspect of the female labour force and the role women play in the economy. In European market economy countries, the status of women workers reveals different economic and social realities. Some differences are attributable to the fact that definitions and criteria classifying the labour force vary from country to country (Tables 8 and 9).

Table 8:

Distribution of women workers in selected European market economies
by employment status (in '000 and as a percentage of the total
female labour force) 1980-82

Country (year)	Economically active women	Employers and own-account workers	Employees	Unpaid family workers	Not classified by status
Austria	1 265.0	106.0	1 044.0	115.0	—
(1982) %	100	8.4	82.5	9.1	—
Belgium	1 700.6	123.8	215.0	103.4	258.4
(1982) %	100	7.3	71.4	6.1	15.2
Denmark	1 188.5	35.4	1 059.0	65.7	28.4
(1981) %	100	3.0	89.1	5.5	2.4
Finland	1 034.8	48.0	881.2	85.3	20.4
(1980) %	100	4.6	85.2	8.2	2.0
Germany, Fed. Rep.	10 540.0	492.0	9 066.0	768.0	214.0
(1982) %	100	4.7	86.0	7.3	2.0
Greece	1 172.6	219.4	485.8	400.7	66.7
(1981) %	100	18.7	41.4	34.2	5.7
Malta	30.9	2.9	26.6	—	1.4
(1981) %	100	9.4	86.1	—	4.5
Netherlands	1 754.9	85.4	1 381.2	95.5	192.9
(1981) %	100	4.9	78.7	5.4	11.0
Norway	843.0	38.0	739.0	37.0	28.0
(1982) %	100	4.5	87.8	4.4	3.3
Portugal	1 799.0	169.0	1 069.0	446.0	115.0
(1981) %	100	9.4	59.4	24.8	6.4

Table 8 (Cont.)

Country (year)	Economically active women	Employers and own-account workers	Employees	Unpaid family workers	Not classified by status
Spain	3 938.0	498.9	2 417.2	564.0	457.8
(1982) %	100	12.7	61.4	14.3	11.6
Sweden	2 015	85	1 849	14	61
(1982) %	100	4.2	91.8	0.7	3.0
Turkey	6 412.7	245.9	875.5	5 081.1	210.2
(1980) %	100	3.8	13.7	79.2	3.3
United Kingdom	10 315	371.0	9 401.0	—	543.0
(1980) %	100	3.6	91.1	— 5.3	

Source: ILO: *Year Book of Labour Statistics*, (Geneva, 1983) Table 2A

Table 9:

Distribution of economically-active women by employment status
(14 European market economy countries) (in %)

	Lowest		Highest		Average
Employers and own account workers	3.0	Denmark	18.7	Greece	7.1
Employees	13.7	Turkey	91.8	Sweden	73.7
Unpaid family workers	0.7	Sweden	79.2	Turkey	15.3
Not classified by status	2.0	Finland, Germany, Fed. Rep.	15.2	Belgium	5.8

Source: ILO: *Year Book of Labour Statistics*, (Geneva 1983), Table 2A.

a) FEMALE EMPLOYERS AND WORKERS ON OWN ACCOUNT

In 1981-82 Greece and Spain had the highest proportion of independent women workers in the female labour force, representing 18.7 per cent and 12.7 per cent respectively. In several countries, including Denmark, Finland, Federal Republic of Germany, Netherlands, Norway, Sweden, Turkey and the United Kingdom, less than 5 per cent of women earned their income independently. On the basis of available information for 4 countries on the average, 7.1 per cent of the economically active female population of European market economies belonged to the category of employers or own-account workers (see Tables 8 and 9).

b) SALARIED EMPLOYEES AND WAGE EARNERS

The largest number of women in the European market economy countries fall in this category, except for Turkey where the many women work as unpaid family labourers. Of the 14 countries listed in Table 8 the majority registered more than 80 per cent of all economically

active women in this category. In only two countries (Turkey and Greece) less than 50 per cent of working women belonged to the group of employees and wage earners.

The distribution of female salaried employees and wage earners among the major economic sectors is quite uneven. Most women working in industry and services are salaried employees. In agriculture, their numbers range from 2.5 per cent in Greece to 29.5 per cent in Sweden (Table 10).

Table 10: Distribution of the female labour force by major economic sector and by employment status (as a percentage of the total female labour force)					
Country (year)	Economic sector	Employers and women working on own account	Employees	Unpaid family workers	Not classified by status
Austria (1982)	Agriculture	36.4	6.6	57	—
	Industry	2.0	95.4	2.6	—
	Services	6.0	91.7	2.3	—
Belgium (1982)	Agriculture	30.4	37.1	32.5	—
	Industry	1.9	94.2	3.9	—
	Services	9.3	83.5	7.1	—
Denmark (1981)	Agriculture	7.3	19.9	72.8	—
	Industry	1.1	92.5	6.4	—
	Services	3.4	93.8	2.8	—
Finland (1980)	Agriculture	20.5	10.8	68.3	0.4
	Industry	1.1	97.9	0.9	0.1
	Services	3.4	95.5	1.0	0.1
Germany, Fed. Rep. (1982)	Agriculture	9.1	10.3	80.6	—
	Industry	1.9	95.9	2.3	—
	Services	5.6	92.2	2.3	—
Greece (1981)	Agriculture	27.2	2.5	70.2	0.1
	Industry	12.0	76.7	7.7	3.6
	Services	15.1	68.8	13.3	2.8
Malta (1981)	Agriculture	88.4	11.6	—	—
	Industry	1.1	98.9	—	—
	Services	18.6	81.4	—	—
Netherlands (1981)	Agriculture	18.1	20.9	61.0	—
	Industry	1.8	93.1	5.1	—
	Services	5.7	89.9	4.4	—
Norway (1982)	Agriculture	23.4	19.1	55.3	4.2
	Industry	1.8	94.6	1.8	2.7
	Services	3.7	92.6	1.5	2.1
Portugal (1981)	Agriculture	15.3	15.6	69.1	—
	Industry	6.0	91.7	2.1	—
	Services	7.9	84.7	7.4	—
Spain (1982)	Agriculture	29.7	13.5	56.5	0.3
	Industry	7.0	89.5	3.4	0.1
	Services	13.2	77.2	10.7	0.2
Sweden (1982)	Agriculture	50.8	29.5	19.7	—
	Industry	2.1	97.9	—	—
	Services	2.9	97.0	0.1	—
Turkey (1980)	Agriculture	3.6	4.0	92.4	—
	Industry	10.4	71.2	18.2	0.2
	Services	4.5	94.3	1.2	—

Source: ILO: *Year Book of Labour Statistics*, (Geneva, 1983), Table 2A.

c) UNPAID FAMILY WORKERS

Women working in this category account for a very low percentage of the total female labour force. However, the average rate of women working as unpaid family workers is at 15 per cent more than twice as high as that of female employers and own account workers (Table 8).

The lowest percentage was registered in Sweden (0.7 per cent) followed by Norway (4.4 per cent) and the Netherlands (5.4 per cent). Only four countries exceeded the 10 per cent mark, Spain (14.3 per cent), Portugal (24.8 per cent), Greece (34.2 per cent) and Turkey (79.2 per cent). In all countries most of the unpaid family labourers work in agriculture (Table 10).

Many rural women in European market economies work on their family farm and are classified as "unpaid family labourers" (Table 10). From statistical evidence and surveys, it appears that the majority of women in this category are farmers' wives. The average number of hours worked by them varies from one country to another: 20-30 hours (Denmark), 25 hours (Belgium), over 38 hours (United Kingdom); between 42 and 45 hours (France), between 43 and 47 hours (Federal Republic of Germany) and 45 hours (Ireland). Although the hours spent on housework vary considerably, the average number of hours of rural women in these countries is estimated to be 70 hours a week. Farm work usually takes priority over housework where women are regarded as helpers who work at all hours of the day.

4. DISTRIBUTION BY OCCUPATIONAL GROUP

a) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

The proportion of women workers in this group ranges from 0.6 per cent in Austria to 30.5 per cent in Sweden. Less than 10 per cent of the female labour force in Finland, Portugal and Spain has been classified in the above occupational group, while in the Netherlands and Norway more than 20 per cent of economically active women fall in this category (Table 11).

Of the nine countries for which recent data is available, the percentage of women in this occupational group was higher than men in three countries, Norway, Portugal and Sweden (Table 12).

b) ADMINISTRATIVE AND MANAGERIAL WORKERS

Of the nine countries listed in Table 11, in the period 1979-1982, the proportion of women in this group varied from 0.2 per cent in Spain to 2.4 per cent in Norway. In three countries, the Netherlands, Portugal and Sweden, women administrative and managerial workers formed less than 1 per cent of the female labour force.

The number of women employed in management and administrative positions is, however, small not only in comparison with the total female labour force, but also compared to the number of men in the same occupational group. Table 12 indicates that in Spain (4.6 per cent) and in Netherlands (5.8 per cent) administrative and managerial workers are women, and that the highest percentages are reflected in data from Sweden (19.3 per cent), Norway (18.0 per cent) and the Federal Republic of Germany (17.0 per cent) (Table 12).

c) CLERICAL AND RELATED WORKERS

In 4 of the 9 countries under review, this occupational group absorbs the largest number of working women, Finland (21.8 per cent), the FRG (29.1 per cent), Ireland (26.5 per cent) and

Table 11:

Distribution of economically active women by groups in European market economies
(1979-1982) (in '000 and %)

Country, (year)		Distribution by type of occupation								
		Total economically active women	Prof., technical and related workers (1)	Admin., and managerial workers (2)	Clerical & related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)	Others ¹
Austria 1982	No.	1 264.7	7.0		333.3	169.6	357.4	150.4	204.7	2.3
	%	100.0	0.6		26.3	13.4	31.4	11.9	16.2	0.2
Finland 1980	No.	1 034.8	10.8	10.8	225.3	92.6	204.1	111.2	165.4	20.8
	%	100.0	1.0	1.0	21.8	8.9	19.7	10.7	16.0	2.0
Germany Fed. Rep. 1982	No.	10 914.0	1 526.0	169.0	3 177.0	1 358.0	1 721.0	649.0	1 451.0	863.0
	%	100.0	14.0	1.5	29.1	12.4	15.8	6.0	13.3	7.9
Ireland 1979	No.	343.2	66.5	3.9	91.0	41.4	47.8	19.9	52.0	21.0
	%	100.0	19.4	1.1	26.5	12.1	13.9	5.8	15.1	6.1
Netherlands 1979	No.	1 552.0	316.0	7.0	421.0	189.0	338.0	42.0	97.0	142.0
	%	100.0	20.4	0.5	27.1	12.2	21.8	2.7	6.2	9.1
Norway 1982	No.	843.0	206.0	20.0	162.0	108.0	201.0	45.0	89.0	12.0
	%	100.0	24.4	2.4	19.2	12.8	23.9	5.3	10.6	1.4
Portugal 1981	No.	1 812.0	127.0	5.0	214.0	150.0	261.0	551.0	387.0	115.0
	%	100.0	7.0	0.3	11.8	8.3	14.4	30.4	21.4	6.4
Spain 1982	No.	3 938.0	328.5	8.0	511.1	498.4	953.8	532.3	653.9	451.9
	%	100.0	8.4	0.2	13.0	12.7	24.2	13.5	16.6	11.4
Sweden 1982	No.	2 015.0	622.0	18.0	421.0	160.0	444.0	58.0	225.0	67.0
	%	100.0	30.5	0.9	20.9	7.9	22.0	2.9	11.2	3.3

¹ Others include workers not classified by any occupation and the unemployed.

² The total for Austria differs from other tables due to rounding.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1982, 1983, Table 2B.

the Netherlands (27.1 per cent). The lowest percentages were registered in Portugal (11.8 per cent) and Spain (13.0 per cent) (Table 11). Of the 9 countries, for which comparative information is available (Table 12), only three report that less than half of the labour force in the occupational group is female, Spain (39.7 per cent), the Netherlands (46.0 per cent) and Portugal (47.8 per cent). In other countries four fifths of the clerical and related workers are women, for example in Finland (85.3 per cent) and Sweden (80.6 per cent).

d) SALES WORKERS

During the period 1979-82, the number of women sales workers varied between 7.9 per cent (Sweden) and 13.4 per cent (Austria) of the total economically active female population of the nine selected countries in Table 11. In these countries, about half of all sales workers are women. Their share of the labour force within this occupational group varies between 34.3 per cent (Ireland) and 58.0 per cent (Austria) with four of the nine selected countries surpassing the 55 per cent mark (Table 12).

e) SERVICE WORKERS

Women in this occupational group form a large part of the total economically active female

population as indicated in Table 11 during the period 1979-1982. In Austria 31.4 per cent, in Spain 24.2 per cent, Norway 23.9 per cent and the Netherlands 21.8 per cent of women were found in services occupation representing more than one fifth of the total female labour force in nine countries listed in Table 11. However, in Ireland (13.9 per cent), Portugal (14.4 per cent) and the FRG (15.8 per cent) only one out of 7 economically active women belongs to this occupational group.

Female service workers outnumber male service workers in all nine countries listed in Table 12. For example, in Finland (78.7 per cent), Norway (77.3 per cent) and Sweden (75.1 per cent) more than 3 of 4 services workers were women. Only Ireland (56.0 per cent), the Federal Republic of Germany (56.2 per cent) and in Spain (59.7 per cent) indicated that less than 60 per cent of all were women (Table 12).

Table 12: Women's share of the labour force by occupational groups in % (1979-1982)							
Country (year)	Women's share in %						
	Prof., technical & related workers (1)	Admin., and managerial workers (2)	Clerical and related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)
Austria (1982) LFSS	5.7	49.8		58.0	68.8	47.4	15.9
Finland (1.XI.80) C	2.8	1.60	85.3	57.1	78.7	39.9	21.5
Germany Fed. Rep. (IV.82) LFSS	39.3	17.0	59.6	56.9	56.2	47.2	15.3
Ireland (VI.79) LFSS	46.6	12.1	70.9	34.3	56.0	8.9	12.8
Netherlands (III.V.79) LFSS	34.9	5.8	46.0	37.4	64.3	14.3	6.2
Norway (1982) LFSS	53.3	18.0	77.5	56.2	77.3	29.2	13.6
Portugal (VV.XII.81) LFSS	54.2	9.4	47.8	45.3	65.2	53.1	24.1
Spain (X.XII.82) LFSS	38.1	4.6	39.7	41.5	59.7	25.6	13.1
Sweden (1982) LFSS	54.0	19.3	80.6	46.6	75.1	24.6	17.4
Averages	36.5	12.8*	63.4*	48.1	66.8	32.2	15.6
* Excluding Austria.							
Source: ILO: <i>Year Book of Labour Statistics</i> , (Geneva), 1982, 1983, Table 2B.							

f) AGRICULTURAL AND RELATED WORKERS

In 9 countries under review during the period 1979-1982 listed in Table 11, except for Portugal, where more than 30 per cent of the female labour force is engaged in agriculture, only a small number of women belong to this occupational group. In European Market economy countries, 5 of the 9 countries selected classified in Table 11, 6 per cent or less of working women are agricultural or related workers including Netherlands (2.7 per cent), Sweden (2.9 per cent), Norway (5.3 per cent), Ireland (5.8 per cent) and the Federal Republic of Germany (6.0 per cent). In other countries more than 10 per cent of the female labour force was classified in this group.

For example in Ireland only 8.9 per cent of all workers in this category are women, while in Portugal more than half (53.1 per cent) of those classified are women. Other countries showing percentages below 50 are Austria (47.4 per cent) and the Federal Republic of Germany (47.2 per cent) while those showing below 30 per cent include Sweden (24.6 per cent) and Spain (25.6 per cent). In these two countries only one of 4 workers in this group is a woman. On the average, in the countries mentioned above, one third of the agricultural labour force consists of women (Table 12).

g) PRODUCTION RELATED WORKERS

During the period 1979-1982, in the 9 countries listed in Table 11 on average, one woman out of 7 were employed within this occupational group. Exceptions to this are Portugal, where one out of 5, the Netherlands, where one out of 16 working women was in this category.

During the same period, on average, more than 15 per cent of the production related labour force consists of women, with Portugal indicating the highest (24.1 per cent) and the Netherlands the lowest (6.2 per cent) percentages. Apart from Portugal, Finland reported that more than 20 per cent of the labour force in this category were female (Table 12).

5. PART-TIME EMPLOYMENT

The proportion of part-time employment in total employment increased between 1973 and 1981 in all of the 13 selected European market economy countries listed in Table 13 with the exception of Ireland, Italy and the United Kingdom. In 1981, women constituted 94.3 per cent of all part-time workers in the United Kingdom and 63 per cent in Greece. The other European market economy countries indicated figures which ranged between these countries.

A comparison of the number of women part-time workers with the total number of employed women indicates vast differences among countries. For example, in 1981 while in Greece only 4.3 per cent, in Italy 5.8 per cent and in Finland 7.6 per cent of all employed women had part-time jobs, in Norway 53.6 per cent, in Sweden 46.4 per cent and in the Netherlands 45.2 per cent of all employed women were in this category. The average for the 13 countries listed in Table 13, was 25.1 per cent, or one out of four women held a part-time job.

6. INEQUALITY OF REMUNERATION

Wage differentials in manufacturing industries have been reduced slightly between 1975 and 1982 in a number of European market economies. Of the 13 countries listed in Table 14, only one registered a slight increase in the salary gap, and only one indicated that the wage differentials in 1982 stood at the same level as in 1975.

Table 13:
Size and structure of part-time employment* (in %)

	Ratio of part-time working						Women's share in part-time employment	
	Both sexes		Men		Women		1973	1981
	1973	1981	1973	1981	1973	1981		
Belgium	2.8	6.4	0.4	1.3	8.2	16.4	89.8	86.2
Denmark	17.0	20.8	1.9	3.0	40.3	43.6	93.4	92.0
Finland ^a	3.9	4.5	1.4	1.7	6.7	7.6	81.0	80.2
France	5.1	7.4	1.4	1.9	11.2	15.9	82.1	84.6
Germany	7.7	10.2	1.0	1.0	20.0	25.7	92.4	93.8
Greece	..	2.1	..	1.1	..	4.3	..	63.0
Ireland ^b	4.0	3.1	1.8	1.3	10.1	8.0	67.5	68.6
Italy	3.9	2.7	2.3	1.4	8.5	5.8	55.4	64.1
Luxembourg ^b	4.5	5.8	1.0	1.0	13.9	17.1	83.3	87.5
Netherlands ^c	4.4	19.4	1.1	8.4	15.5	45.2	80.4	67.6
Norway ^d	23.5	28.3	8.7	10.6	47.6	53.6	77.0	77.9
Sweden	18.0	25.2	3.7	7.2	38.8	46.4	88.0	84.5
United Kingdom	15.3	15.4	1.8	1.4	38.3	37.1	92.1	94.3

* The definition of part-time employment may differ from country to country, therefore data are not directly comparable between countries.
For details see Note D of the Technical Annex of OECD: *Employment Outlook* (Paris, 1983) pp. 101–103.

(a) 1976 and 1981.

(b) 1973 and 1979.

(c) 1981 data are not directly comparable with 1973 data because of a change in the definition of part-time workers. For details see the Technical Annex of *Employment Outlook*.

(d) 1975 and 1981.

Source: OECD: *Employment Outlook* (Paris, 1983), p. 61.

Table 14:
Wage differentials between men and women in manufacturing
(1975–1982)

Country	Women's wages compared to men's wages (in percentages)							
	1975	1976	1977	1978	1979	1980	1981	1982
Belgium ^h	71.3	70.5	70.7	70.7	70.2	69.7	72.5	73.5
Denmark ^h	84.3	84.8	86.5	86.2	86.4	86.1	85.8	85.1
Finland ^{rh}	72.6	73.3	74.3	74.8	75.3	75.4	76.3	77.2
France ^h	76.4	75.6	75.8	76.7	76.8	77.0	78.1	—
Germany Fed. Rep. of ^h	72.1	72.2	72.3	72.8	72.8	72.7	73.1	73.0
Greece ^h	69.5	70.3	68.8	69.0	67.9	67.8	67.2	73.1

Table 14 (Cont.)

Country	Women's wages compared to men's wages (in percentages)							
	1975	1976	1977	1978	1979	1980	1981	1982
Ireland ^h	60.9	61.0	61.4	63.7	66.6	68.7	67.6	68.5
Luxembourg ^h	60.9	64.1	62.5	60.4	58.7	61.2	60.0	—
Netherlands ^h	79.2	79.8	80.0	80.4	80.1	80.2	79.3	79.2
Norway ^h	78.0	79.4	79.8	80.2	80.5	81.9	82.6	83.2
Sweden ^h	85.2	86.9	87.4	88.7	89.3	89.9	90.1	90.3
Switzerland ^h	66.0	66.5	65.4	66.1	65.9	66.4	66.9	67.0
United Kingdom ^h	66.5	70.2	70.8	69.1	69.1	68.8	68.8	68.9

(h) = hourly wages

Source: ILO: *Year Book of Labour Statistics*, (Geneva 1983), Table 17A.

In Nordic countries the gap in women's and men wages in manufacturing industries has narrowed. For example in Sweden, women's hourly earnings represent 90.3 per cent of those of men, followed by Denmark (85.1 per cent) and Norway (83.2 per cent). At the other end of the scale are Luxemburg (60.0 per cent in 1981), Switzerland (67.0 per cent), Ireland (68.5 per cent) and the United Kingdom (68.9 per cent). All other countries indicated that women's hourly wages amounted to 70-80 per cent of those of men. (Table 14).

In agriculture, women's wages vary greatly from country to country. While in 1981 Belgian women received 62.2 per cent and Portuguese women 67.7 per cent of the wages paid to men, the wages of Austrian women represented 103.8 per cent of those of their male counterparts (Table 15).

Table 15:

Wage differentials between men and women in agriculture
(1975-1982)

Country	Women's wages compared to men's wages (in percentages)							
	1975	1976	1977	1978	1979	1980	1981	1982
Austria ^m	103.4	103.8	103.7	103.7	103.8	103.8	103.7	
Belgium ^d	62.4	62.7	61.2	62.3	63.8	63.1	62.2	—
Finland ^h	82.4	81.7	80.9	82.6	83.2	84.0	83.8	95.4
Netherlands ^h	102.0	102.2	102.1	102.3	102.6	101.4	101.0	99.1
Norway ^h	91.8	94.7	95.0	92.8	93.8	92.9	95.2	93.8

Table 15 (Cont.)

Country	Women's wages compared to men's wages (in percentages)							
	1975	1976	1977	1978	1979	1980	1981	1982
Portugal ^d	67.3	66.8	69.3	66.5	67.3	64.3	67.7	—
Sweden ^h	94.3	87.3	86.2	90.0	90.3	91.6	91.1	93.3
Switzerland ^h	72.3	71.4	74.5	75.3	74.8	75.6	76.7	76.6
United Kingdom ^w	71.1	80.0	83.1	78.8	76.4	76.8	73.4	—

(d) = daily wages
(w) = weekly wages
(h) = hourly wages
(m) = monthly wages

Source: ILO: *Year Book of Labour Statistics*, (Geneva 1983), Table 17A.

NORTH AMERICA

Chapter VI

Women in the Economic Activity in North America

1. POPULATION AND FEMALE LABOUR FORCE

The combined populations of Canada and the United States in 1981 totalled 255 million, a figure close to the overall population of the entire Latin American continent. In 1981 Canada's population was 24.3 million, of which 12.3 million were women, and the United States, in 1982, registered a total population of 231.5 million of which 119 million were women. During the same period there were 4.9 million working women in Canada compared to 7.2 million working men. In other words, some 40 women were economically active for every 100 women. At the same time, for every 100 men, more than 59 were in the labour force. The corresponding participation rates for the United States are 40.3 for women and 57.3 for men (Table 1).

Table 1: Total population, economically active population, participation rates of men and women workers, women's share of the labour force, 1981/82							
Country (year)	Men			Women			Women's share of the labour force
	Total population	Active population	Participation rates	Total population	Active population	Participation rates	
	in thousands		in %	in thousands		in %	in %
USA (1981) LFSS	112 498.0	64 440.0	57.3	119 035.0	47 944.0	40.3	42.7
Canada (1981) OE	12 067.6	7 155.3	59.3	12 274.1	4 898.9	39.9	40.5
Total/average	124 565.6	71 595.3	58.3	131 309.1	52 842.9	40.1	41.7
Source: ILO: <i>Year Book of Labour Statistics</i> (Geneva), 1983, table 1.							

Participation rates of working-age men declined slightly between 1975 and 1982 in both countries, while participation rates of working-age women registered a sharp increase (9 per cent in Canada, and 8.3 per cent in the United States) (Table 2).

Women's age-specific participation rates reveal that the spectacular increase of women's labour force participation is mainly due to women in the age group 25-44 years. Within this age bracket women's participation rates increased by 11.2 per cent in Canada and by 9.7 per cent in

Table 2:

Participation rates of working-age* men and women
in Canada and the United States (1975–1982)

	Men					Women				
	1975	1979	1980	1981	1982	1975	1979	1980	1981	1982
Canada	86.2	86.4	86.4	86.4	84.9	50.0	55.6	57.3	59.9	59.0
USA	85.4	85.7	85.4	85.2	84.8	53.2	58.9	59.7	60.7	61.5

* age group 15–64 years

Source: OECD: *Labour Force Statistics*.

the United States during 1976–1982 as indicated in Table 3. In Canada, the age group 20–24 years showed a similar increase (9.5 per cent), while in the United States the increase was of only 3.5 per cent.

Women in the group 45–54 years continued to enter the labour force in increasing numbers. Their participation rates rose by 6.4 per cent in Canada between 1976 and 1981, and by 6 per cent in the United States between 1977 and 1982. The age groups 15–19 years and 55–64 years indicated slight increases in both countries, while the participation rates of women in the age group 65 and above declined (Table 3).

Table 3:

Participation rates of women in North America by age groups (1976–1982)

	15–19 years		20–24 years		25–44 years		45–54 years		55–64 years		65 years	
	1976	1981	1976	1981	1976	1981	1976	1981	1976	1981	1976	1981
Canada	42.6 ¹	44.3 ²	67.6 ¹	77.1 ²	53.8 ¹	65.0 ²	49.3 ¹	55.7 ²	33.9 ¹	35.5 ²	6.9 ¹	5.5 ²
USA	41.2 ³	42.0 ^{4*}	66.5 ³	70.0 ⁴	58.2 ³	67.9 ⁴	55.5 ³	61.5 ⁴	40.7 ³	41.5 ⁴	7.6 ³	7.4 ⁴

1 Canada (I.VI.1976) C

2 Canada (VI.81) OE

3 USA (1977) LFSS

4 USA (1982) LFSS

* age group 16–19 years

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1978, 1977, table 1.

2. DISTRIBUTION BY MAJOR ECONOMIC SECTOR

a) THE AGRICULTURE SECTOR

In North America only, a very small proportion of the labour force is engaged in agriculture. This fact is reflected in the distribution of the active female population by economic sector. In the United States, in 1982, only 1.6 per cent of the total female labour force worked in agriculture, while in Canada 2.8 per cent of women were engaged in this sector in 1983. According

to 1982 and 1983 data, the share of women in the agricultural labor force in the United States was less than 20 per cent in 1982, and in Canada nearly 24 per cent in 1983 (Table 4).

Table 4: Distribution by economic sectors (1982–1983)						
	Distribution of active women by economic sector (in %)			Women in the total labour force of each economic sector (in %)		
	Agriculture	Industry	Services	Agriculture	Industry	Services
USA (1982)	1.6	18.3	80.1	19.8	26.4	52.1
Canada (1983)	2.8	13.8	83.4	23.9	23.3	50.1

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, Table 2A.

b) THE INDUSTRIAL SECTOR

There was a considerable increase in the female industrial labour force in North America between 1970 and 1980. Women industrial workers numbered more than 7.3 million in 1970, while their numbers grew to 8.9 million in 1980; this represents an increase of 21.2 per cent. During the same period, the male industrial labour force increased by 15 per cent. In 1982 in the United States 18.3 per cent of all economically active women worked in industry. In Canada, the corresponding figure was 13.8 per cent in 1983. Women's share of the industrial labour force was 26.4 per cent in the United States, and 23.3 per cent in Canada (Table 4).

In both countries, as indicated in Table 5, most women engaged in industry fall into the category of employees (97.7 per cent in Canada and 97.4 per cent in the United States). Only 1.5 per cent work as employers or own account workers, and only 0.7 per cent as unpaid family workers, in the United States.

c) THE SERVICES SECTOR

This is the sector in which the employment of women continued to expand at a faster rate. This is reflected in the fact that in 1970 there were more than 27.2 million women working in the sector and by 1980, their numbers grew to nearly 33.6 million, representing an increase of 23.4 per cent. During the same period the male services sector labour force also showed an increase of 17.6 per cent.

In 1982, 80.1 per cent of all working women were in this sector in the United States, while in Canada 83.4 per cent belong to this category. More than half of all engaged in this sector were women in both countries (52.1 per cent in the United States and 50.1 per cent in Canada) (see Table 4).

The majority of women in this sector were classified as employees (93.1 per cent in the United States and 92 per cent in Canada). Only 5.9 per cent in the United States and 7.3 per

cent in Canada were classified as employers or own account workers. Less than 1 per cent were considered as unpaid family workers in both countries (0.7 per cent in the United States and 0.2 per cent in Canada) (see Table 5).

Table 5:					
Distribution by major economic sector and by employment status (as a percentage of the total female labour force)					
Country (year)	Economic sector	Employers and own account workers	Employees	Unpaid family workers	Not class- ified by status
U.S.A. (1982)	Agriculture	27.0	51.2	21.6	—
	Industry	1.5	97.4	0.7	—
	Services	5.9	93.1	0.7	—
Canada (1983)	Agriculture	21.8	39.5	39.5	—
	Industry	—	97.7	—	—
	Services	7.3	92.0	0.2	—

Source: ILO, *Year Book of Labour Statistics*, (Geneva), 1983, table 2A.

3. DISTRIBUTION BY EMPLOYMENT STATUS

Of about 48 million women workers in the United States, more than 44 million, that is 92.3 per cent, were employees in 1982. Female employers and own account workers numbered nearly 2.5 million, forming 5.2 per cent of the total female labour force. At the same time slightly more than half a million women worked as unpaid family workers, representing 1.1 per cent of all economically active women (Table 6).

Table 6:						
Distribution of women by status (in '000 and in %) 1983						
Country (year)		Economically active women	Employers and own workers	Employees	Unpaid family workers	No classified by status
USA (1982)	No.	47 944.0	2 484.0	44 241.0	514.0	623.0
	%	100.0	5.2	92.3	1.1	1.3
Canada (1983)	No.	4 953.0	318.0	4 497.0	81.0	58.0
	%	100.0	6.4	90.8	1.6	1.2

Source: ILO: *Year Book of Labour Statistics* (Geneva), 1983, table 2A.

4. DISTRIBUTION BY OCCUPATIONAL GROUP

a) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

Of the nearly 5 million women workers in Canada, nearly 900 thousand, that is 18 per cent,

belonged to the above category in 1983. The corresponding figure for the United States was about 8 million, that is 16.6 per cent of the total female labour force in 1982 (Table 7). While in Canada women in this occupational group slightly outnumbered men, in the United States 45.3 per cent of all professional, technical and related workers were women (Table 8).

b) ADMINISTRATIVE AND MANAGERIAL WORKERS

The number of women in this occupational group was lower in relation to other groups in both countries. While in Canada 263.000 women, that is 5.3 per cent, belonged groups to this category, in the United States they numbered nearly 3.4 million, that is 7 per cent of the total female labour force. Among the administrative and managerial workers, less than 30 per cent are women (29.8 per cent in Canada and 28.3 per cent in the United States) (Tables 7 and 8).

c) CLERICAL AND RELATED WORKERS

In both countries, the largest proportion of economically active women are employed in this occupational group; in Canada, nearly 1.5 million women comprise 29.2 per cent, while in the United States, more than 16 million women, that is 33.4 per cent of the female labour force. More than three fourths of all workers in this occupational group are female (80.8 per cent in the United States and 78.0 per cent in Canada) (Tables 7 and 8).

d) SALES WORKERS

In Canada, 460.000 women are engaged as sales workers, representing 9.3 per cent of all economically active women. In the United States, 3.2 million women, that is 6.7 per cent, are in this occupational group. In Canada, 40.9 per cent of all sales workers are women, while in the United States the corresponding figure is 45.9 per cent (Tables 7 and 8).

Table 7:										
Distribution of economically active women by type of occupation in North America (in '000 and in %)										
Country, (year)		Distribution by type of occupation								
		Total economically active women	Prof., technical and related workers (1)	Admin., and managerial workers (2)	Cleric. & relat-d workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)	Others ¹
Canada (1983) LFSS	No.	4 953.0	894.0	263.0	1 444.0	460.0	794.0	106.0	391.0	600.0
	%	100.0	18.1	5.3	29.2	9.3	16.0	2.1	7.9	12.1
United States (1982) LFSS	No.	47 944.0	7 939.0	3 372.0	16 014.0	3 197.0	9 461.0	520.0	6 615.0	812.0
	%	100.0	16.6	7.0	33.4	6.7	19.7	1.1	13.8	1.7
Source: ILO: <i>Year Book of Labour Statistics</i> (Geneva), 1983, table 28.										

e) SERVICE WORKERS

For reasons described above, women in this occupational group form a large part of the total economically active female population. In Canada, there were nearly 800 thousand female service workers, representing 16.0 per cent of all working women. The nearly 9.5 million women

workers in this occupational group represented 19.7 per cent of all economically active women in the United States. Women constituted 53.8 per cent of all service workers in Canada, and 61.6 per cent in the United States (see Tables 7 and 8).

Table 8:							
Women's share of the labour force by occupational groups in %							
Country (year)	Women's share in %						
	Prof., technical & related workers (1)	Admin., and managerial workers (2)	Clerical and related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)
Canada (IV.83) LFSS	50.8	29.8	78.0	40.9	53.8	20.5	14.4
United States (1982) LFSS	45.3	28.3	80.8	45.9	61.6	18.2	19.2

Source: ILO: *Year Book of Labour Statistics* (Geneva), 1983, table 2B.

f) AGRICULTURAL AND RELATED WORKERS

Only a very small part of the female labour force is engaged in agriculture, animal husbandry or forestry. In Canada, 106 thousand women (2.1 per cent) belong to this occupational group; in the United States, 529 thousand (1.1 per cent). Women's share of the labour force is also low in this category; they comprise 20.5 per cent of all agricultural and related workers in Canada, and 18.2 per cent in the United States (Tables 7 and 8).

g) PRODUCTION RELATED WORKERS

Women are only a small proportion of production related workers in both countries, 14.4 per cent in Canada and 19.2 per cent in the United States (Tables 7 and 8). In Canada, 391,000 women, that is 7.9 per cent of the female labour force, were employed as production workers. In the United States, the corresponding figure was 6.6 million (13.8 per cent), in this category.

5. PART-TIME EMPLOYMENT

North American countries witnessed an increase in part-time employment during the period 1973 to 1981. The proportion of part-time employment in total employment increased in Canada from 10.6 per cent in 1975 to 13.5 per cent in 1981. In the United States, part-time workers represented 13.9 per cent of the total employment in 1973, and 14.4 per cent in 1981 (Table 9).

Part-time employment is more common among women than among men; for example, in Canada, male part-time workers comprised 5.1 per cent of the total male labour force in 1975, and 6.8 per cent in 1981. During the same period, the ratio of female part-time workers to total female workers in Canada was 20.3 per cent in 1975, and 31.8 per cent in 1981. The corresponding figures for the United States were 23.8 per cent in 1973, and 23.7 per cent in 1981. These

figures for the United States were 23.8 per cent in 1973, and 23.7 per cent in 1981. These figures reflect that part-time employment among women increased substantially in Canada during 1975-1981, while in the United States, it remained stagnant during the period 1973 and 1981.

During the same period, women's share of part-time employment also showed a slight increase. For example, in 1975, 69.5 per cent of all part-time workers were women in Canada and in 1981, 72.0 per cent. In the United States, women's share of part-time employment also showed a slight shift from 68.4 per cent in 1973 to 70.3 per cent in 1981.

Table 9: Size and structure of part-time employment in North America								
Country	Men				Women's share in part-time employment			
	1973	1981	1973	1981	1973	1981	1973	1981
Canada ^a	10.6	13.5	5.1	6.8	20.3	31.8	69.5	72.0
United States**	13.9	14.4	7.2	7.5	23.8	23.7	68.4	70.3
* Part-time workers are those who usually work less than 30 hours per week.								
** Part-time workers are those who voluntarily worked less than 35 hours during the survey week in non-agricultural industries.								
(a) 1975 and 1981.								
Source: OECD: <i>Employment Outlook</i> (Paris, 1983), p. 61.								

6. INEQUALITY OF REMUNERATION

Canadian women workers earned 66 per cent of men workers' earnings on the average, in 1980. In the same year, in the United States, women's earnings represented 58.6 per cent of those of men's earnings (Table 10).

Five occupations in which women's wages are closer to those of men, and five, in which the gap is wider, have been selected in Table 11. These occupations were selected out of 91 for which disaggregated information by gender was available. Of all these occupations, there were only a few in which women's wages reached or surpassed 90 per cent. In other occupations women's wages represented less than 60 per cent of men's on the average.

From the data, another conclusion emerges. The most highly paid occupations for women are basically the same as those for men (Table 12), and yet there is a large gap between their wages. While the highest average weekly earnings of men were US\$619, those of women were US\$422 in 1981. Another relevant point is that those occupations which rank high in terms of various wages are those which are dominated by men and not women workers (Table 13).

According to Table 13, in Canada during 1970 to 1980, the differentials between the hourly wages of men and women were large; of the 16 occupations for which comparative data are available, the wages of waiters and waitresses showed parity in 1970. In other occupations in 1980, women's hourly wages varied between 48.6 per cent and 89.7 per cent of those of men. The wage gap narrowed in 8 of the 16 occupations listed in Table 13, while in the remaining 8 the differentials between women's and men's wages grew during 1970 to 1980 (Table 13). The four hospital-based occupations listed in the same table were those in which women's weekly earnings came closer to those of men in 1980, ranging from 90.1 per cent for example for cooks, to 100 per cent, for example, for psychiatric attendants.

Table 10:

Overall earning differentials of full-time male and female workers in North America

Country (year)	Women's earnings as % of men's earnings	Definitions
Canada* (1980)	66 ¹ Estimate	Estimate of weekly earnings based on total full-year earnings, corrected by the number of male and female full-time and part-time workers and their average weekly hours.
United States** (1980)	58.6	Mean earnings of year-round workers and employees, incl. juveniles. All industries and services

1 Assuming same hourly rates for full-time and part-time workers. Earnings of full-year, full-time and part-time workers amounted to 20,198 dollars for males and 11,873 dollars for females, (f/m ratio = 58.8 per cent).

* Canada Ministry of Labour, *Labour Research Bulletin*, Ottawa, September 1982.

** United States US Bureau of the Census, *Money Income of Households, Families and Persons in the United States: 1980*, Washington, D. C., 1982.

Source: OECD: Working Party No. 6 on the Role of Women in the Economy: *Male and female earning differentials in OECD countries*, (Paris), 24 August, 1983, MAS/WPG (83) 6 p. 2-3.

Table 11:

Differentials in men's and women's wages in ten selected* occupations in 1981 (in %)

Occupation	Women's wages compared to men's in %	Women workers as % of total workers
HIGHEST		
Nurses, dieticians and therapists	94.7	90.9
Postal Clerks	93.9	32.8
Cashiers	92.0	85.1
Guards	90.7	12.8
Food service workers n.e.c. ** except private household	90.0	68.2
LOWEST		
Bank officers and financial managers	60.2	36.5
Salesworkers, services and construction	59.1	33.1
Managers and administrators n.e.c. **	58.5	19.6
Sales managers and department heads, retail trade	57.0	38.2
Salesworkers	52.0	33.0

* Ten occupations have been selected from those with total employment of 50,000 or more, and for which information disaggregated by sex was available in 1981.

** n.e.c. = "not elsewhere classified"

Source: US Department of Labor, Bureau of Labour Statistics: *Monthly Labor Review*, April 1982 (Washington D.C.) pp. 26-29.

Table 12:

Occupations with highest wage rates in
the United States, by genderOccupations with highest median weekly
earnings for men employed full time in wages
salary work¹ 1981 annual averages

Occupations ²	Men's earnings	Occupations ²	Women's earnings
Aerospace and astronautical engineers	\$619	Operations and systems researchers and analysts	\$422
Stock and bond sales agents	589	Computer systems analysts	420
Chemical engineers	583	Lawyers	407
Economists	580	Physicians, dentists and related practitioners	401
Lawyers	574	Social scientists	391
Sales managers, except retail trade	566	Teachers, college and university	389
Physicians, medical and osteopathic	561	Postal clerks	382
Electrical and electronics engineers	555	Engineers	371
School administrators, college and university	552	Ticket, station and express agents	370
Industrial engineers	549	School administrators, elementary and secondary	363
Mechanical engineers	547	Life and physical scientists	357
Computer systems analysts	546	Health administrators	357
Health administrators	545	Public administration officials and administrators, not elsewhere classified	337
Engineers, not elsewhere classified	530	Vocational and educational counselors	336
Airplane pilots	530	Registered nurses	331
School administrators, elementary and secondary	520	Personnel and labor relations workers	330
Operations and systems researchs and analysts	515	Computer programmers	329
Bank officers and financial managers	514	Editors and reporters	324
Personnel and labor relations workers	514	Secondary schoolteachers	321
Civil engineers	507	Librarians	318

¹ Excludes any earnings from self—employment² Occupations listed are those in which male or female employment was 50,000 or more in 1981**Source:** US Department of Labor, Bureau of Labor Statistics: *Monthly Labor Review*, April 1982 (Washington D.C.) p. 30.

Table 13:

Wage rates in Canadian Industries by occupation and by gender 1970–1980

Industry and Occupation	1970			1980		
	Women	Men	Women/Men	Women	Men	Women/Men
	\$ Hourly	\$ Hourly		\$ Hourly	\$ Hourly	
BAKERIES:						
Baker's helper	2.12	2.50	84.8	6.23	7.95	78.4
Packager	2.10	2.79	75.3	6.48	8.00	81.0
HOSERY AND OTHER KNITTED GOODS:						
Cutter, hand	1.75	2.37	73.8	4.52	6.50	69.55

Table 13 (Cont.)

Industry and Occupation	1970			1980		
	Women	Men	Women/Men	Women	Men	Women/Men
	\$ Hourly	\$ Hourly	%	\$ Hourly	\$ Hourly	%
MEN'S CLOTHING:						
Pocket Maker	1.77	2.39	74.1	5.08	6.75	75.3
Tailor/Tailoress	1.94	2.58	75.2	5.70	6.86	83.1
WOMEN'S CLOTHING:						
Presser, hand	2.13	3.02	70.5	5.45	7.23	75.4
Sewing Machine operator	1.70	3.07	55.4	5.20	7.08	73.4
WIRE AND WIRE PRODUCTS:						
Assembler, production	2.01	2.46	81.7	5.20	7.22	72.0
MOTOR VEHICLE PARTS AND ACCESSORIES:						
Product assembler, metal	2.14	3.42	62.6	5.63	9.81	57.4
Inspector	2.29	3.55	64.5	6.73	10.87	61.9
Machine tool operator	2.25	3.34	67.4	5.23	10.77	48.6
COMMUNICATIONS EQUIPMENT:						
Inspector, receiving	2.40	3.19	75.2	5.81	8.07	72.0
Packager, hand	2.12	2.93	72.4	5.68	7.24	78.5
ELECTRICAL INDUSTRIAL EQUIPMENT:						
Assembler	1.90	2.72	69.9	5.66	7.24	78.2
Coil—winding machine tender	2.42	3.12	77.6	7.05	—	—
LAUNDRIES AND CLEANERS:						
Presser, machine, dry—cleaning	1.49	2.09	81.6	4.45	4.96	89.7
HOTELS:						
Waitress/Waiter	1.49	1.49	100.0	3.66	4.20	87.1
HOSPITALS:						
	Monthly			Weekly		
Psychiatric attendant	439	455	96.5	263	263	100.0
Medical Lab technician	523	543	96.3	304	318	95.6
Cook	397	493	80.5	265	294	90.1
Cook, helper	344	395	87.1	243	253	96.0

* It should be noted that these comparisons are sometimes based on very small numbers of persons of one sex where an occupation is dominated by the other sex.

Source: Labour Canada, *Wage Rates, Salaries and Hours of Labour*, October 1970 and 1980.

cit. from: National Report of Canada to OECD: *The Employment of Women in Canada*, (Toronto, Jan. 1982) p. 24.

OCEANIA

Chapter VII

Women in the Economic Activity in Oceania

1. POPULATION AND FEMALE LABOUR FORCE

The total population of the ten Oceanian countries, for which statistical information is available, is nearly 19 million, of which the female population is about 9.5 million; of this, more than 3 million, or 32.2 per cent, are in the labour force. During the same period, the total male population numbered nearly 9.5 million, of which 5.3 million, that is 56.5 per cent, were economically active. As Table 1 indicates, information for a number of countries is based on data for selected years over the last decade. Consequently, figures on the participation rates and women's share of the labour force are strictly comparable among the countries of the region. (For trends in participation rates and unemployment (1975-1981) see Annex I).

According to available information, participation rates of women varied between 7.6 per cent in Tonga and 45.3 per cent in Guam. In four countries, their participation rates were between 10 and 20 per cent; for example in Fiji (10.1 per cent), Niue (13.6 per cent), Cook Islands (17.4 per cent), and French Polynesia (18.9 per cent). Apart from Guam, the highest participation rates were found in Australia (34.5 per cent), New Zealand (28.5 per cent), and New Caledonia (26.9 per cent) (Table 1).

Table 1:							
Total population, economically-active population, participation rates of men and women and women's share of the labour force in Oceania (selected years)							
Country	Men			Women			Women's share of the labour force
	Total population	Active population	Participation rates	Total population	Active population	Partici- pation rates	
			in %			in %	in %
American Samoa (1974) OE	14 747	5 428	36.8	14 443	3 120	21.6	36.4
Australia (30.6.81) C	7 267 076	4 172 000	57.4	7 309 254	2 518 532	34.5	37.6
Cook Islands (1.12.76) C	9 294	3 854	41.4	8 834	1 534	17.4	28.5

Table 1 (Cont.)							
Country	Men			Women			Women's share of the labour force in %
	Total population	Active population	Participation rates	Total population	Active population	Partici- pation rates	
			in %			in %	
Fiji (13.9.76) C	296 950	146 315	49.3	291 118	29 470	10.1	16.8
Guam (1983) LFSS Provisional	27 630	20 860	75.5	28 690	13 010	45.3	38.4
New Zealand (24.3.81) C	1 578 927	876 606	55.5	1 596 810	455 736	28.5	34.2
Niue (29.11.76) C	1 928	717	37.2	1 915	261	13.6	26.6
New Caledonia (23.4.76) C	69 300	33 291	48.0	63 933	17 178	26.9	35.1
French Polynesia (29.4.77) C	72 168	30 748	42.6	65 214	12 310	18.9	28.5
Tonga	40 036	18 077	39.3	44 049	3 358	7.6	15.6
Western Samoa	78 639	31 867	40.5	73 344	6 382	8.7	16.7
Total	9 456 695	5 339 763	56.5	9 497 604	3 060 891	32.2	36.4
Source: ILO: <i>Year Book of Labour Statistics</i> , (Geneva), 1977, 1978, 1979, 1980, 1981, 1982, 1983, table 1.							

However, recent information from Australia and New Zealand indicates trends in male and female participation rates over the period 1975-1982 — showing that while male participation rates declined by about 3 per cent, female participation rates increased by nearly 2 per cent in Australia and by nearly 5 per cent in New Zealand (Table 2).

Table 2:										
Participation rates of working age* men and women in 2 Oceanian countries (1975-1982)										
	Men					Women				
	1975	1979	1980	1981	1982	1975	1979	1980	1981	1982
Australia	90.7	88.0	88.1	87.8	87.4	50.8	51.0	52.5	52.4	52.5
New Zealand	88.6	87.3	86.4	85.7	—	41.1	45.0	45.6	45.8	—
Note: * 15-64 years of age										
Source: OECD: <i>Labour Force Statistics</i> (various years)										

2. WOMEN WORKERS BY AGE-GROUP

In 1976, in all countries of the region, women had the highest participation rates in the age group 20-24. The average rate for 11 countries, for which information is available, was 42.6 per cent. In the descending order, Australia (65 per cent) ranked highest, followed by New Zealand (59.3 per cent) and New Caledonia (55.9 per cent), while Fiji (24.3 per cent) reported the lowest participation rates in this age group (Table 3). Participation rates of 25-44 year old women were lower in ten of the eleven countries, reflecting withdrawal of women from the labour force, probably due to family responsibilities. In other age groups, women's participation rates further declined, the averages being 29.8 per cent in the age group 45-54 years, 25.4 per cent in the age group 15-19 years, 19 per cent in the age group 55-64 years, and a relatively high 9 per cent in the age group 65 years and above.

Table 3:

Participation rates of women in Oceanian countries by age groups (1976-1983)

	15-19 years		20-24 years		25-44 years		45-54 years		55-64 years		65 years	
	1976	1983	1976	1983	1976	1983	1976	1983	1976	1983	1976	1983
American Samoa (1974) OE	14.4	—	43.3	—	49.7	—	42.3	—	29.2 ¹	—	34.4 ⁷	—
Australia (11.76) CS (6.81) C	50.3	55.5	65.0	70.7	53.2	56.2	50.7	51.3	27.0	24.8	5.1	4.9
Cook Islands (13.9.76) C	40.2	—	47.0	—	42.4	—	23.1	—	8.9	—	2.3	—
Fiji (13.9.76) C	15.1	—	24.3	—	18.5 ²	—	15.6 ³	—	12.7 ⁴	—	7.3 ⁷	—
French Polynesia (29.4.77) C	3.1 ¹¹	—	44.3	—	43.0	—	33.7	—	22.5 ¹	—	9.2 ⁷	—
Guam (1983) LFSS provisional	—	31.2 ⁵	—	55.6	—	57.4	—	41.9 ⁶	—	12.2 ⁷	—	12.2 ⁷
New Zealand (23.3.76) C (24.3.81) C	52.8	49.3	59.3	62.9	40.7	44.3	43.1	48.0	21.7	21.7	2.7	1.9
New Caledonia (23.4.76) C	29.6	—	55.9	—	50.4	—	47.3	—	43.8	—	19.4	—
Niue Islands (29.9.76) C	2.40	—	33.6 ⁸	—	31.4 ⁹	—	19.2 ¹⁰	—	12.0	—	2.7	—
Tonga (30.11.76) C	15.8	—	26.8	—	12.6	—	5.6	—	5.4	—	5.4	—
Western Samoa (3.11.76) C	9.1	—	26.4	—	22.6	—	16.9	—	6.7	—	1.3	—
Averages	25.4	—	42.6	—	36.4	—	29.8	—	19.0	—	9.0	—

1. Age group 55-59
2. Age group 25-39
3. Age group 40-49
4. Age group 50-59
5. Age group 16-19
6. Age group 45-59
7. Age group 60 +
8. Age group 20-29
9. Age group 30-49
10. Age group 50-54
11. Age group less than 20

Recent data (1981/83) is available for only three countries, Australia, Guam and New Zealand. During this period, women's participation rates increased in the age group 20-24 years, reaching 70.7 per cent in Australia and 62.9 per cent in New Zealand. These rates also increased in the age group 25-44 years by 3.6 per cent in New Zealand, and 3 per cent in Australia, between 1976 and 1981. There was a minor increase in the age group 45-54 years, but beyond that age groups, the rates declined or remained constant. In the age group 15-19 years, more women were in the labour force in Australia in 1981 than in 1976, while New Zealand indicated the opposite.

3. WOMEN'S SHARE IN THE LABOUR FORCE

In 1981, women accounted for 37.6 per cent of Australia's labour force. This figure represents an increase of 5.9 per cent since 1971. In New Zealand, 34.2 per cent of the labour force consisted of women in 1981, compared to 32.5 per cent in 1976. Women's share of unemployment, in both cases, is higher than their share of the labour force. In 1976, 47.5 per cent of Australia's and 40.5 per cent of New Zealand's unemployed were women. In 1981, Australia indicated the same figure, while New Zealand noted a slight decrease. Also, in Guam and New Caledonia, a very high percentage of the unemployed were women (45.2 per cent and 43 per cent, respectively, in 1981) (Table 4).

4. DISTRIBUTION BY MAJOR ECONOMIC SECTORS

a) THE AGRICULTURE SECTOR

Of the five countries for which statistical data is available, only Samoa indicated that nearly

Table 4: Trends in the labour force participation and unemployment of women workers (1975-1981)								
OCEANIA	1976		1981		1976		1981	
Countries	Women workers in thousands	Women workers as % of total labour force	Women workers	Women workers as % of total labour force	Unemployed women in thousands	Unemployed women as % of total unemployed	Unemployed women in thousands	Unemployed women as % of total unemployed
Australia (30.VI.71) (30.VI.81)	1 690.8	31.7	2 518.5	37.6	141.7	47.5	185.5	47.5
Guam (1983) LFSS (1) LFSS (2)	—	—	13.0	38.4	1.2	46.2	1.4	45.2
New Caledonia (23.IV.76)	17.2	35.1	—	—	0.3	38.5	0.5	43.0
New Zealand (23.III.76) (24.III.81)	407.2	32.5	455.7	34.2	2.2	40.5	19.1	39.6

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1977, 1983, Table 1.

25 per cent of the female labour force worked in agriculture. All other countries registered figures between 1.4 per cent and 7 per cent (Cook Islands 1.4 per cent, Australia 4.3 per cent, French Polynesia 6.4 per cent, and New Zealand 7 per cent) (Table 5).

Table 5:
Distribution by major economic sectors in Oceania (1976–1981)

Country (year)		Total economically active women	Distribution of economically active women by economic sector (in numbers and %)				Share of women in the total labour force of each economic sector (in %)		
			Agriculture	Industry	Services	Other	Agriculture	Industry	Services
Australia (30.VI.81) C	No. %	2 518 532 100.0	107 671 4.3	347 550 13.8	1 559 218 61.9	504 093 20.0	— 28.4	— 20.1	— 46.6
Cook Islands (1.XII.76) C	No. %	1 534 100.0	22 1.4	328 21.4	927 60.4	257 16.8	— 1.9	— 37.0	— 33.9
French Polynesia (27.IV.77) C	No. %	12 310 100.0	791 6.4	955 7.8	10 550 85.7	14 0.1	— 10—6	— 11—8	— 38—5
New Zealand (24.III.81) C	No. %	455 736 100.0	31 851 7.0	91 641 20.1	314 316 69.0	17 892 3.9	— 22.1	— 22.0	— 43.3
Samoa (1.XI.76) C	No. %	6 382 100.0	1 591 24.9	236 3.7	4 519 70.8	36 0.6	— 6.8	— 7.9	— 38.7

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1982, 1981, Table 2A.

During the period 1976-1981, the share of women in the agricultural labour force is not strictly comparable due to data available for selected years. Australia (28.4 per cent) and New Zealand (22.1 per cent) continued to show a higher proportion of women compared to Samoa where they represented 6.8 per cent and French Polynesia 10.6 per cent of those engaged in agriculture.

b) IN INDUSTRY

In the Cook Islands (21.4 per cent), and New Zealand (20.1 per cent), one out of every five industrial worker was a woman. The lowest percentages registered were in Samoa (3.7 per cent), French Polynesia (7.8 per cent), and in Australia (13.8 per cent) (Table 5).

Women's share of the industrial labour force was highest in the Cook Islands (37 per cent) and lowest in Samoa (7.9 per cent). In New Zealand (22 per cent), and Australia (20.1 per cent), one out of every five industrial worker, was a woman, while in French Polynesia (11.8 per cent) only one out of every nine was a women.

c) IN SERVICES

The overwhelming majority of women in the labour force are in the services sector. In French Polynesia 8 out of ten, in Samoa and New Zealand 7 out of ten, and in Australia and the Cook Islands 6 out of ten are engaged in a service occupation (Table 5).

Recent estimates show that women's share of the services sector labour force was highest in Australia (46.4 per cent), and lowest in the Cook Islands (33.9 per cent). Due to the fact that statistical information from different countries is available for different years, data is not strictly comparable.

5. DISTRIBUTION BY EMPLOYMENT STATUS

The vast majority of economically active women fall in the category of employees in all countries for which information was available in 1981, 1982 and 1983. In New Zealand, women employees represent 86 per cent, and in French Polynesia, 84.2 per cent of the total female labour force. The corresponding figures for Australia (79.7 per cent), Samoa (78.3 per cent) are between 75 per cent to 80 per cent (Table 6).

The number of women in the category of employers and own account workers is relatively smaller. Only 11.9 per cent of women in French Polynesia are own account workers, representing the highest percentage registered in the region. The lowest figure was noted in Samoa (4.6 per cent), followed by the Cook Islands (5.9 per cent), and New Zealand (6.9 per cent) (Table 6).

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As regards the unpaid family workers, there is a very wide range of differences representing very high and very low share in the total labour force. In Australia only 0.6 per cent and in New

Table 6:
Distribution of economically active women by employment status
('000 and in %)

Country (year)		Economically active women	Employers and own account workers	Employees	Unpaid family workers	Not classified
Australia (II.83) LFSS	No. %	2 507.4 100.0	283.2 11.3	1 998.3 79.7	14.3 0.6	211.7 8.4
Cook Islands (I.XII.76)	No. %	1.534 100.0	0.090 5.9	1.176 76.7	0.159 10.4	0.109 7.1
French Polynesia (27.IV.77) C	No. %	12.310 100.0	1.460 11.9	10.360 84.2	0.467 3.8	0.023 0.1
New Zealand (24.III.81) C	No. %	455.736 100.0	31.341 6.9	392.235 86.0	4.941 1.1	27.222 6.0
Samoa (3.XI.76) C	No. %	6.382 100.0	0.295 4.6	5.000 78.3	1.071 16.8	0.016 0.3

Source: ILO: *Year Book of Labour Statistics* (Geneva), 1983, 1982, 1981, Table 2.

Zealand only 1.1 per cent of working women belong to this category. On the other hand, Samoa and the Cook Islands economically active women work as unpaid family workers (Table 6).

Agriculture was the sector that indicated great diversity with regard to the distribution of working women by status. The number of women employers and own account workers was higher than that of the employees in Australia, French Polynesia and the Cook Islands, and the number of female unpaid family workers was higher than that of employees in Samoa, the Cook Islands and in French Polynesia. Only New Zealand indicated that the majority of its female agricultural labour force consisted of employees (See Table 7).

In contrast to the agriculture sector, the overwhelming majority of women engaged in industry belonged to the category of employees. In Samoa they represented 97 per cent of all women working in industry, in New Zealand 93.2 per cent, Australia 89.9 per cent, the Cook Islands 87.2 per cent, and in French Polynesia 57.9 per cent (Table 7). Female employers and own account workers formed a substantial portion of women working in industry in French Polynesia (41.2 per cent), and the number of unpaid family workers in industry was below 1 per cent in five countries of the region (Table 7).

In the services sector, the predominance of employees among women workers is pronounced. All countries in this region listed in Table 7, indicated that more than 90 per cent of their female services sector labour force belonged to this category. In the Cook Islands and Samoa more than 95 per cent were employees; only a limited number of women could be classified as employers or own account workers. Australia registered the highest (9.4 per cent) and the Cook Islands the lowest (4.2 per cent) proportion. As regards unpaid family workers, their proportion was of no significance; only in French Polynesia did they represent 1.1 per cent of women workers in this sector. In all other countries they accounted for less than half a per cent (Table 7).

6. DISTRIBUTION BY OCCUPATIONAL GROUP

a) PROFESSIONAL, TECHNICAL AND RELATED WORKERS

This occupational group absorbed a relatively large number of working women compared to other groups; for example, in Niue (32.9 per cent), Samoa (32.5 per cent), and the Cook Islands (24.3 per cent). In four of the seven countries of the region for which information is available, 16 to 19 per cent of economically active women belong to this category (Table 8). In most countries women represent 42 to 48 per cent while in Fiji women constituted slightly less than 40 per cent of professional, technical and related workers (Table 9).

b) ADMINISTRATIVE AND MANAGERIAL WORKERS

In most regions, this occupational group provided employment for a very small number of women. In five of the seven countries listed in Table 8, less than 1 per cent of economically active women could be classified in this category. Only Australia (2.4 per cent), and the Cook Islands (1.4 per cent), indicated higher figures (Table 8). Women comprise only 3.6 per cent of administrative and managerial workers in Niue, and 14.7 per cent in Australia; the remaining five countries reported figures which ranged between these two countries (Table 9).

c) CLERICAL AND RELATED WORKERS

Although this occupational group employs a large number of women, only in Australia and New Zealand do clerical and related workers constitute roughly one-third of the female labour force. In other countries, such as French Polynesia, nearly 22 per cent, while in the Cook Islands, Fiji, Niue and Samoa, between 13 per cent and 15 per cent of economically active women are employed as clerical and related workers (Table 8).

Table 7:

Distribution of the female labour force by
major economic sector and by employment status
(in absolute numbers and %)

Country (year)	Economic sector	Employers and women working on own account	Employees	Unpaid family workers	Not classified by status
Australia (30.VI.81) C	Agriculture	75 288 69.9	23 801 22.1	8 584 8.0	— —
	Industry	33 248 9.6	312 495 89.9	1 804 0.52	— —
	Services	146 454 9.4	1 406 567 90.2	6 200 0.4	— —
Cook Islands (1.XII.76) C	Agriculture	6 27.2	5 22.7	11 50.0	— —
	Industry	42 12.8	286 87.2	— —	— —
	Services	39 4.2	884 95.4	4 0.4	— —
French Polynesia (27.IV.77) C	Agriculture	381 48.2	72 9.1	338 42.7	— —
	Industry	393 41.2	553 57.9	9 0.9	— —
	Services	681 6.5	8 728 92.2	120 1.1	21 0.2
New Zealand (24.III.81) C	Agriculture	11 112 34.9	16 479 51.7	3 225 10.1	1 038 3.2
	Industry	2 700 2.9	85 404 93.2	321 0.4	321 3.5
	Services	16 350 5.2	287 388 91.4	1 239 0.4	9 269 3.0
Samoa (3.XI.76) C	Agriculture	76 4.8	452 28.4	1 062 66.8	1 0.1
	Industry	7 3.0	229 97.0	— —	— —
	Services	212 4.7	4 305 95.3	2 —	— —

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1982 1981, Table 2A.

Table 8:

Distribution of economically active women by type of occupation in Oceania
(1976/1982) (in absolute numbers and in %)

Country (year)		Total economically active women	Distribution by type of occupation							
			Prof., technical and related workers (1)	Admin., and managerial workers (2)	Clerical & related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)	Others ¹
Australia (II.82) LFSS	No. %	547 100 100.0	412 700 16.2	60 000 2.4	784 100 30.8	294 000 11.5	375 000 14.7	96 300 3.8	292 500 11.5	232 700 9.1
Cook Islands (1.XII.76) C	No. %	1 534 100.0	372 24.3	22 1.7	230 15.0	153 10.0	173 11.3	16 1.0	309 20.1	259 16.9
Fiji (13.IX.76) C	No. %	29 470 100.0	4 772 16.2	127 0.4	4 566 15.5	2 098 7.1	5 126 17.4	6 595 22.4	1 701 5.8	4 485 15.2
French Polynesia (29.IV.77) C	No. %	12 310 100.0	2 369 19.2	55 0.4	2 694 21.9	1 364 11.1	4 019 32.6	760 6.2	958 7.8	96 0.8
Niue (29.IX.76) C	No. %	261 100.0	86 32.9	1 0.4	36 13.8	24 9.2	47 18.0	11 4.2	53 20.3	3 1.1
New Zealand (24.III.81)	No. %	455 736 100.0	80 844 17.7	3 717 0.8	147 621 32.4	51 753 11.4	56 325 12.4	30 204 6.6	67 281 14.8	17 991 3.9
Samoa (3.XI.76) C	No. %	6 382 100.0	2 071 32.5	24 0.4	867 13.6	766 12.0	755 11.8	1 537 24.1	337 5.2	28 0.4

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, 1982, 1981, Table 2B.

The proportion of women among the clerical and related workers was reported to be in Australia (70.7 per cent), New Zealand (60.7 per cent), and in French Polynesia (55.1 per cent). In the other countries, the figures varied between 36.4 per cent and 45 per cent (Table 9).

Table 9: Women's share of the labour force by occupational groups in %							
Country (year)	Women's share in %						
	Prof., technical & related workers (1)	Admin., and managerial workers (2)	Clerical and related workers (3)	Sales workers (4)	Service workers (5)	Agricultural, animal husb. & forestry workers (6)	Production related workers (7-9)
Australia (II.82) LFSS	44.3	14.7	70.7	52.3	62.7	21.5	12.5
Cook Islands (I.XII.76) C	42.2	11.8	45.0	54.8	42.2	1.4	21.7
Fiji (13.IX.76) C	37.7	7.7	39.8	22.7	44.9	8.6	4.4
French Polynesia (29.IV.77) C	45.6	7.3	55.1	48.5	67.4	10.4	7.6
New Zealand (24.III.81) C	43.9	8.1	60.7	40.7	52.8	20.6	14.7
Niue (29.IX.76) C	47.7	3.6	36.4	42.1	46.5	22.9	13.3
Samoa (3.XI.76) C	48.0	10.7	39.9	53.0	51.4	6.7	6.1
Source: ILO: <i>Year Book of Labour Statistics</i> , (Geneva), 1981, 1982, 1981, Table 2B.							

d) SALESWORKERS

The proportion of women belonging to this group was higher in other groups. For example, in Fiji 7.1 per cent of its economically active women were engaged in sales, while in Samoa the corresponding figure was 12 per cent. All other countries reported that sales workers account for to 11 per cent of the female labour force (Table 8).

The proportion of women belonging to this group was higher than the other group. In three of the seven countries of the region, female workers constituted a majority compared to men, while in three other countries they constituted about 40 per cent. Fiji reported that less than one fourth of its sales workers were women (Table 9).

e) SERVICE WORKERS

The proportion of the female workforce in this group varies between 11 per cent and 18 per

cent in six of the seven countries listed in Table 8. Only French Polynesia noted that more than 32 per cent of its working women were among the service workers.

Women constitute a large part of the service workers in all seven countries. They represent more than 50 per cent in four countries, while in the remaining three, their share varies between 42 per cent and 46 per cent (Table 9).

f) AGRICULTURAL AND RELATED WORKERS

Except for Samoa and Fiji, where one out of four or five women is engaged in agriculture, only a very small proportion of economically active women belong to this occupational group. The lowest percentages were registered in the Cook Islands (1 per cent) and Australia (3.8 per cent), closely followed by Niue (4.2 per cent) and French Polynesia (6.6 per cent) (Table 8).

g) PRODUCTION RELATED WORKERS

The proportion of the female workforce in this group varies considerably, ranging from 5.2 per cent in Samoa, to 20.3 per cent in Niue, and 20.1 per cent in the Cook Islands. It is lower than 10 per cent in Fiji and French Polynesia, and between 10 per cent and 15 per cent in Australia and New Zealand (Table 8).

7. INEQUALITY OF REMUNERATION

The information base on this subject is restricted to Australia and New Zealand, showing wage differentials between women and men in manufacturing from 1975 to 1982. (Table 10); a wage Table 11 provides differentials for agricultural workers. The important point to note is that this gap has increased slightly between men and women between 1976 and 1982 in both countries and both sectors.

Table 10:							
Wage differentials between women and men in manufacturing (1976-1982)							
Country	Women's wages compared to men's wages (in %)						
	1976	1977	1978	1979	1980	1981	1982
Australia ^h	91.1	91.1	90.6	89.3	74.6	88.6	89.3
New Zealand ^h	71.3	73.3	72.6	72.5	71.4	71.6	71.1
(h) = hourly wages							
Source: ILO: <i>Year Book of Labour Statistics</i> , (Geneva), 1983, Table 17A							

While women's wages in the manufacturing sector of Australia represented 91.1 per cent of men's wages in 1976, women received only 89.3 per cent of what men earned in 1982. In manufacturing, women earned 71.3 per cent of men's wages in 1976 and 71.1 per cent in 1982.

Similar trends on wage differentials were observed in agriculture. In 1976 women received

73.1 per cent of men's wages in Australia, while in 1982, they earned 70.5 per cent. During this period, wage differentials between men and women showed considerable fluctuation. The wage differentials were 38.6 per cent in 1978, 17.6 per cent in 1979, and 29.5 per cent in 1982. In New Zealand, these differentials remained more constant; in 1977 women earned 76.9 per cent of men's hourly wages, in 1981 81.6 per cent, and in 1982 75.9 per cent (Table 11).

Table 11:

Wage differentials between women and men
in agriculture (1976–1982)

Country	Women's wages compared to men's wages (in %)						
	1976	1977	1978	1979	1980	1981	1982
Australia ^w	73.1	69.8	61.4	82.4	66.7	76.9	70.5
New Zealand ^h	—	76.9	75.5	77.0	79.8	81.6	75.9

(h) = hourly wages

(w) = weekly wages

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983, Table 21.

EASTERN EUROPE

Chapter VIII

Centrally Planned Economies (Eastern Europe) .....	135

1. POPULATION AND FEMALE LABOUR FORCE

In 1983, there were nearly 214 million women in the socialist countries of Europe, of which the female population of the USSR was 145.5 million.

In the USSR and the socialist countries of Europe, women accounted for more than half the total population: 50.3 per cent in Bulgaria, 51.6 per cent in Hungary, 51.2 per cent in Poland, 52.8 per cent in the German Democratic Republic, 51.3 per cent in Czechoslovakia, 50.7 per cent in Romania, 53.1 per cent in the USSR and 50.6 per cent in Yugoslavia* (See Table 1).

In most of these countries, figures reflect the consequences of the Second World War. In the USSR, for example, there were 127 women per 100 men in 1951, 122 in 1959, 147 in 1970 and 113 in 1983. According to the 1979 census, the male-female ratio is balanced up to around 50 years of age, but beyond this age, women become predominant. In Poland the figures show a similar trend: 118 women per 100 men in 1946, 107 in 1960, 106 in 1970 and 105 in 1983.

Table 1:
Population in the european socialist countries
(1983)

	Total population (thousands)	Of which		Female populations as a percentage of total population
		Males	Females	
Bulgaria	8 350	4 449	4 501	50.3
Czechoslovakia	15 437	7 518	7 919	51.3
GDR	16 702	7 877	8 825	52.8
Hungary	10 679	5 164	5 515	51.6
Poland	36 745	17 914	18 831	51.2
Romania	22 553	11 129	11 424	50.7
USSR	273 841	128 308	145 533	53.1
Yugoslavia (1981)*	21 550	10 568	10 982	50.6

Sources: *Statistical Year Book of the Member States of the CMEA, Council of Mundial Association, (Moscow 1984);*
ILO Year Book of Labour Statistics, 1984 (Geneva).

*) According to ILO classification Yugoslavia has been included into this group of countries notwithstanding its system of social self-management and its affiliation to the group of developing countries.

The number of women in the economically active population in the USSR and in the socialist countries of Europe has grown very rapidly over the past thirty years. Data from censuses carried out in these countries indicate an increase of 83 per cent in the economically active female population; for example, in Hungary between 1949 and 1980, 47 per cent; in Poland between 1950 and 1978, 78 per cent; in Czechoslovakia between 1947 and 1980, 21 per cent; and 19 per cent in the USSR between 1959 and 1979.

Table 2:

Economically active population and participation rates
(1980-82) (in '000)

Country (year)		Male			Female		
		Total population	Active population	Particip. rates	Total population	Active population	Partic. rates
German Democratic Republic	(1980)	7 857	4 401	56.0	8 883	4 316	48.6
	(1981)	7 849	4 435	56.5	8 857	4 328	48.9
	(1982)	7 862	4 472	56.9	8 840	4 341	49.1
Poland	(1980)	17 411	9 546	54.8	18 324	8 222	44.9
	(1981)	17 572	9 549	54.3	18,490	8 105	43.8
	(1982)	17 741	9 567	53.9	18 658	8 061	43.2

Sources: Statistisches Jahrbuch der DDR 1983 (Berlin), PP. 16, 111, 112;
Rocznik ' statystyczny 1983 (Główny Urząd Statystyczny, Warszawa) PP. 31, 51.

Table 3:

Economically active population and participation rates
(1971-80) (in '000)

Country (year)	Male			Female		
	Total population	Active population	Particip. rates	Total population	Active population	Partic. rates
Bulgaria (1975)	4 358	2 366	54.3	4 370	2,082	47.6
Czechoslovakia (1980)	7 441	4 184	56.2	7 842	3 664	46.7
German Democratic Republic (1971)	7 865	4 413	56.1	9 203	3 801	41.3
Hungary (1980)	5 189	2 867	55.3	5 521	2 202	39.9
Poland (1978)	17 080	9 806	57.4	17 982	8 156	45.4
Romania (1977)	10 626	5 867	55.2	10 934	4 927	45.1
USSR (1979)	121 868	67 919	55.7	140 217	67 505	48.1
Yugoslavia (1981)	10 568	5 741	54.3	10 982	3 618	33.0

Source: ILO: *Year Book of Labour Statistics* (Geneva), 1977, 1978, 1982, 1983, 1984, table 1.

According to ILO estimates, in 1980 "the highest female participation rates for ages 15 and over 24 are found in the USSR (about 60 per cent), and in other European centrally planned economies (about 57 per cent)".

- a) Table 2 provides the distribution of the total and economically active population by sex in the German Democratic Republic and Poland, based on censuses and official estimates in 1980, 1981 and 1982.
- b) Table 3 gives the distribution of the total and the economically active population by sex in the socialist countries of Europe and USSR, from ILO sources based on data between 1975 and 1982.
- c) Tables 2 and 3 also give the overall participation rates of the economically active population (as a percentage of the total population) by sex. The level of women's participation in economic activity was equal to 46.7 per cent for the socialist countries of Europe as a whole.

In the USSR and in the socialist countries of Europe, as a whole, the female population increased by 18 per cent during the period 1960-1980, representing 20 per cent in the economically active female population, or a total of 16 million. The activity rate of the female population increased from 46.1 per cent to 46.7 per cent between 1960 and 1980¹.

A country-by-country examination of trends in the 1970's shows that the economically active female population has increased more rapidly than the female population as a whole in most countries of this group. This trend is particularly marked in Czechoslovakia, the German Democratic Republic, Hungary, the USSR and Yugoslavia. In the German Democratic Republic, the female activity rate rose from 41.3 per cent to 49.1 per cent between 1971 and 1982; in Hungary, from 38.6 per cent to 39.9 per cent between 1970 and 1980; in Czechoslovakia, from 42.3 per cent to 46.7 per cent between 1970 and 1980; in the USSR, from 45.2 per cent to 49.1 per cent between 1970 and 1979; and in Yugoslavia, from 30.7 per cent to 33.0 per cent between 1971 and 1981².

Table 4 provides data on the total and economically active population by sex and age group, according to censuses carried out in the socialist countries of Europe between 1975 and 1981. Analysis of the rates of female participation in economic activity by age group, shows that activity rates in this group of countries were similar for the same age group. For the 15 to 24 year age group, female activity rates were 57.0 per cent in Czechoslovakia, 56.8 per cent in Bulgaria, 54.7 per cent in Romania, 51.4 per cent in Hungary, 46.8 per cent in Poland, and 39.3 per cent in Yugoslavia. A very high activity rate is observed in the 25 to 54 years age group. Women's activity rates in economic life were 89.4 per cent in Czechoslovakia, 88.7 per cent in Bulgaria, and 80.0 per cent in Romania.

In the U.S.S.R. and the socialist countries of Europe, the proportion of women of working age (women aged from 16 to 54) carrying out an economic activity ranged from 70 to 90 per cent.

More than 80 per cent of women of working age carry out an economic activity in Bulgaria and Czechoslovakia. 73 per cent of women in this age group worked in Romania, over 68 per cent in Poland, and over 70 per cent in Hungary. More than 93 per cent of all the women of working age in the USSR carried out a professional activity or were studying. In the German Democratic Republic, nearly 88 per cent of the female population of working age carries out an economic activity or is studying.

1) See ILO: *World Labour Report* (Geneva, 1985), Vol. 2, p. 205.

2) These rates were calculated from figures provided by censuses carried out in these countries during the period 1956-1961 and 1975-1981.

Table 4

Economically active population by sex and age group
(1975-81) (in '000)

		Age	Male			Female		
Country (year)			Total population	Active population	Activity rates	Total population	Active population	Activity rates
Bulgaria	(1975)	15-24	658	305	46.4	636	361	56.8
		25-54	1 863	1 785	95.8	1 850	1 642	88.7
		55+	843	275	32.6	945	78	8.3
Czechoslovakia	(1980)	15-24	1 139	663	58.2	1 087	620	57.0
		25-54	2 995	2 910	97.1	3 028	2 708	89.4
		55+	1 408	612	43.5	1 912	336	17.6
Hungary	(1980)	15-24	750	534	71.2	714	367	51.4
		25-54	2 167	2 063	95.2	2 233	1 719	77.0
		55+	1 066	269	25.2	1 438	114	8.0
Poland	(1978)	15-24	3 260	1 885	57.8	3 102	1 451	46.8
		25-54	6 929	6 530	94.2	7 086	5 522	77.9
		55+	2 611	1 391	53.3	3 706	1 182	31.9
Romania	(1977)	15-24	1 754	1 106	63.1	1 709	934	54.7
		25-54	4 336	4 128	95.2	4 354	3 481	80.0
		55+	1 735	810	46.7	2 198	509	23.1
Yugoslavia	(1981)	15-24	1 858	1 627	87.4	1 765	693	39.3
		25-54	4 328	4 048	93.5	4 435	2 511	56.6
		55+	1 619	741	45.8	2 164	413	19.1

Sources: ILO: *Year Book of Labour Statistics*, (Geneva), 1977, 1978, 1982, 1983, 1984, table 1.

The most important factor in female employment is the increase in the number of women working in the socialist sector of the national economy in the in the USSR and other socialist countries. (See Table 5). Taking into account the fact that 100 per cent of workers and employees in the national economy work in the socialist sector in Bulgaria, Romania and in the USSR, 99.9 per cent in Czechoslovakia, 99 per cent in Hungary, 97 per cent in the German Democratic Republic and 94 per cent in Poland, it is apparent that the growth in general and female employment in particular, was the result of the dynamic development of the national economic in all the socialist countries of Europe and in the USSR over the last decades.

According to the statistics of the Council for Mutual Economic Assistance (CMEA) Secretariat, 43.2 million workers and employees were working in the socialist sector in 1960 and 78.1 million in 1983, that is, an increase of 81 per cent in the European countries members of CMEA (including the USSR). During the period 1975-1983, the female labour force in the socialist sector increased by more than 12 per cent (from 69.7 million in 1975 to 78.1 million in 1983).

The female labour force grew faster than the male labour force engaged in the socialist sector in all CMEA countries, over the last twenty-five years. The proportion of women in the total of workers and employees in this sector also increased.

In 1983, the proportion of women in the total of workers and employees in the socialist sector varied from 38.2 per cent to 51.1 per cent. In the period 1975-1983, the greatest increase was observed in Bulgaria, where the proportion of women increased from 46.9 to 49.3 per cent, and in Romania, where the increase was from 34.5 to 38.2 per cent. In the USSR, in spite of the growth in the number of workers and employees of 6.8 million over the period 1975-1983, the proportion of women remained unchanged (51 per cent). The situation was the same in the German Democratic Republic and in Czechoslovakia where there was, in absolute terms, an increase in the female labour force engaged in the socialist sector but the proportion remained practically at the same level (from 50.2 to 50.3 per cent in the German Democratic, and from 46.0 to 46.8 per cent in Czechoslovakia).

Table 5:
Employees in the socialist sector (at 31 December) (in '000)

Country	Year	Men	Women	% of women
Bulgaria	1970	1 589	1 175	42.5
	1975	1 984	1 750	46.9
	1980	2 082	1 980	48.7
	1983	2 101	2 041	49.3
Czechoslovakia	1970	3 351	2 737	45.0
	1975	3 481	2 969	46.0
	1980	3 656	3 145	46.2
	1983	3 698	3 247	46.8
German Democratic Republic	1970	3 097	2 928	48.6
	1975	3 543	3 569	50.2
	1980	3 719	3 793	50.5
	1983	3 795	3 837	50.3
Hungary ¹	1970	2 072	1 495	41.9
	1975	2 159	1 696	44.0
	1980	2 219	1 801	44.8
	1983	2 103	1 728	45.1
Poland	1970	5 985	3 884	39.4
	1975	6 806	4 989	42.3
	1980	6 901	5 304	43.5
	1923	6 624	5 138	43.7
Romania	1970	3 514	1 523	30.2
	1975	4 143	2 180	34.5
	1980	4 631	2 747	37.2
	1982	4 666	2 878	38.2
USSR ¹	1970	44 386	45 800	50.8
	1975	49 621	52 539	51.4
	1980	54 929	57 569	51.2
	1983	56 717	59 335	51.1
Yugoslavia ²	1970	2 596	1 169	31.1
	1975	3 081	1 586	34.0
	1980	3 662	2 019	35.5
	1982	3 799	2 181	36.5

¹ Yearly average.

Sources: ¹ *Statistical Yearbook of CMEA Countries, 1984* (Moscow), pp. 373-374

² *Statistical Yearbook of Yugoslavia, 1983* (Belgrade), p. 81

Table 6

Percentage of women in the total number of manual and non-manual workers by branch of the national economy (1960-83)

		Industry Construction		Agriculture and Forestry	Transport and Commu- nications	Trade, Pub. catering, material & technical supply procurement	Housing Commercial and other services	Science and science services	Health physical culture and Social Security	Education art and culture
Bulgaria	1960	33.8	7.4	31.7	13.8	38.9	28.3	45.7	66.4	57.3
	1975	48.5	18.2	45.7	20.3	59.7	49.0	50.0	73.5	69.2
	1983	49.2	21.1	47.8	25.7	63.4	50.0	52.3	74.7	72.9
Czechoslovakia	1960	37.7	12.4	38.1	23.7	64.5	52.2	30.2	73.5	60.4
	1975	42.5	16.1	37.4	31.5	69.9	52.9	35.7	79.7	68.2
	1983	41.3	17.8	35.4	32.5	71.2	53.3	37.4	80.3	68.7
German Democratic Republic	1960	39.5	9.0	42.4	33.7	66.7	....	....	....	....
	1975	43.5	14.7	43.1	37.1	72.8	54.2	46.2	71.9	86.7
	1983	42.0	16.1	39.7	36.0	74.3	45.2	47.9	74.2	84.2
Hungary	1960	32.7	10.6	38.1	17.4	52.0		45.1		
	1975	44.7	17.2	38.8	23.8	63.8		58.7		
	1983	45.1	19.2	38.6	26.5	65.0		61.9		
Poland	1960	30.4	10.2	18.4	14.9	54.9	28.4	41.9	75.3	62.9
	1975	39.2	18.0	25.1	24.4	71.4	35.4	45.1	77.9	71.3
	1983	36.5	18.5	25.6	27.4	70.7	32.6	47.3	76.9	73.8
USSR	1975					76	53	50	84	73
	1983					76	51	52	82	75

Source: *Women in socialist society*, (Moscow, CMEA, 1985.) Reply of Government of the URSS (1984) to UN questionnaire for the World Conference of the UN Decade for Women, Nairobi, July 1985.

2. DISTRIBUTION OF WORKERS IN THE SOCIALIST COUNTRIES OF EUROPE BY ECONOMIC SECTOR

In the USSR and the socialist countries of Europe women work in all economic sectors. They are found in all occupations, except those which demand arduous and hard labour.

Data on the structure of women's employment in the USSR and in other socialist countries of Europe show that, on the one hand, there are general trends in the changes in employment structure for all the socialist countries and, on the other hand, that there are specific trends resulting from the level of economic development.

It may be noted that the period after the Second World War was marked by an increase in employment (including female employment) in the material production sector in all the Socialist countries of Europe. In most of these countries the number of women engaged in sector of economic activity increased faster than that of men. According to table 6, between 1960 and 1983, the proportion of women working in industry increased from 33.8 to 49.2 per cent in Bulgaria, from 30.4 to 36.5 per cent in Poland, from 32.7 to 45.1 per cent in Hungary, from 39.5 to 42.0 per cent in the German Democratic Republic, and from 37.7 to 41.3 per cent in Czechoslovakia.

The industrial sector occupies more women than other material production sectors. The proportion of women in the total labour force of women workers who have chosen an occupation in this sector was over 30 per cent for the socialist countries of Europe as a whole. In Bulgaria, 34.5 per cent of women worked in this sector in 1983, in Hungary 31.7 per cent, in Poland 31.8 per cent, in Czechoslovakia 36.5 per cent, and in the German Democratic Republic 37.2 per cent (See Table 7).

Important changes have taken place in the sectoral structure of female employment in industry, particularly in the engineering field. More and more women are employed in machine construction, in the chemical industry and in the mechanical industry — advanced technology industries which require highly qualified personnel. In 1983, 52.8 per cent of the labour force in the electronic industry were women in Hungary. In the German Democratic Republic, women accounted for 46.3 per cent of the workforce in the electronics industry. In the USSR, women accounted for 52 per cent of the workforce engaged in the electronics industry and 67 per cent of the workforce engaged in the manufacture of precision instruments and in radio engineering. In Bulgaria, the female workforce is rapidly increasing in radioelectronics, the electrotechnical industry and the industry producing instruments.

Agricultural and forestry workers in 1983, according to recent data, accounted for 25.6 per cent of all workers and employees in Poland, 38.6 per cent in Hungary, 39.7 per cent in the German Democratic Republic, 35.4 per cent in Czechoslovakia and 47.8 per cent in Romania. Over the period 1960-1983, the proportion of women working in the agricultural sector increased in Bulgaria and in Poland. The percentage of women in the total workforce in this sector remained unchanged in Hungary. In the German Democratic Republic, between 1960 and 1983, the proportion of women in this sector fell from 42.4 per cent in 1960 to 39.7 per cent in 1983. The trend was the same in Czechoslovakia (38.1 per cent in 1960 and 35.4 per cent in 1983).

With technological progress, the structure of the female labour force has profoundly changed in agriculture. In the USSR, the number of women with specialized training accounts for half of all workers engaged in agriculture. Around 30 per cent of agronomists, 55 per cent of experts in animal husbandry and 37.5 per cent of veterinary surgeons working in State farms and

Table 7

Distribution of women workers by branch of the national economy (per cent)
(1960–1983)

		Industry Construction		Agriculture and Forestry	Transport and Commu- nications	Trade, Pub. catering, material & technical supply procurement	Housing Commercial and other services	Science and science services	Health physical culture and Social Security	Education art and culture
Bulgaria	1960	45.2	2.5	9.1	3.7	10.8	2.5	1.3	7.4	13.3
	1975	36.8	3.4	21.0	3.7	10.7	2.1	1.8	6.5	10.5
	1983	34.5	3.7	21.9	3.8	11.2	1.2	2.0	7.2	11.0
Czechoslovakia	1960	44.7	3.2	8.0	4.5	15.9	3.3	1.5	6.6	8.5
	1975	39.8	3.7	4.9	5.0	17.2	4.2	1.9	8.4	10.4
	1983	36.5	3.9	4.3	5.0	18.0	4.4	2.0	9.3	11.7
German Democratic Republic	1960	41.5	1.2	5.7	5.9	18.6	...	...	...	...
	1975	39.3	2.2	3.2	6.3	16.5	2.0	1.2	10.4	9.8
	1983	37.2	2.3	3.2	5.9	16.0	1.9	1.6	12.0	11.5
Hungary	1960	26.0	1.8	41.6	2.9	9.2		18.5		
	1975	35.9	3.3	19.8	4.3	13.4		23.3		
	1983	31.7	3.0	19.7	4.7	13.9		27.0		
Poland	1960	38.6	3.4	4.2	4.3	16.7	2.5	0.7	10.2	12.4
	1975	37.5	4.7	4.9	5.2	15.6	3.2	1.4	9.5	11.9
	1983	31.8	3.8	4.9	5.6	15.5	3.5	1.1	12.5	15.0

Source: *Women in socialist society, (Moscow, CMEA, 1985).*

folkhozes in 1982, were women. In Bulgaria, 40 per cent of specialists with specialized secondary or higher training engaged in agriculture in 1980, were women.

In all socialist countries under review in 1983, fewer women were engaged in the agricultural sector than in the industrial sector. In the German Democratic Republic, only 3.2 per cent of women worked in agriculture and forestry in 1983. The percentage of women working in this sector was 19.7 per cent in 1983, as against 41.6 per cent in 1960 in Hungary, 4.3 per cent in 1983, as against 8.0 per cent in 1960 in Czechoslovakia, and 21.9 per cent in 1983, as against 9.1 per cent in 1960 in Bulgaria.

In the socialist countries of Europe and in the USSR, the proportion of women employed in construction, transport and communications increased during the period 1960-1983.

Women make up the predominant part of the workforce in the commercial, restaurant, material and technical storage and supply sectors. The percentage of women working in these sectors in 1983 was more than 71 per cent in Czechoslovakia, 70.7 per cent in Poland, 74.3 per cent in the German Democratic Republic, 65 per cent in Hungary, 76 per cent in the USSR, and more than 50 per cent in Yugoslavia.

The proportion of the female workforce employed in these sectors of activity was between 11 and 18 per cent of the total female workforce in these countries in 1983. In the USSR, 12.8 per cent of all female workers and employees were working in these sectors; 11.2 per cent in Bulgaria, 16 per cent in the German Democratic Republic, and 12.4 per cent in Yugoslavia. In Poland, the percentage of women workers employed in these sectors remained stable — 15.6 per cent of the total female labour force between 1975 and 1983.

Analysis of data on the distribution of employment by economic sector in the national economy, shows that the proportion of the population employed in the non-productive sectors increased over the last decades in the USSR and in all the socialist countries of Europe. For example, between 1960 and 1983, employment in these sectors rose from 16.8 per cent to 26.6 per cent in the USSR, and 15.5 per cent to 20.7 per cent in the German Democratic Republic.

The female labour force employed in these sectors of activity has increased more rapidly than the total workforce over the last twenty-five years. In the socialist countries of Europe as a whole, women account for more than two-thirds of those working in non-productive sectors. The proportion of women is especially high in the teaching, public health, culture and arts, science and scientific services branches. Women's contribution to the development of these areas of activity is very important.

In 1983, in Bulgaria, women accounted for 72.9 per cent of teaching, culture and arts personnel, and 74.7 per cent of wage-earners in health, social security and physical education. The proportion of women in the total workforce in teaching, culture and arts increased between 1960 and 1983: from 60.4 to 68.7 per cent in Czechoslovakia, and from 62.9 to 73.8 per cent in Poland. In the German Democratic Republic, in 1983, women workers accounted for 84.4 per cent of personnel employed in public education, culture and arts, and 74.2 per cent in the fields of health, social security and physical education. In the USSR, 7,066,000 women were employed in public education, accounting for 75 per cent of the total staff; the number of women working in health, social security and physical training increased from 4851 to 5288 thousand between 1975 and 1982; 82 per cent of those employed in these sectors were women.

The number of women working in the science and science related services has grown in all socialist countries. In 1983, the proportion of women in these sectors of activity was 47.7 per

cent in the German Democratic Republic, 47.3 in Poland, 52.3 in Bulgaria, and 52 per cent in the USSR.

In the European CMEA member countries, as a whole, in 1983, around 40 per cent of scientific workers were women. They were not only working in the traditional fields of teaching, medicine and biology, but also increasingly in the fields of mathematics physics, genetics, the chemistry of macromolecular compounds, and in almost all the branches of activity of basic and applied science. A steady increase in the number of women with doctorates or master degrees is apparent. Between 1975 and 1983, their number increased by 120 per cent in Bulgaria, 70 per cent in Hungary, and 30 per cent in the USSR. In 1983, 29 per cent of those holding doctorates or masters degrees in Bulgaria were women, 27 per cent in the USSR, 26 per cent in the German Democratic Republic, and 17 per cent in Hungary.

3. DISTRIBUTION OF WOMEN BY OCCUPATIONAL GROUP

The socialist countries guarantee women equality with men in their choice of career. Qualified employment is assured to both men and women. The number of professions practised by women in the socialist countries continues to increase. The introduction into the national economy of scientific and technological achievement brings about considerable changes in working conditions and thus eliminates many types of arduous work. An ever-increasing number of fields of activity in the national economy is within the reach of women.

In the socialist countries of Europe, women are represented in virtually all the major occupational groups covering the various types of activities. They are not admitted to some arduous professions, for example the mining industries or transport, where labour legislation prohibits the use of female labour.

Changes in the occupational structure of female employment are visible in the rapid increase in female participation in intellectual work. In Hungary and in the USSR, more than half of those employed in non-manual work are women. The level of qualification of the female labour force continues to improve. Both the number and the proportion of women employed in skilled and highly skilled work increase constantly.

In the European socialist countries, the proportion of women among specialists with higher or specialized secondary training was over 50 per cent in 1983. In the USSR, the number of women with higher or specialized secondary training increased from 13.4 million to 18.8 million between 1975 and 1983, that is to say, 60 per cent of the number of specialists. Between 1975 and 1983, the percentage of women specialists increased from 52.1 to 54 per cent in Bulgaria, from 48.7 to 53.8 per cent in Czechoslovakia, from 38.5 to 51.8 per cent in the German Democratic Republic, and from 50.6 to 52.1 in Poland. In Hungary, the proportion of women with higher or specialized secondary training was 51.4 per cent of the total of specialists employed in the national economy.

A considerable increase in the number of women among the engineers employed in the national economy is to be noted. In 1982, 40 per cent of industrial engineers and 43 per cent of engineers and architects employed in construction in the USSR were women. In Bulgaria, the number of female engineers employed in the national economy rose from 23.8 per cent to 35.6 per cent between 1970 and 1983. Their number doubled between 1970 and 1980 in Hungary, and tripled between 1968 and 1978 in Poland.

Likewise, the number of women economists, statisticians, and specialists in the fields of planning and management was considerable high. The proportion of female economists with

higher training rose from 67 per cent to 70 per cent between 1975 and 1983 in the USSR, from 34.6 per cent to 51.2 per cent between 1968 and 1978 in Poland, and from 32.3 per cent to 39.5 per cent between 1970 and 1980 in Hungary, and 29 per cent to 51.2 per cent between 1970 and 1983 in Bulgaria.

A significant proportion of women with higher and specialized secondary training, work in agriculture. In the USSR, in 1983, 249.000 women with higher education were working as agronomists, animal husbandry experts and veterinary surgeons, approximately twice as many as in 1970. Women accounted for 39.2 per cent of specialists with higher training and 55.4 per cent of those with specialized secondary training in Bulgaria (1983). The position of women in medicine is very important. A constant increase in women doctors may be observed in all the socialist countries of Europe and in the USSR. In Czechoslovakia, the number increased from 18.600 to 27.600 between 1975 and 1983 (that is to say 51.5 per cent of the total in 1983). In 1983, 55 per cent of doctors were women in the German Democratic Republic, 53.7 in Bulgaria, and 43.7 in Hungary. In Poland, the proportion of women doctors rose from 56.6 to 58.5 per cent between 1975 and 1983. In the USSR, the number of women doctors increased from 583.300 to 753.700 between 1975 and 1983, but the proportion of women among physicians as a whole decreased from 70 per cent in 1975 to 68 per cent in 1983.

The majority of education professionals in socialist countries are women. In 1983, the proportion of women among teachers as a whole was 64.7 per cent in Bulgaria, 69.3 per cent in the German Democratic Republic, 80.1 per cent in Hungary, 58.5 per cent in Poland, and 73 per cent in the USSR.

Women in socialist countries play an important role in the management and organisation of the national economy. In the USSR, more than half a million women are directors of industrial undertakings or hold higher management positions in construction, scientific establishments and public administration. In industry, 16 per cent of heads of workshops and 26 per cent of heads or deputy-heads of departments or offices are women. More than 26.000 women manage State farms or kolkhozes (collective farms).

The rapid development of the economy, the introduction of the attainments of the scientific and the intensification of production processes, necessitate improvement in the educational level and professional skills of the women employed.

In the socialist countries, measures taken to develop education have contributed to the improvement of professional skills. The educational system of the socialist countries is characterized by an absence of discrimination based on sex, nationality and social background, the fact that all forms of education are free of charge, the establishment of universal education, and the introduction of student grants. Free education at all levels, from class one to the higher classes, is guaranteed by law. Work is guaranteed to every man and woman in accordance with his or her education and training.

In the socialist countries, particular attention is paid to the training of women with higher or specialized secondary level education. The number of students in higher education establishments is on the rise. In the majority of the socialist countries of Europe, women account for more than half the total number of students (see Table 8). In the German Democratic Republic, the proportion of female students in higher education establishments rose from 35.6 per cent to 50 per cent between 1970 and 1983. Women accounted for 26.9 per cent of students in colleges of industry, building, transport and communication, 50.4 per cent in agricultural colleges, and 55.7 per cent in colleges of economics and law. In the German Democratic Republic, in 1983, 73.4 per cent of students in higher educational establishments and 52.3 per cent of students in

specialized secondary establishments were women, the figures for Poland being 50.8 per cent and 57.7 per cent, and for Bulgaria being 51.5 per cent and 45.9 per cent, respectively. In Yugoslavia, in the academic year 1981/82, women accounted for 45.6 per cent of students in higher education.

In the USSR, between 1970 and 1983, the proportion of female students in higher education grew from 49 per cent to 53 per cent, and that in specialized secondary establishments from 54 per cent to 58 per cent. In Czechoslovakia, 78,000 women were students in the country's colleges, that is to say, 41.1 per cent of the total.

Table 8

Percentage of women students in total number of students
in higher educational establishments (at beginning of academic year)

	Total		Industry construction transport & communications		Agriculture		Economics and law		Health and physical culture		Education and art	
	1975	1983	1975	1983	1975	1983	1975	1983	1975	1983	1975	1983
Bulgaria	54,5	51,5	40,1	39,1	49,7	44,2	63,5	53,9	58,6	47,1	69,6	70,4
Czechoslovakia	40,4	43,1	20,0	26,8	27,7	36,6	48,1	56,0	54,6	57,3	73,3	73,6
GDR	48,2	50,0	28,8	26,9	49,2	50,4	44,7	55,2	59,7	51,8	69,8	71,2
Hungary	48,3	52,8	19,9	18,0	22,8	26,9	56,5	57,9	55,7	65,5	74,9	73,7
Poland	49,2	50,8	22,3	21,0	45,8	46,2	55,6	54,6	55,5	57,0	82,2	75,5
USSR	50,0	53,0	40,0	42,0	33,0	35,0	62,0	69,0	56,0	58,0	68,0	71,0
Yugoslavia		45,6 ¹										

1) 1982

Sources: *Statistical Yearbook of Yugoslavia, 1983* Federal Bureau of Statistics, (Belgrade, 1983);

In all the socialist countries, women were the majority in the higher education establishments for economics and law, public health, education and the arts. In the agricultural colleges, the proportion of female students varied from 26.9 per cent in Hungary to 50.4 per cent in the German Democratic Republic.

In technical colleges, the proportion of women in 1983 was 44 per cent in the USSR, 32.4 per cent, in Czechoslovakia, 26.9 per cent in the German Democratic Republic, 39.1 per cent in Bulgaria, 21 per cent in Poland, and 18 per cent in Hungary.

Women were predominant in specialized secondary institutions of education, public health, economics law and arts and cinematography, in all the socialist countries of Europe (See Table 9).

In all the socialist countries, vocational training is accorded the highest priority. Vocational training comprises two main channels: professional and technical education in professional and technical secondary schools, and initial training and further training within undertakings.

In the USSR, the professional and technical schools train pupils for 1498 different occupations, of which women are trained for 968 occupations. Women account for 30 per cent of pupils in professional schools, and account for 40 per cent of the total number of pupils in technical school which includes students with completed secondary education.

Table 9

Percentage of men students in the total number of secondary specialized educational establishments (at beginning of academic year)

	Total		Industry construction transport and communications		Agriculture		Economics and law		Health and physical culture		Education art and cinema	
	1975	1983	1975	1983	1975	1983	1975	1983	1975	1983	1975	1983
Bulgaria	47,7	45,9	28,3	33,1	51,6	37,9	83,6	88,9	86,9	88,5	86,3	52,6
Czechoslovakia	55,6	61,4	24,8	32,4	39,6	44,9	88,4	89,4	97,3	97,9	85,2	86,8
GDR	66,5	73,4	28,5	34,2	37,7	53,5	78,2	84,6	97,4	97,3	84,7	83,9
Hungary	47,2	52,3	20,7	28,3	22,1	52,9	83,6	84,3	99,6	97,0	89,0	90,2
Poland	51,9	57,7	29,3	28,3	58,5	61,0	85,0	90,6	97,0	95,8	75,4	83,9
USSR	54	58	41	44	37	36	85	85	88	91	82	87

Source: *Women in socialist society* (Moscow, CMEA), 1985)

The system of training within undertakings ensures the initial training, further training and retraining of workers. Each year, this training system trains more than 7 million workers, of whom over 2 million are women.

In the German Democratic Republic, in 1983, of the total 183.000 or 42 per cent apprentices were women. In 1983, in the professional schools of the German Democratic Republic, the percentage of women was over 40 per cent.

The socialist countries assure employed women the best opportunities for continuous training and retraining through a number of courses and training centres in the workplace. Certain undertakings have specialized courses for women, where those who have children improve their professional level during their working hours.

CONCLUSION

Analysis of data on women's participation in economic activity in the USSR and the socialist countries of Europe shows that men and women in these countries enjoy equal rights in all areas of economic, political and social life. The exercise of these rights is guaranteed by granting women equal opportunities with men in access to education and vocational training and in work.

At the present stage of development in socialist society, the task is to further the most rational process of employment of women. The aims are as follows:

- to maintain the current balance between the employment of women in social production and the home economy at a given stage of socio-economic development;
- to adapt the character of work and conditions to the specific characteristics of working women; and
- to ensure the optimal pattern of work and rest, to enable women to combine participation in social production with their family responsibilities harmoniously.

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APPENDIXES

Appendix I

Unemployment:

Selected Market Economy Countries

1. NORTH AMERICA

As described earlier, in 1982, nearly 43 per cent of the labour force in the United States consisted of women, and increase of 2.1 per cent over 1977. In Canada, women's share of the labour force increased by 2.6 per cent between 1976 and 1981, reaching 40.6 per cent of the total economically active population (Table 4).

While unemployment rates are not strictly comparable due to different methodologies and availability of data for different years, some orders of magnitude are presented below. For example, in 1975, North America counted about 8.6 million unemployed, of which 3.8 million were women, representing 43.7 per cent of the total unemployed; this reflected a higher share of unemployment among women in the labour force (Table 1).

Table 1:								
Trends in labour force participation and unemployment of women workers in North American countries								
	1976/77		1982/82		1975		1981	
	Women workers in thousands	Women workers as % of total labour force	Women workers in thousands	Women workers as % of total labour force	Unemployed women in thousands	Unemployed women as % of total unemployed	Unemployed women in thousands	Unemployed women as % of total unemployed
USA	40 067*	40.6*	47 944+	42.7+	3 486	44.0	4 499	42.1
Canada	3 900**	38.0**	4 899++	40.6++	299	43.3	401	44.7
*)	1977							
**) 1976								
+) 1982								
++) 1981								
Source: ILO: <i>Year Book of Labour Statistics</i> (Geneva), 1978, 1983. Tables 1 and 9A.								

In 1976, in Canada, women represented 38.0 per cent of the labour force and 43.3 per cent of the unemployed. By 1981, women's share of the labour force reached 40.6 per cent, while their share of unemployment stood of 44.7 per cent. The gap between women's share of unemployment and their share of the labour force decreased by 1.2 per cent between 1976 and 1981.

In 1977, in the United States, women represented 40.6 per cent of the labour force and

44.0 per cent of the unemployed; the corresponding figures for 1982 were 42.7 per cent and 42.1 per cent. This shows that while in 1977 women's share of unemployment was 3.4 per cent higher than their share of the labour force, in 1982 their share of unemployment was 0.6 per cent lower than their share of the labour force (Tables 4 and 5).

Table 2 indicates changes in women's and men's unemployment rates between 1973 and 1983. In Canada, women had higher unemployment rates than men from 1975 to 1981. As of 1982 their unemployment rates were slightly below those of men. The United States registered similar tendencies. Female unemployment rates surpassed male unemployment rates between 1973 and 1981, while in 1982 and 1983 men's unemployment rates were slightly higher than those of women.

Table 2: Unemployed rates 1973-83											
Men											
Country	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983
Canada	5.9	5.6	6.2	6.5	7.4	7.5	6.6	6.9	7.1	11.1	12.1
United States	4.0	4.7	7.6	6.8	6.1	5.1	5.0	6.7	7.2	9.6	9.6
Women											
Country	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983
Canada	5.1	4.9	8.0	8.4	9.4	9.6	8.7	8.4	8.3	10.8	11.6
United States	6.0	6.7	9.3	8.6	8.2	7.2	6.8	7.4	7.9	9.4	9.2

Source: OECD: *Labour Force Statistics 1962-1982* (Paris), 1984, pp. 466-469.

2. EUROPEAN MARKET ECONOMY COUNTRIES

In 1975, women represented 36 per cent of the total unemployed. In four countries, their numbers exceeded 50 per cent (Austria, Belgium, France and Italy). By 1982, women's share of unemployment had grown to 41.7 per cent. In three countries (Belgium, Italy and Portugal), the majority of the unemployed consisted of women (see Tables 1 and 2).

Table 1: Unemployment of women workers, 1975 and 1982 (19 countries)					
Unemployed women as % of total unemployed					
	Lowest		Highest		Average
1975	11.4	Turkey	56.9	France	36.0
1982	18.6	Turkey	70	Portugal	41.7

1. 1982 information is not available for Gibraltar, Iceland and Liechtenstein.

Source: ILO: *Year Book of Labour Statistics*, (Geneva), 1983.

The share of women in unemployment increased between 1975 and 1982 in all 19 countries, for which information is available, with the exception of Austria, France and Malta, where a decline was noted. It is also important to note that in the majority of countries, with the exception of six (Austria, Finland, Malta, Netherlands, The United Kingdom and Turkey) women's share of unemployment is higher than their share of employment. In Portugal, for example, women constituted in 1981, 41.5 per cent of the labour force and 70 per cent of the unemployed. The corresponding figures were, for Italy 34.3 per cent and 55.6 per cent, for France 39.3 per cent and 50 per cent, and for Belgium 37.2 per cent and 55.8 per cent.

Table 2:								
Trends in labour force participation and unemployment of women workers, 1975-82 (in '000 and in %)								
Countries	1975		1982		1975		1982	
	Women workers in thousands	Women workers as % of total labour force	Women workers in thousands	Women workers as % of total labour force	Unemployed women in thousands	Unemployed women as % of total unemployed	Unemployed women in thousands	Unemployed women as % of total unemployed
Austria (1975) LFSS (1982) LFSS	1 137.0	38.3	1 265.0	38.6	30.0	54.1	40.2	38.2
Belgium (30.VI.75) LFSS (VI.80) OE	1 375.1	34.4	1 546.0	37.2	108.7	52.3	312.6	55.8
Denmark (X.75) LFSS (V.81) LFSS	1 022.8	41.1	1 188.5	44.4	40.1	31.9	119.1	46.2
Finland (1975) LFSS (1982) LFSS	1 056.0	45.9	1 160.0	47.1	22.0	43.1	70.0	46.7
France (1976) OE (1982) LESS	7 987.5	36.1	9 248.9	39.3	513.0	56.9	100.3	50.0
Germany, Fed. Rep. (V.1975) LFSS (IV. 1982) LFSS	10 022.0	37.2	10 914.0	38.5	451.6	42.0	812.2	41.1
Greece (14.III.71) C25% (VII.XI.81) LFSS	905.4	28.0	1 172.7	31.9	12.1	34.6	20.1	19.7
Ireland (V.1975) LFSS (IV.77) LFSS	316.7	27.6	320.7	27.0	18.8	19.5	37.8	24.1
Italy (1977) LFSS (25.X.81) C 2%	6 943.0	32.1	7 636.9	34.3	672.0	54.6	1 149.0	55.6
Luxemburg (31.XII.70) C (XII.80) OE	33.8	26.2	47.1	29.3	0.1	35.1	0.9	46.5
Malta (XI.1977) LFSS (XII.81) OE	29.8	26.0	30.9	25.4	1.4	27.1	1.4	24.0
Netherlands (III-V.77) LFSS (I.82) OE	1 448.6	28.4	1 902.0	33.4	42.3	21.7	165.5	30.6
Norway (1977) LFSS (1982) LFSS	732.0	39.5	843.0	42.2	19.0	47.5	25.0	48.1

Table 2 (Cont.)

Countries	1975		1982		1975		1982	
	Women workers in thousands	Women workers as % of total labour force	Women workers in thousands	Women workers as % of total labour force	Unemployed women in thousands	Unemployed women as % of total unemployed	Unemployed women in thousands	Unemployed women as % of total unemployed
Portugal (VII-XII.78) (LFSS (VII-XII.81) LFSS	1 670.0	39.5	1 812.0	41.5	79.5	44.8	249.0	70.0
Spain (IV-VI.76) LFSS (X-XII.80) LFSS	3 678.2	27.7	3 804.0	28.5	137.0	25.5	801.6	35.9
Sweden (I.XI.75) C (1982) LFSS	1 619.1	42.0	2 015.0	46.3	14.2	38.7	37.3	46.4
Switzerland (I.XII.70) C (2.XII.80) C	1 022.5	34.1	1 123.6	36.3	2.4	23.3	5.7	43.4
United Kingdom (1976) OE (VI.80) OE	9 855.0	37.8	10 315.0	39.1	200.5	20.5	789.5	28.9
Turkey (26.X.75) C 1% (12.X.80) C 1%	5 912.9	36.2	6 412.8	33.7	13.4	11.4	79.3	18.6

ILO: *Year Book of Labour Statistics*, (Geneva), 1983 and previous editions.

Table 3 indicates changes in unemployment rates of men and women between 1973 and 1983. Of the nine countries, for which 1983 data is available, seven noted that women's unemployment rates were higher than those of men.

Table 3:
Unemployment rates 1973-83

Country	Men										
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983
Finland	2.4	1.6	2.4	4.7*	6.9	8.4	6.4	4.7	5.2	6.0	6.2
France	1.5	1.5	2.7	3.0	3.3	3.4	4.1	3.9	4.8	5.8**	6.2
Federal Republic of Germany	0.6	1.7	3.2	2.6	2.6	2.3	1.9	2.2	3.6	5.8	6.8
Italy	3.0	2.5	2.8	3.1	4.6***	4.7	4.9	4.8	5.4	6.1	6.6
Netherlands	—	—	3.8	4.1	3.6	3.4	3.3	3.5	6.1	9.0	13.7
Norway	1.0	1.0	1.7	1.4	1.0	1.5	1.6	1.3	1.4	2.3	3.0
Portugal	—	1.2	4.4	5.3	5.2	4.8	4.0	3.5	3.5	3.4	—
Spain	2.2	2.7	4.8	4.8	5.6	7.2	9.1	11.5	13.8	15.1	16.5
Sweden	2.2	1.7	1.3	1.3	1.5	2.1	1.9	1.7	2.4	3.0	3.4
United Kingdom	3.0	3.0	5.1	6.4	6.8	6.5	5.9	7.5	12.0	14.1	14.1

Table 3 (Cont.)

Country	Women										
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983
Finland	2.2	1.9	2.1	2.9*	4.7	5.9	5.4	4.7	5.1	5.9	6.0
France	3.1	3.7	5.4	6.7	7.2	7.0	7.9	9.1	9.9	10.5**	10.6
Federal Republic of Germany	1.1	2.6	4.6	4.6	4.9	4.7	4.1	4.4	6.1	8.0	9.4
Italy	4.7	3.8	4.6	5.2	12.5***	12.6	13.3	13.2	14.4	14.9	16.2
Netherlands	—	—	2.5	2.9	3.3	3.8	4.4	4.4	5.9	7.7	11.6
Norway	2.4	2.4	2.9	2.4	2.2	2.4	2.4	2.2	2.7	3.0	3.8
Portugal	—	2.4	5.8	7.5	10.3	12.0	12.5	13.0	12.2	12.1	—
Spain	2.3	3.1	3.9	5.4	6.8	9.3	11.4	14.3	18.1	20.3	21.4
Sweden	2.8	2.4	2.0	2.0	2.2	2.4	2.3	2.3	2.6	1.4	3.6
United Kingdom	0.9	0.9	2.1	3.3	4.0	4.1	4.0	5.1	6.7	8.3	8.9

*) The monthly labour force survey was revised in 1976. The data for 1976 and subsequent years are not strictly comparable with those of earlier years. In 1983 the survey methodology was changed and the date revised back to 1976.

**) Since 1975 the data for unemployment and the labour force correspond to international definitions. Data for earlier years have been estimated by the secretariat (OECD) on the basis of data or census definitions. The survey was modified in 1982.

***) In 1977 the definitions and classifications used in the quarterly labour force survey were fundamentally changed. This resulted in a marked increase in the number of women included in the labour force and a doubling of the unemployment figures.

Source: OECD: *Labour Force Statistics 1962-1982* (Paris), 1984, pp. 474-493.

The comparison between men's and women's unemployment rates reveals that in any given year between 1973 and 1983 the majority of the surveyed countries reported higher unemployment rates for women than for men. The unemployment rates of young people (below 25 years of age) in general are already very high, but those of young women are even higher. In the European Community (EUR 10), in May 1983, 37.3 per cent of the total unemployed were under 25 years of age. Among unemployed men 33.6 per cent, among unemployed women 42.6 per cent were less than 25 years old. In certain countries unemployed young women constituted more than half of the total female unemployed, e.g. in the Netherlands (55.0 per cent), in Luxemburg (53.3 per cent), in Italy (52.5 per cent) and in the United Kingdom (51.3 per cent)¹.

1. European Communities: *Eurostat, Unemployment*, No. 5, 1984 (Luxemburg, 19 June 1984), table 2.

Appendix II

Women's Wages-Men's Wages

According to findings of an ILO comparative analysis of developments in male-female wage differentials, salary gaps narrowed between 1973 and 1982, but widened between 1977 and 1982 in the following countries: Australia, Denmark, the Netherlands and the United Kingdom. The analysis covered 10 countries in non-agricultural activities and 14 countries in manufacturing industries for the years 1973 and 1982; and for the years 1977 and 1982, 14 countries in non-agricultural activities were covered and 18 in manufacturing.

In 1982, among selected countries, women's wages lagged behind those of men in *non-agricultural activities* by only 11.4 per cent in France, but by 33 per cent in Switzerland, while in Japan and the Republic of Korea the gaps reached 47.2 per cent and 54.9 per cent, respectively. In the other countries—Australia, Belgium, Denmark, France, the Federal Republic of Germany, the Netherlands, Switzerland and the United Kingdom—the gaps narrowed, with the most significant change—37.5 to 30.9 per cent—occurring in the United Kingdom, and the least—33.2 to 32.7 per cent—in Switzerland.¹

From 1977 to 1982, however, among the selected countries the wage disparities increased in Australia, Denmark, the Netherlands and the United Kingdom, with the most marked increase in Japan—44.2 to 47.2 per cent. During this period the greatest improvement was in Iceland with a drop to 15 per cent from 19.9 per cent. The Federal Republic of Germany is the only country where the wage differential of 1982—27.3 per cent—was identical to that of 1977.

In 1982, in the *manufacturing industries*, women earned 9.7 per cent less than men in Sweden—an improvement over 15.9 per cent in 1973—and 56.9 per cent less in Japan where their position had worsened since 1973 when it was 53.5 per cent. For the period 1973 to 1982, women's wages drew to those of men in the following countries: Australia, Belgium, Denmark, Finland, the Federal Republic of Germany, Greece, Ireland, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom.

From 1977 to 1982, among the selected countries, the gaps diminished more or less appreciably in the following countries: Belgium, Cyprus, Finland, France, the Federal Republic of Germany, Greece, Ireland, the Republic of Korea, Norway, Sweden and Switzerland. It was in Ireland that this diminution was the most marked, going from 38.6 per cent to 31.5 per cent. During the same period, the gaps widened in Australia, Denmark, Japan, the Netherlands, New Zealand and the United Kingdom.

Below is a table showing the wage differentials between men and women in the manufacturing industries of 23 selected countries between 1975 and 1982.

1. The wage gaps were calculated from gross salaries in national currencies as published in the ILO *Year Book of Labour Statistics, 1983*. The wage gap between men and women is measured by the difference between salaries they receive, expressed in percentage of the male salaries. However, caution should be exercised in using the figures for international comparisons as the concepts, definitions, sources and scope often vary from one country to another.

Wage differentials among men and women:
Manufacturing industries, 1975 and 1982
(selected countries)

Country	Wage differentials		Changes in wage differentials (1975-82)
	1975	1982	
Australia	78.5	78.2	-0.3
Belgium	71.3	73.5	2.2
Burma	88.5	88.8	0.3
Cyprus	45.9	56.3	10.4
Denmark	84.3	85.1	0.8
Egypt	67.8	91.8	24.8
El Salvador	90.4	85.9	-4.5
Finland	72.6	77.2	-0.4
France	76.4	78.1	1.7
Fed. Rep. of Germany	72.1	73.0	0.9
Greece	69.5	73.1	3.6
Ireland	60.9	68.5	7.6
Japan	47.9	43.1	-4.8
Kenya	66.1	75.8	9.7
Rep. of Korea	47.4	45.1	-2.3
Luxemburg	60.9	60.0	-0.9
Netherlands	74.7	74.0	-0.7
New Zealand	65.6	71.1	5.5
Norway	78.0	83.2	5.2
Switzerland	68.0	67.5	-0.5
Sweden	85.2	90.3	5.1
Tanzania	70.7	78.5	7.8
United Kingdom	66.5	68.8	2.3

Source: ILO: *Year Book of Labour Statistics, 1983* (Geneva).

Appendix III

Technical Notes

I. CONCEPTS AND DEFINITIONS

"The *"economically active population"* comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services, as defined by the United Nations systems of national accounts and balances, during a specified time-reference period. According to these systems, the production of economic goods and services includes all production and processing of primary products, whether for the market, for barter or for own consumption, the production of all other goods and services for the market and, in the case of households which produce such goods and services for the market, the corresponding production for own consumption".

Two useful measures of the economically active population are, the "usually active population" measured in relation to a long reference period such as a year, and the "currently active population", or, equivalently, the "labour force", measured in relation to a short reference period such as one week or one day.

The *labour force* or "currently active population" comprises all persons who fulfil the requirements for inclusion among the employed or the unemployed as defined below"¹

a) Employment

"The "employed" comprise all persons above a specified age who during a specified brief period, either one week or one day, were in the following categories:

a) "paid employment":

a1.) "at work": persons who during the reference period performed some work for wage or salary, in cash or in kind;

a2.) "with a job but not at work": persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job.

This formal job attachment should be determined in the light of national circumstances, according to one or more of the following criteria: (i) the continued receipt of wage or salary; (ii) an assurance of return to work following the end of the contingency, or an agreement as to the date of return; (iii) the elapsed duration of absence from the job which,

1. ILO: Record of the Thirteenth International Conference of Labour Statisticians (Geneva, 18-29 October 1982) Appendix I, pp. 2-4.

wherever relevant, may be that duration for which workers can receive compensation benefits without obligations to accept other jobs.

b) "self-employment":

b1.) "at work": persons who during the reference period performed some work for profit or family gain, in cash or in kind;

b2.) "with an enterprise but not at work": persons with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason"².

National practices vary between countries as regards the treatment of such groups as armed forces, inmates of institutions, persons living on reservations, persons seeking their first job, seasonal workers and persons engaged in part-time economic activities. In some countries, all or part of these groups are included among the economically active, while in other countries they are treated as inactive. However, in general, the data on economically active population do not include students, women occupied solely in domestic duties, retired persons, persons living entirely on their own means, and persons wholly dependent upon others.

The comparability of the data is hampered by the differences between countries—and even within a country—not only as regards details of the definitions used and groups covered, but also by differences in the methods of collection, classification and tabulation of the data. In particular, the extent to which family workers who assist in family enterprises are included among the enumerated economically active population, particularly females, varies considerably from one country to another. The reference period is also an important factor of difference: in some countries census data on the economically active population according to industry, occupation or status (as employer, employee, etc.), refer to the actual position of each individual on the day of the census or survey or during a brief specific period such as the week immediately prior to the census or survey date, while in others, the data recorded refer to the usual position of each person, generally without reference to any given period of time. Also, in some countries, the statistics of the economically active population relate only to employed and unemployed persons above a specified age, in others there is no such age provision in the definition of economic activity"³.

b) UNEMPLOYMENT

The "unemployed" comprise all persons above a specified age who during the reference period were:

- a) "without work", i.e., were not in paid employment or self-employment, as defined in paragraph 9;
- b) "currently available for work", i.e., were available for paid employment or self-employment during the reference period; and
- c) "seeking work", i.e., had taken specific steps in a specified recent period to seek paid

2. Ibid., appendix 1.

3. For a review of the problems concerning definitions, methods of collection and classification of data on total and economically active population, see *Handbook of Population Census Methods* Vol. II: *Economic Characteristics of the Population* (ST/STAT/SER.F/5/Rev.1) (New York) and ILO: *Year Book of Labour Statistics* (Geneva) 1983, p. 3.

employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at work-sites, farms, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprises; arranging for financial resources; applying for permits and licences, etc.

In situations where the conventional means of seeking work are of limited relevance, where the labour market is largely unorganised or of limited scope, where labour absorption is, at the time, inadequate, or where the labour force is largely self-employed, the standard definition of unemployment given above may be applied by relaxing the criterion of seeking work"⁴.

"The economically active population may be related to the total population for the derivation of a "*crude participation rate*"⁵, or, more appropriately, to the population above the age prescribed for the measurement of the economically active population.

The employed population may be related to the population above the specified age for the derivation of an employment-population ratio.

The unemployed population may be related to the economically active population for the derivation of a general *unemployment rate*. Unemployment rates, relevant to paid employment on the one hand and self-employment on the other, may be derived, wherever considered useful and feasible.

The number of persons visible *underemployed* may be related to persons employed and the proportion may be studied separately for each branch of economic activity and each occupational group.

A *composite rate of unemployment and visible underemployment* compiled as the ration of unemployed labour-time available for employment to the total labour-time employed or available for employment"⁶.

2. CLASSIFICATIONS

a) CLASSIFICATION BY STATUS

The international classification by status refers to the status of an economically active individual with respect to his or her employment, that is, whether the person is (or was, if unemployed) an employer, own-account worker, employee, unpaid family worker, or a member of a producers' co-operative, as defined below:

- a) Employer: a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.
- b) Own-account worker: a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees.

4. ILO: Record of the thirteenth International Conference..., op. cit., Appendix I.

5. The Term "Crude activity rate" may also be used to describe the same ratio. In this monograph both these terms have been used synonymously.

6. Record of the Thirteenth International Conference of Labour Statisticians (Geneva, 18-29 October 1982) Appendix I, p. 6.

- c) Employee: a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind.
- d) Unpaid family worker: a person who works a specified minimum amount of time (at least one-third of normal working hours), without pay, in an economic enterprise operated by a related person living in the same household⁷.
- e) Member of producers' co-operative: a person who is an active member of a producers' co-operatives, regardless of the industry in which it is established.
- f) Persons not classifiable by status: experienced workers with status unknown or inadequately described and unemployed persons not previously employed⁸.

Many points of difference arise from country to country with regard to classification by status. In most countries managers and directors are classified as employees, but in a few cases they are grouped with employers. Unpaid family workers are nearly always counted among the economically active, but the figures are based on a number of different definitions or criteria. Employers and own-account workers are shown as one group since separate data for these categories are generally not available. In most countries, family workers who receive remuneration in wages, salary, commission, piece-rates or pay in kind are correctly classified as employees but in some countries they may still be included among family workers. Differences between countries with respect to classification by status are particularly pronounced with regard to the treatment of unemployed persons: in general unemployed persons with previous job experience are included with employees, but in some cases they and unemployed persons seeking their first job form the most important part of the group Persons not classifiable by status⁹.

b) CLASSIFICATION ACCORDING TO INDUSTRY

Classification according to industry groups workers according to industry, where the work is performed, irrespective of their particular occupations or status. Most countries supply data on the basis of the international standard classifications of industry (ISIC)¹⁰, which group industries in the following major divisions:

1. Agriculture, hunting, forestry and fishing.
2. Mining and Quarrying.
3. Manufacturing.
4. Electricity, Gas and Water.
5. Construction.
6. Wholesale and Retail Trade and Restaurant and Hotels.
7. Transport, Storage and Communication.
8. Financing, Insurance, Real Estate and Business Services.
9. Community, Social and Personal Services.
10. Activities not adequately defined.

7. According to the new recommendations of the 13th International Conference of Labour Statisticians (1982) the minimum time criterion no longer need be applied.

8. Definition of status adopted by the Statistical Commission of the United Nations (Fourteenth Session, October 1966), and ILO: *International Recommendations on Labour Statistics* (Geneva, 1976).

9. ILO: *Year book of labour statistics*, 1983 pp. 3-4.

10. For and abridged version of the International Standard Industrial Classification of All Economic Activities (ISIC-1986) See: ILO: *Year Book of Labour Statistics*, 1983, Appendix, pp. 803-808.

c) CLASSIFICATION BY OCCUPATION

Classification by occupation brings together individuals working in similar occupations, irrespective of the industry in which the work is performed. Most countries supply data on the basis of the International Standard Classification of Occupations (ISCO)¹¹, which classify occupations in the following major groups:

- 0/1. Professional, technical and related workers.
2. Administrative and managerial workers.
3. Clerical and related workers.
4. Sales workers.
5. Service workers.
6. Agriculture, animal husbandry and forestry workers, fishermen and hunters.
- 7/8/9. Production and related workers, transport equipment operators and labourers.
10. Workers not classifiable by occupation.

d) CLASSIFICATION BY MAJOR ECONOMIC SECTOR

The major economic sectors are:

Agriculture: including animal husbandry, forestry, hunting and fishing (major division 1 of ISIC);

Industry: including mining and quarrying, manufacturing, electricity, gas and water, and construction (major divisions 2-5 of ISIC); and

Services: including wholesale and retail trade, restaurants and hotels, transport, storage and communication, financing, insurance, real estate and business services, and community, social and personal services (major divisions 6-9 of ISIC).

3. ABBREVIATIONS

c	Census, complete count, final data.
Cs	Census, sample tabulation, size not specified.
C...%	Census, sample tabulation, size specified.
LFSS	Labour force sample survey.
HS	Household survey.
OE	Official estimates.

11. For and abridged version of the International Standard Classification of Occupations (ISCO 1968) see ILO: *Year Book of Labour Statistics*, 1983, Appendix, pp. 809-814.

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