



2.3

Employment by economic activity

	Agriculture				Industry				Services			
	Male % of male employment		Female % of female employment		Male % of male employment		Female % of female employment		Male % of male employment		Female % of female employment	
	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a
Afghanistan	..	..	..	..	..	..	..	..	..	..	..	..
Albania	..	..	..	..	..	..	..	..	..	..	..	..
Algeria	..	23	..	11	..	24	..	25	..	53	..	64
Angola	..	..	..	..	..	..	..	..	..	..	..	..
Argentina	0 ^{b,c}	2 ^c	0 ^{b,c}	1 ^c	40 ^c	33 ^c	18 ^c	11 ^c	59 ^c	66 ^c	81 ^c	88 ^c
Armenia	..	..	..	..	..	..	..	..	..	..	..	..
Australia	6	5	4	3	32	31	12	9	61	65	84	88
Austria	6	6 ^c	8	6 ^c	47	40 ^c	20	13 ^c	46	55 ^c	72	81 ^c
Azerbaijan	..	41	..	37	..	15	..	9	..	44	..	54
Bangladesh	54	50	85	59	16	12	9	18	25	38	2	23
Belarus	..	..	..	..	..	..	..	..	..	..	..	..
Belgium	3 ^c	2 ^c	2 ^c	2 ^c	41 ^c	35 ^c	16 ^c	11 ^c	56 ^c	62 ^c	81 ^c	86 ^c
Benin	..	..	..	..	..	..	..	..	..	..	..	..
Bolivia	3 ^c	..	1 ^c	..	42 ^c	..	17 ^c	..	55 ^c	..	82 ^c	..
Bosnia and Herzegovina	..	..	..	..	..	..	..	..	..	..	..	..
Botswana	..	29	..	13	..	28	..	17	..	43	..	71
Brazil	31 ^c	25 ^c	25 ^c	16 ^c	27 ^c	27 ^c	10 ^c	13 ^c	43 ^c	48 ^c	65 ^c	71 ^c
Bulgaria	..	11	..	7	..	39	..	29	..	50	..	64
Burkina Faso	..	..	..	..	..	..	..	..	..	..	..	..
Burundi	..	..	..	..	..	..	..	..	..	..	..	..
Cambodia	..	..	..	..	..	..	..	..	..	..	..	..
Cameroon	53	..	68	..	14	..	4	..	26	..	23	..
Canada	6 ^c	4 ^c	2 ^c	2 ^c	31 ^c	32 ^c	11 ^c	11 ^c	64 ^c	64 ^c	87 ^c	88 ^c
Central African Republic	..	..	..	..	..	..	..	..	..	..	..	..
Chad	..	..	..	..	..	..	..	..	..	..	..	..
Chile	24	17	6	6	32	29	15	12	45	54	79	83
China	..	..	..	..	..	..	..	..	..	..	..	..
Hong Kong, China	1	0 ^b	0 ^b	0 ^b	37	22	27	7	63	77	73	93
Colombia	2 ^c	32	1 ^c	8	35 ^c	21	25 ^c	16	63 ^c	48	74 ^c	76
Congo, Dem. Rep.	..	..	..	..	..	..	..	..	..	..	..	..
Congo, Rep.	..	..	..	..	..	..	..	..	..	..	..	..
Costa Rica	32	21	5	5	27	26	25	13	41	52	69	82
Côte d'Ivoire	..	..	..	..	..	..	..	..	..	..	..	..
Croatia	..	12 ^d	..	14 ^d	..	40 ^d	..	18 ^d	..	48 ^d	..	67 ^d
Cuba	..	28	..	10	..	23	..	14	..	50	..	76
Czech Republic	9	5	7	3	55	49	33	27	36	46	61	71
Denmark	7	4	3	2	37	34	16	12	56	62	81	86
Dominican Republic	26	21	3	3	23	26	21	15	52	53	76	82
Ecuador	10 ^c	11 ^c	2 ^c	4 ^c	29 ^c	27 ^c	17 ^c	12 ^c	62 ^c	62 ^c	81 ^c	84 ^c
Egypt, Arab Rep.	35	28	52	39	25	23	10	6	41	49	37	55
El Salvador	48	30	15	3	23	25	23	22	29	45	63	75
Eritrea	..	..	..	..	..	..	..	..	..	..	..	..
Estonia	23 ^c	7 ^c	13 ^c	4 ^c	42 ^c	44 ^c	30 ^c	24 ^c	36 ^c	49 ^c	57 ^c	72 ^c
Ethiopia	..	84	..	76	..	5	..	8	..	10	..	16
Finland	11	7	6	3	38	38	15	12	51	56	78	84
France	..	5	..	2	..	35	..	12	..	60	..	85
Gabon	..	..	..	..	..	..	..	..	..	..	..	..
Gambia, The	..	..	..	..	..	..	..	..	..	..	..	..
Georgia	..	52	..	57	..	14	..	4	..	34	..	38
Germany	4	3	4	2	50	41	24	16	47	56	72	82
Ghana	66	..	59	..	10	..	10	..	23	..	32	..
Greece	20 ^c	12 ^c	26 ^c	14 ^c	32 ^c	30 ^c	17 ^c	10 ^c	48 ^c	58 ^c	56 ^c	76 ^c
Guatemala
Guinea
Guinea-Bissau
Haiti

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2.3

PEOPLE

	Agriculture				Industry				Services			
	Male % of male employment		Female % of female employment		Male % of male employment		Female % of female employment		Male % of male employment		Female % of female employment	
	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a
Honduras	53 ^c	51 ^c	6 ^c	13 ^c	18 ^c	20 ^c	25 ^c	23 ^c	29 ^c	29 ^c	69 ^c	63 ^c
Hungary	..	7 ^c	..	3 ^c	..	42 ^c	..	21 ^c	..	51 ^c	..	76 ^c
India	..	..	..	..	..	..	..	..	..	..	..	..
Indonesia	54	41 ^d	57	41 ^d	15	21 ^d	13	15 ^d	31	38 ^d	31	44 ^d
Iran, Islamic Rep.	..	23	..	34	..	31	..	28	..	46	..	37
Iraq	..	14	..	33	..	20	..	7	..	66	..	60
Ireland	19	9	3	1	33	39	18	12	48	51	78	86
Israel	5	3	2	1	38	31	15	11	57	65	83	88
Italy	8	5	9	3	37	39	22	18	55	56	70	79
Jamaica	36	25	16	9	25	27	12	5	39	48	72	86
Japan	6	4	7	5	40	35	27	18	54	59	65	77
Jordan	..	4	..	2	..	23	..	12	..	73	..	84
Kazakhstan	..	35	..	32	..	24	..	10	..	41	..	58
Kenya	19 ^c	..	20 ^c	..	23 ^c	..	9 ^c	..	58 ^c	..	71 ^c	..
Korea, Dem. Rep.	..	..	..	..	..	..	..	..	..	..	..	..
Korea, Rep.	14	7	18	9	40	34	28	17	46	59	54	74
Kuwait	..	..	..	..	..	..	..	..	..	..	..	..
Kyrgyz Republic	..	39	..	39	..	23	..	11	..	38	..	50
Lao PDR	..	..	..	..	..	..	..	..	..	..	..	..
Latvia	..	15 ^c	..	8 ^c	..	35 ^c	..	16 ^c	..	49 ^c	..	75 ^c
Lebanon	..	..	..	..	..	..	..	..	..	..	..	..
Lesotho	..	..	..	..	..	..	..	..	..	..	..	..
Liberia	..	..	..	..	..	..	..	..	..	..	..	..
Libya	..	..	..	..	..	..	..	..	..	..	..	..
Lithuania	25	17 ^c	15	11 ^c	46	37 ^c	31	21 ^c	29	46 ^c	54	68 ^c
Macedonia, FYR	..	20	..	19	..	34	..	30	..	46	..	51
Madagascar	..	77	..	79	..	7	..	6	..	16	..	15
Malawi	..	..	..	..	..	..	..	..	..	..	..	..
Malaysia	23	16	20	11	31	35	32	27	46	49	48	62
Mali	..	50	..	30	..	18	..	15	..	32	..	55
Mauritania	..	..	..	..	..	..	..	..	..	..	..	..
Mauritius	15	11	13	9	36	34	48	29	48	55	39	62
Mexico	34	21	11	5	25	30	19	19	41	49	70	76
Moldova	..	41	..	40	..	21	..	12	..	38	..	48
Mongolia	..	43	..	37	..	19	..	15	..	38	..	48
Morocco	..	40	..	61	..	21	..	16	..	39	..	23
Mozambique	..	..	..	..	..	..	..	..	..	..	..	..
Myanmar	..	..	..	..	..	..	..	..	..	..	..	..
Namibia	45	..	52	..	21	..	8	..	34	..	40	..
Nepal	75	..	91	..	4	..	1	..	20	..	8	..
Netherlands	5	4	3	2	33	30	10	8	60	62	82	86
New Zealand	13	9	8	5	31	32	13	11	56	59	80	84
Nicaragua	..	41	..	10	..	19	..	17	..	33	..	52
Niger	..	..	..	..	..	..	..	..	..	..	..	..
Nigeria	..	..	..	..	..	..	..	..	..	..	..	..
Norway	7	5	3	2	34	32	10	8	58	63	86	90
Oman	..	..	..	..	..	..	..	..	..	..	..	..
Pakistan	45	38	69	67	20	21	15	15	35	41	16	18
Panama	35	22	3	4	20	22	11	9	45	56	85	86
Papua New Guinea	..	..	..	..	..	..	..	..	..	..	..	..
Paraguay	3 ^c	39 ^c	0 ^{b,c}	20 ^c	33 ^c	19 ^c	19 ^c	10 ^c	64 ^c	42 ^c	80 ^c	70 ^c
Peru	1 ^c	1 ^c	0 ^{b,c}	0 ^{b,c}	30 ^c	31 ^c	13 ^c	13 ^c	69 ^c	68 ^c	87 ^c	86 ^c
Philippines	53 ^c	45	32 ^c	25	17 ^c	17	14 ^c	12	29 ^c	39	55 ^c	64
Poland	..	18 ^c	..	17 ^c	..	39 ^c	..	17 ^c	..	43 ^c	..	66 ^c
Portugal	10 ^c	11 ^c	13 ^c	13 ^c	39 ^c	41 ^c	24 ^c	19 ^c	51 ^c	48 ^c	63 ^c	68 ^c
Puerto Rico	5	3	0 ^b	0 ^b	27	25	19	11	67	72	80	89



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	Agriculture				Industry				Services			
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	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a	1990-92 ^a	2003-06 ^a
Romania	29	31	38	33	44	35	30	25	28	34	33	42
Russian Federation	..	12	..	8	..	38	..	21	..	50	..	71
Rwanda	..	..	..	..	..	..	..	..	..	..	..	..
Saudi Arabia	..	5	..	0 ^b	..	11	..	1	..	85	..	99
Senegal	..	..	..	..	..	..	..	..	..	..	..	..
Serbia	..	21 ^e	..	20 ^e	..	37 ^e	..	20 ^e	..	42 ^e	..	60 ^e
Sierra Leone	..	..	..	..	..	..	..	..	..	..	..	..
Singapore	1	0	0 ^b	0	36	36	32	21	63	63	68	79
Slovak Republic	..	6 ^c	..	3 ^c	..	50 ^c	..	25 ^c	..	44 ^c	..	72 ^c
Slovenia	..	9	..	9	..	47	..	25	..	43	..	65
Somalia	..	..	..	..	..	..	..	..	..	..	..	..
South Africa	..	13	..	7	..	33	..	14	..	54	..	79
Spain	11 ^c	6 ^c	8 ^c	4 ^c	41 ^c	41 ^c	16 ^c	12 ^c	49 ^c	52 ^c	76 ^c	84 ^c
Sri Lanka	..	..	..	..	..	..	..	..	..	..	..	..
Sudan	..	..	..	..	..	..	..	..	..	..	..	..
Swaziland	..	..	..	..	..	..	..	..	..	..	..	..
Sweden	5 ^c	3 ^c	2 ^c	1 ^c	40 ^c	34 ^c	12 ^c	9 ^c	55 ^c	63 ^c	86 ^c	90 ^c
Switzerland	4 ^c	5 ^c	4 ^c	3 ^c	37 ^c	32 ^c	15 ^c	11 ^c	59 ^c	63 ^c	81 ^c	86 ^c
Syrian Arab Republic	23	23	54	49	28	29	8	8	49	48	38	43
Tajikistan	..	..	..	..	..	..	..	..	..	..	..	..
Tanzania	78 ^c	..	90 ^c	..	7 ^c	..	1 ^c	..	15 ^c	..	8 ^c	..
Thailand	60	44	62	41	18	22	13	19	22	34	25	41
Timor-Leste	..	..	..	..	..	..	..	..	..	..	..	..
Togo	..	..	..	..	..	..	..	..	..	..	..	..
Trinidad and Tobago	15	6	6	2	34	41	14	16	51	52	80	82
Tunisia	..	..	..	..	..	..	..	..	..	..	..	..
Turkey	33	22	72	52	26	28	11	15	41	50	17	33
Turkmenistan	..	..	..	..	..	..	..	..	..	..	..	..
Uganda	91	60 ^c	91	77 ^c	4	11 ^c	6	5 ^c	5	29 ^c	3	18 ^c
Ukraine	..	..	..	..	..	..	..	..	..	..	..	..
United Arab Emirates	..	..	..	..	..	..	..	..	..	..	..	..
United Kingdom	3	2	1	1	41	33	16	9	55	65	82	90
United States	4	2	1	1	34	30	14	10	62	68	85	90
Uruguay	7 ^c	7 ^c	1 ^c	2 ^c	36 ^c	29 ^c	21 ^c	13 ^c	57 ^c	64 ^c	78 ^c	86 ^c
Uzbekistan	..	..	..	..	..	..	..	..	..	..	..	..
Venezuela, RB	17	16 ^c	2	2 ^c	32	25 ^c	16	11 ^c	52	59 ^c	82	86 ^c
Vietnam	..	56	..	60	..	21	..	14	..	23	..	26
West Bank and Gaza	..	12	..	34	..	28	..	8	..	59	..	56
Yemen, Rep.	44	..	83	..	14	..	2	..	38	..	13	..
Zambia	..	..	..	..	..	..	..	..	..	..	..	..
Zimbabwe	..	..	..	..	..	..	..	..	..	..	..	..
World	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W
Low income	..	..	..	..	..	..	..	..	..	..	..	..
Middle income	..	..	..	..	..	..	..	..	..	..	..	..
Lower middle income	..	..	..	..	..	..	..	..	..	..	..	..
Upper middle income	..	20	..	14	..	30	..	17	..	49	..	68
Low & middle income	..	..	..	..	..	..	..	..	..	..	..	..
East Asia & Pacific	..	..	..	..	..	..	..	..	..	..	..	..
Europe & Central Asia	..	19	..	19	..	34	..	20	..	47	..	62
Latin America & Carib.	21	21	14	10	30	27	14	15	49	52	71	76
Middle East & N. Africa	..	..	..	..	..	..	..	..	..	..	..	..
South Asia	..	..	..	..	..	..	..	..	..	..	..	..
Sub-Saharan Africa	..	..	..	..	..	..	..	..	..	..	..	..
High income	6	4	5	3	38	34	19	13	56	62	76	84
Euro area	7	5	7	3	42	38	21	14	50	56	72	82

Note: Data across sectors may not sum to 100 percent because of workers not classified by sectors.

a. Data are for the most recent year available. b. Less than 0.5. c. Limited coverage. d. Data are for 2007. e. Data are for 2008.

About the data

The International Labour Organization (ILO) classifies economic activity using the International Standard Industrial Classification (ISIC) of All Economic Activities, revision 2 (1968) and revision 3 (1990). Because this classification is based on where work is performed (industry) rather than 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 sum to 100 percent. Where they do not, the differences are due to workers who cannot be classified by economic activity.

Data on employment are drawn from labor force surveys, household surveys, official estimates, censuses and administrative records of social insurance schemes, and establishment surveys when no other information is available. 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 many differences in how countries define and measure employment status, particularly members of the armed forces, self-employed workers, and unpaid family workers. Where members of the armed forces are included, they are allocated to the service sector, causing that sector to be somewhat overstated relative to the service sector in economies where they are excluded. Where data are obtained from establishment surveys, data cover only employees; thus self-employed and unpaid family workers are excluded. In such cases the employment share of the agricultural sector is severely underreported. Caution should be also used where the data refer only to urban areas, which record little or no agricultural work. Moreover, the age group and area covered could differ by country or change over time within a country. For detailed information on breaks in series, consult the original source.

Countries also take 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.

The ILO's *Yearbook of Labour Statistics* and its database Key Indicators of the Labour Market report data by major divisions of the ISIC revision 2 or revision 3. In the table the reported divisions or categories are

aggregated into three broad groups: agriculture, industry, and services. Such broad classification may obscure fundamental shifts within countries' industrial patterns. A slight majority of countries report economic activity according to the ISIC revision 2 instead of revision 3. The use of one classification or the other should not have a significant impact on the information for the three broad sectors presented in the table.

The distribution of economic wealth in the world remains strongly correlated with employment by economic activity. The wealthier economies are those with the largest share of total employment in services, whereas the poorer economies are largely agriculture based.

The distribution of economic activity by gender reveals some clear patterns. Men still make up the majority of people employed in all three sectors, but the gender gap is biggest in industry. Employment in agriculture is also male-dominated, although not as much as industry. Segregating one sex in a narrow range of occupations significantly reduces economic efficiency by reducing labor market flexibility and thus 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 have better chances, 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 to 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 unclear whether this is a cause or an effect.

Definitions

- **Agriculture** corresponds to division 1 (ISIC revision 2) or tabulation categories A and B (ISIC revision 3) and includes hunting, forestry, and fishing.
- **Industry** corresponds to divisions 2–5 (ISIC revision 2) or tabulation categories C–F (ISIC revision 3) and includes mining and quarrying (including oil production), manufacturing, construction, and public utilities (electricity, gas, and water).
- **Services** correspond to divisions 6–9 (ISIC revision 2) or tabulation categories G–P (ISIC revision 3) and 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.

Data sources

Data on employment are from the ILO database Key Indicators of the Labour Market, 5th edition.