



2.4 Employment by economic activity

	Agriculture				Industry				Services			
	Male % of male labor force		Female % of female labor force		Male % of male labor force		Female % of female labor force		Male % of male labor force		Female % of female labor force	
	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a
Albania	54	22	62	27	28	45	17	45	18	34	21	28
Algeria	27	..	69	..	33	..	6	..	40	..	25	..
Angola	67	..	87	..	13	..	1	..	20	..	11	..
Argentina	17	2	3	0	40	33	18	12	44	65	79	88
Armenia	21	..	21	..	48	..	38	..	31	..	41	..
Australia	8	6	4	4	39	31	16	11	53	63	80	85
Austria	..	6	..	8	..	42	..	14	..	52	..	78
Azerbaijan	28	..	42	..	36	..	20	..	36	..	38	..
Bangladesh	67	54	81	78	5	11	14	8	29	34	5	11
Belarus	29	..	23	..	44	..	33	..	28	..	44	..
Belgium	..	3	..	2	..	41	..	16	..	56	..	81
Benin	66	..	69	..	10	..	4	..	24	..	27	..
Bolivia	52	2	28	2	21	40	19	16	27	58	53	82
Bosnia and Herzegovina	26	..	38	..	45	..	24	..	30	..	39	..
Botswana	6	3	3	2	41	38	8	18	53	60	89	80
Brazil	34	28	20	23	30	26	13	9	36	45	67	68
Bulgaria	..	..	..	..	..	..	..	..	..	..	..	..
Burkina Faso	92	..	93	..	3	..	2	..	5	..	5	..
Burundi	88	..	98	..	4	..	1	..	9	..	1	..
Cambodia	70	71	80	79	7	6	7	3	23	23	14	18
Cameroon	65	..	87	..	11	..	2	..	24	..	11	..
Canada	7	5	3	2	38	32	16	12	58	63	84	86
Central African Republic	79	..	90	..	5	..	1	..	15	..	9	..
Chad	82	..	95	..	6	..	0	..	12	..	4	..
Chile	22	19	3	4	27	34	16	14	51	47	81	81
China	..	..	..	..	..	..	..	..	..	..	..	..
Hong Kong, China	2	0	1	0	47	31	56	15	52	69	43	85
Colombia	2	1	1	0	39	32	26	21	59	66	74	76
Congo, Dem. Rep.	62	..	84	..	18	..	4	..	20	..	12	..
Congo, Rep.	42	..	81	..	20	..	2	..	38	..	17	..
Costa Rica	34	27	6	6	25	26	20	17	40	46	74	76
Côte d'Ivoire	60	..	75	..	10	..	5	..	30	..	20	..
Croatia	..	7	..	3	..	50	..	34	..	43	..	63
Cuba	30	..	10	..	32	..	22	..	39	..	68	..
Czech Republic	13	7	11	4	57	50	39	29	30	43	50	66
Denmark	11	5	4	2	41	36	16	15	48	58	80	83
Dominican Republic	40	..	11	..	26	..	16	..	34	..	73	..
Ecuador	44	10	22	2	21	27	15	16	34	64	63	83
Egypt, Arab Rep.	46	32	10	43	21	25	14	9	34	43	76	48
El Salvador	51	38	10	7	21	25	21	21	28	37	69	72
Eritrea	79	..	88	..	7	..	2	..	14	..	11	..
Estonia	19	16	12	8	50	39	36	27	31	44	52	65
Ethiopia	90	89	89	88	2	2	2	2	8	9	10	11
Finland	15	9	12	5	45	39	23	14	39	52	63	81
France	9	6	7	4	44	37	22	15	47	57	71	81
Gabon	59	..	74	..	18	..	6	..	24	..	21	..
Gambia, The	78	..	93	..	10	..	3	..	13	..	5	..
Georgia	31	..	34	..	33	..	21	..	37	..	45	..
Germany	..	3	..	3	..	46	..	19	..	51	..	79
Ghana	66	..	57	..	12	..	14	..	22	..	29	..
Greece	..	18	..	23	..	28	..	13	..	54	..	64
Guatemala	64	..	17	..	17	..	27	..	19	..	56	..
Guinea	86	..	97	..	2	..	1	..	12	..	3	..
Guinea-Bissau	81	..	98	..	3	..	0	..	17	..	3	..
Haiti	81	..	53	..	8	..	8	..	11	..	39	..
Honduras	63	53	40	7	17	19	9	27	20	28	51	66



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	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a
Hungary	24	11	19	5	45	40	36	25	31	50	45	71
India	63	..	83	..	15	..	9	..	22	..	8	..
Indonesia	57	41	53	42	13	21	13	16	29	39	32	42
Iran, Islamic Rep.	36	..	50	..	28	..	17	..	35	..	33	..
Iraq	21	..	62	..	24	..	11	..	55	..	28	..
Ireland	..	15	..	3	..	34	..	15	..	49	..	79
Israel	8	3	4	1	39	38	16	14	52	58	80	84
Italy	13	7	16	7	43	38	28	22	44	55	56	72
Jamaica	47	31	23	11	20	27	8	12	33	42	69	77
Japan	9	5	13	6	40	39	28	24	51	55	58	69
Jordan	..	6	..	4	24	27	7	10	76	66	93	87
Kazakhstan	28	..	20	..	38	..	25	..	34	..	55	..
Kenya	23	19	25	20	24	23	9	9	53	58	65	71
Korea, Dem. Rep.	39	..	52	..	37	..	20	..	24	..	28	..
Korea, Rep.	31	10	39	13	32	38	24	21	37	52	37	66
Kuwait	2	..	0	..	36	..	3	..	62	..	97	..
Kyrgyz Republic	35	48	33	49	34	12	23	7	32	31	44	38
Lao PDR	77	..	82	..	7	..	4	..	16	..	13	..
Latvia	18	23	14	18	49	33	35	20	32	44	50	62
Lebanon	13	..	20	..	29	..	21	..	58	..	59	..
Lesotho	26	..	64	..	52	..	5	..	22	..	31	..
Libya	16	..	63	..	29	..	3	..	55	..	34	..
Lithuania	26	23	29	18	47	35	30	21	27	42	41	61
Macedonia, FYR	30	10	47	6	38	53	23	41	32	32	30	51
Madagascar	73	..	93	..	9	..	2	..	19	..	5	..
Malawi	78	50	96	73	10	25	1	7	12	25	3	20
Malaysia	34	19	43	14	26	36	21	30	40	46	36	56
Mali	86	..	92	..	2	..	1	..	12	..	7	..
Mauritania	65	..	79	..	11	..	2	..	24	..	19	..
Mauritius	29	15	30	13	19	39	40	43	47	46	31	45
Mexico	..	30	..	13	..	24	..	19	..	46	..	68
Moldova	49	..	38	..	32	..	21	..	19	..	41	..
Mongolia	43	..	36	..	21	..	21	..	36	..	43	..
Morocco	48	4	72	3	23	33	14	46	29	63	14	51
Mozambique	72	..	97	..	14	..	1	..	14	..	2	..
Myanmar	..	..	..	..	..	..	..	..	..	..	..	..
Namibia	52	..	42	..	22	..	10	..	27	..	47	..
Nepal	91	..	98	..	1	..	0	..	8	..	2	..
Netherlands	..	4	..	3	..	32	..	10	..	62	..	85
New Zealand	..	11	..	6	..	33	..	13	..	56	..	81
Nicaragua	..	..	..	..	..	..	..	..	..	..	..	..
Niger	7	8	6	5	69	51	29	24	25	41	66	71
Nigeria	52	..	57	..	10	..	5	..	38	..	38	..
Norway	10	7	6	3	40	35	14	10	50	59	80	87
Oman	52	..	24	..	21	..	33	..	27	..	43	..
Pakistan	..	44	..	67	..	20	..	11	..	36	..	22
Panama	37	29	6	3	21	21	12	11	39	50	81	86
Papua New Guinea	76	..	92	..	8	..	2	..	16	..	6	..
Paraguay	58	6	9	1	20	37	22	13	22	57	70	87
Peru	45	10	25	5	20	27	14	12	35	63	61	83
Philippines	60	48	37	28	16	19	15	13	25	33	48	59
Poland	..	21	..	20	..	41	..	21	..	38	..	59
Portugal	22	12	35	16	44	40	25	21	34	48	40	64
Puerto Rico	8	5	1	0	24	26	29	15	67	70	70	84
Romania	..	35	..	43	..	36	..	24	..	29	..	33
Russian Federation	19	..	13	..	50	..	37	..	31	..	50	..



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	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a	1980	1992-97 ^a
Rwanda	88	..	98	..	5	..	1	..	7	..	1	..
Saudi Arabia	45	..	25	..	17	..	5	..	39	..	70	..
Senegal	74	..	90	..	9	..	..	..	17	..	8	..
Sierra Leone	63	..	82	..	20	..	4	..	17	..	14	..
Singapore	2	0	..	0	33	34	40	25	65	66	59	75
Slovak Republic	15	11	13	6	38	49	34	28	48	41	54	67
Slovenia	14	12	17	13	49	49	37	31	38	38	46	57
South Africa	18	..	16	..	45	..	16	..	37	..	68	..
Spain	20	10	18	6	42	39	21	14	39	52	60	80
Sri Lanka	44	33	51	40	19	22	18	24	30	41	28	34
Sudan	66	..	88	..	9	..	4	..	24	..	8	..
Sweden	8	4	3	1	45	39	16	12	47	57	81	87
Switzerland	8	5	5	4	47	35	23	15	46	59	72	82
Syrian Arab Republic	..	23	..	54	..	28	..	8	..	49	..	38
Tajikistan	36	..	54	..	29	..	16	..	35	..	30	..
Tanzania	80	..	92	..	7	..	2	..	13	..	7	..
Thailand	68	49	74	52	13	22	8	17	20	29	18	32
Togo	70	..	67	..	12	..	7	..	19	..	26	..
Trinidad and Tobago	11	14	9	5	44	33	21	13	45	54	70	82
Tunisia	33	22	53	20	30	32	32	40	37	44	16	38
Turkey	45	30	88	65	22	29	5	13	33	41	8	21
Turkmenistan	33	..	46	..	32	..	16	..	36	..	38	..
Uganda	84	..	91	..	6	..	2	..	10	..	8	..
Ukraine	26	..	24	..	46	..	33	..	28	..	44	..
United Arab Emirates	5	..	0	..	40	..	7	..	55	..	93	..
United Kingdom	4	3	1	1	48	38	23	13	49	59	76	86
United States	5	4	2	2	40	34	19	13	55	63	80	85
Uruguay	..	7	..	2	..	34	..	17	..	59	..	82
Uzbekistan	35	..	46	..	34	..	19	..	32	..	36	..
Venezuela, RB	20	19	2	2	31	28	18	14	49	53	79	84
Vietnam	71	70	75	71	16	12	10	9	13	18	15	20
West Bank and Gaza	..	..	..	..	..	..	..	..	..	..	..	..
Yemen, Rep.	60	..	98	..	19	..	1	..	21	..	1	..
Yugoslavia, FR (Serb./Mont.)	..	..	49	..	..	..	19	..	..	..	32	..
Zambia	69	..	85	..	13	..	3	..	19	..	13	..
Zimbabwe	29	23	50	38	31	32	8	10	40	46	42	52
World	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W
Low income	..	..	..	..	..	..	..	..	..	..	..	..
Excl. China & India	64	..	73	..	12	..	8	..	24	..	19	..
Middle income	33	..	31	..	33	..	25	..	34	..	45	..
Lower middle income	34	..	29	..	34	..	26	..	32	..	45	..
Upper middle income	..	24	..	22	..	30	..	15	..	46	..	62
Low & middle income	..	..	..	..	..	..	..	..	..	..	..	..
East Asia & Pacific	..	..	..	..	..	..	..	..	..	..	..	..
Europe & Central Asia	26	..	26	..	43	..	31	..	31	..	43	..
Latin America & Carib.	..	22	..	13	..	28	..	13	..	50	..	74
Middle East & N. Africa	39	..	47	..	25	..	14	..	37	..	40	..
South Asia	64	..	83	..	14	..	10	..	23	..	8	..
Sub-Saharan Africa	62	..	74	..	14	..	5	..	24	..	22	..
High income	8	5	7	3	41	37	22	16	51	58	71	81
Europe EMU	..	6	..	5	..	41	..	18	..	53	..	77

a. Data are for the most recent year available.



Employment by economic activity 2.4

About the data

The International Labour Organization (ILO) classifies economic activity on the basis of the International Standard Industrial Classification (ISIC) of All Economic Activities. Because this classification is based on where work is performed (industry) rather than on the type of work performed (occupation), all of an enterprise's employees are classified under the same industry, regardless of their trade or occupation. The categories should add up to 100 percent. Where they do not, the differences arise because of people who are not classifiable by economic activity.

Data on employment are drawn from labor force surveys, establishment censuses and surveys, administrative records of social insurance schemes, and official national estimates. The concept of employment generally refers to people above a certain age who worked, or who held a job, during a reference period. Employment data include both full-time and part-time workers. There are, however, many differences in how countries define and measure employment status, particularly for part-time workers, students, members of the armed forces, and household, or contributing family, workers. Where data are obtained from establishment surveys, they cover only employees; thus self-employed and contributing family workers are excluded. In such cases the employment share of the agricultural sector is underreported. Countries also take very different approaches to the treatment of unemployed people. In most countries unemployed people with previous job experience are classified according to their last job. But in some countries the unemployed and people seeking their first job are not classifiable by economic activity. Because of these differences, the size and distribution of employment by economic activity may not be fully comparable across countries (ILO, *Yearbook of Labour Statistics 1996*, p. 64).

The ILO's *Yearbook of Labour Statistics* reports data by major divisions of the ISIC revision 2 or ISIC revision 3. In this table the reported divisions or categories are aggregated into three broad groups: agriculture, industry, and services. An increasing number of countries report economic activity according to the ISIC. Where data are supplied according to national classifications, however, industry definitions and descriptions may differ. In addition, classification into broad groups may obscure fundamental differences in countries' industrial patterns.

The distribution of economic activity by gender reveals some interesting patterns. Agriculture accounts for the largest share of female employment in much of Africa and Asia. Services account for much of the increase in women's labor force participation in North Africa, Latin America and the Caribbean, and high-income economies. Worldwide, women are underrepresented in industry.

Segregating one sex in a narrow range of occupations significantly reduces economic efficiency by reducing labor market flexibility and the economy's ability to adapt to change. This segregation is particularly harmful for women, who have a much narrower range of labor market choices and lower levels of pay than men. But it is also detrimental to men when job losses are concentrated in industries dominated by men and job growth is centered in service occupations, where women often dominate, as has been the recent experience in many countries.

There are several explanations for the rising importance of service jobs for women. Many service jobs—such as nursing and social and clerical work—are considered “feminine” because of a perceived similarity with women's traditional roles. Women often do not receive the training needed to take advantage of changing employment opportunities. And the greater availability of part-time work in service industries may lure more women, although it is not clear whether this is a cause or an effect (United Nations Statistics Division 1991).

Definitions

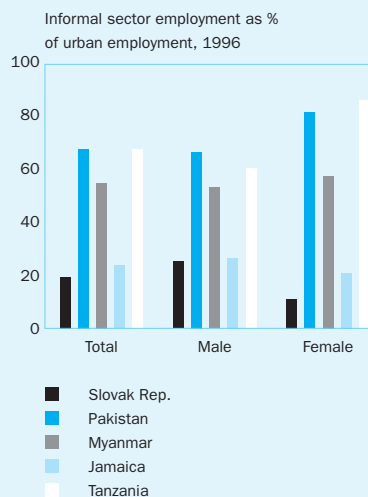
- **Agriculture** includes hunting, forestry, and fishing, corresponding to major division 1 (ISIC revision 2) or tabulation categories A and B (ISIC revision 3).
- **Industry** includes mining and quarrying (including oil production), manufacturing, electricity, gas and water, and construction, corresponding to major divisions 2–5 (ISIC revision 2) or tabulation categories C–F (ISIC revision 3).
- **Services** include wholesale and retail trade and restaurants and hotels; transport, storage, and communications; financing, insurance, real estate, and business services; and community, social, and personal services—corresponding to major divisions 6–9 (ISIC revision 2) or tabulation categories G–P (ISIC revision 3).

Data sources

The employment data are from the ILO database Key Indicators of the Labour Market (1999 issue).

Figure 2.4

The informal sector is a vital source of employment



Note: Data for Pakistan refer to 1992 and those for Tanzania to 1995.

Source: International Labour Organization, Key Indicators of the Labour Market.

Informal sector employment is an essential survival strategy in countries lacking social safety nets such as unemployment insurance or where pensions and wages—especially in the public sector—are low. The informal sector is a vital part of the economy and of the labor market in many developing countries, especially in Asia and Sub-Saharan Africa.