

	Agriculture ^a				Industry ^a				Services ^a			
	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 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b
Afghanistan	63	..	85	..	10	..	13	..	28	..	3	..
Albania	..	..	..	..	..	..	..	..	..	..	..	..
Algeria	18	..	57	..	38	..	7	..	45	..	36	..
Angola	65	..	86	..	14	..	2	..	21	..	13	..
Argentina	0 ^c	1	0 ^c	0 ^c	40	30	18	12	59	69	81	87
Armenia	..	..	..	..	..	..	..	..	..	..	..	..
Australia	6	6	4	3	32	30	12	10	62	64	85	87
Austria	..	5	..	6	..	43	..	14	..	52	..	80
Azerbaijan	..	37	..	43	..	14	..	7	..	49	..	50
Bangladesh	54	53	85	77	16	11	9	9	26	30	2	12
Belarus	..	..	..	..	..	..	..	..	..	..	..	..
Belgium	3	..	2	..	38	..	13	..	57	..	84	..
Benin	62	..	65	..	12	..	4	..	27	..	30	..
Bolivia	3	6	1	3	42	39	17	14	55	55	82	82
Bosnia and Herzegovina	9	..	16	..	54	..	37	..	37	..	48	..
Botswana	..	22	..	17	..	26	..	14	..	51	..	67
Brazil	31	24	25	16	27	27	10	10	43	49	65	74
Bulgaria	..	..	..	..	..	..	..	..	..	..	..	..
Burkina Faso	91	..	94	..	2	..	2	..	7	..	5	..
Burundi	..	..	..	..	..	..	..	..	..	..	..	..
Cambodia	..	..	..	..	..	..	..	..	..	..	..	..
Cameroon	62	..	83	..	12	..	3	..	26	..	14	..
Canada	6	4	3	2	31	33	11	11	63	64	86	87
Central African Republic	74	..	87	..	6	..	0	..	20	..	13	..
Chad	77	..	91	..	7	..	1	..	16	..	8	..
Chile	24	18	6	5	32	29	15	13	45	53	79	83
China	..	..	..	..	..	..	..	..	..	..	..	..
Hong Kong, China	1	0 ^c	0 ^c	0 ^c	37	27	27	10	63	73	73	90
Colombia	2	33	1	7	35	19	25	17	63	48	74	76
Congo, Dem. Rep.	58	..	81	..	20	..	5	..	23	..	14	..
Congo, Rep.	33	..	69	..	23	..	4	..	44	..	27	..
Costa Rica	32	22	5	4	27	27	25	15	41	51	69	80
Côte d'Ivoire	54	..	72	..	12	..	6	..	34	..	22	..
Croatia	..	16	..	15	..	37	..	21	..	47	..	63
Cuba	24	..	8	..	36	..	21	..	41	..	71	..
Czech Republic	9	6	7	3	55	50	33	28	36	44	61	68
Denmark	..	5	..	2	..	36	..	14	..	59	..	85
Dominican Republic	26	21	3	2	23	26	21	17	52	53	76	81
Ecuador	10	10	2	4	29	30	17	16	62	60	81	79
Egypt, Arab Rep.	35	27	52	39	25	25	10	7	41	48	37	54
El Salvador	48	34	15	4	23	25	23	22	29	42	63	74
Eritrea	77	..	85	..	8	..	2	..	16	..	13	..
Estonia	23	10	13	4	42	42	30	23	36	48	57	73
Ethiopia	..	..	..	..	..	..	..	..	..	..	..	..
Finland	12	7	6	4	39	40	15	14	49	53	78	82
France	2	2	1	1	40	34	17	13	58	64	83	86
Gabon	46	..	59	..	21	..	10	..	33	..	32	..
Gambia, The	74	..	92	..	12	..	2	..	14	..	6	..
Georgia	..	53	..	53	..	12	..	6	..	35	..	41
Germany	4	3	4	2	51	44	24	18	45	52	72	80
Ghana	66	..	59	..	10	..	10	..	23	..	32	..
Greece	20	15	26	18	32	30	17	12	48	56	56	70
Guatemala	..	50	..	18	..	18	..	23	..	27	..	56
Guinea	83	..	92	..	3	..	1	..	15	..	7	..
Guinea-Bissau	78	..	96	..	3	..	1	..	19	..	3	..
Haiti	..	..	..	..	..	..	..	..	..	..	..	..

Employment by economic activity

2.3

PEOPLE

	Agriculture ^a				Industry ^a				Services ^a			
	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 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b
Honduras	53	..	6	..	18	..	25	..	29	..	69	..
Hungary	15	9	8	4	42	42	29	26	44	49	64	71
India	..	..	..	..	..	..	..	..	..	..	..	..
Indonesia	54	..	57	..	15	..	13	..	31	..	31	..
Iran, Islamic Rep.	..	..	..	..	..	..	..	..	..	..	..	..
Iraq	12	..	39	..	19	..	9	..	69	..	52	..
Ireland	19	11	3	2	33	39	18	14	48	50	78	83
Israel	5	3	2	1	38	34	15	12	57	62	83	86
Italy	8	6	9	5	38	39	22	20	54	55	70	75
Jamaica	36	..	16	..	25	..	12	..	39	..	72	..
Japan	6	5	7	5	40	37	27	21	54	57	65	73
Jordan	..	..	..	..	..	..	..	..	..	..	..	..
Kazakhstan	..	..	..	..	..	..	..	..	..	..	..	..
Kenya	19	..	20	..	23	..	9	..	58	..	71	..
Korea, Dem. Rep.	35	..	42	..	38	..	23	..	27	..	35	..
Korea, Rep.	14	9	18	12	40	34	28	19	46	57	54	70
Kuwait	1	..	1	..	32	..	2	..	67	..	98	..
Kyrgyz Republic	..	..	..	..	..	..	..	..	..	..	..	..
Lao PDR	76	..	81	..	7	..	5	..	17	..	14	..
Latvia	25	18	14	12	37	35	26	16	38	47	59	72
Lebanon	6	..	10	..	34	..	22	..	60	..	68	..
Lesotho	29	..	59	..	41	..	5	..	30	..	36	..
Liberia	65	..	84	..	9	..	1	..	26	..	16	..
Libya	7	..	28	..	27	..	5	..	66	..	68	..
Lithuania	..	20	..	12	..	34	..	21	..	45	..	67
Macedonia, FYR	..	..	..	..	..	..	..	..	..	..	..	..
Madagascar	70	..	88	..	10	..	3	..	20	..	9	..
Malawi	..	..	..	..	..	..	..	..	..	..	..	..
Malaysia	23	21	20	14	31	34	32	29	46	45	48	57
Mali	83	..	89	..	2	..	2	..	15	..	9	..
Mauritania	49	..	63	..	16	..	4	..	35	..	34	..
Mauritius	17	..	11	..	32	..	64	..	48	..	24	..
Mexico	33	24	10	6	25	28	18	22	43	48	72	72
Moldova	..	52	..	50	..	18	..	10	..	31	..	40
Mongolia	..	..	..	..	..	..	..	..	..	..	..	..
Morocco	4	..	3	..	33	..	46	..	63	..	51	..
Mozambique	70	..	96	..	15	..	1	..	15	..	3	..
Myanmar	..	..	..	..	..	..	..	..	..	..	..	..
Namibia	46	33	67	29	21	17	12	7	33	49	21	63
Nepal	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	..	4	..	2	..	31	..	9	..	64	..	86
New Zealand	13	12	8	6	31	32	13	12	56	56	80	82
Nicaragua	..	..	..	..	..	..	..	..	..	..	..	..
Niger	..	..	..	..	..	..	..	..	..	..	..	..
Nigeria	..	..	..	..	..	..	..	..	..	..	..	..
Norway	8	6	3	2	35	33	10	9	57	58	86	88
Oman	48	..	19	..	23	..	35	..	30	..	46	..
Pakistan	45	44	69	73	20	20	15	9	35	36	16	18
Panama	35	29	3	6	20	20	11	10	45	51	85	85
Papua New Guinea	72	..	89	..	9	..	3	..	19	..	8	..
Paraguay	3	39	0 ^c	20	33	21	19	10	64	40	80	69
Peru	1	11	0 ^c	6	30	24	13	10	69	65	87	84
Philippines	53	45	32	25	17	18	14	12	29	37	55	63
Poland	..	19	..	19	..	40	..	18	..	40	..	63
Portugal	11	12	13	14	40	44	24	23	49	44	63	63
Puerto Rico	5	3	0 ^c	0 ^c	27	27	19	14	67	69	80	86



2.3

Employment by economic activity

	Agriculture ^a				Industry ^a				Services ^a			
	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 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b	1990-92 ^b	2000-02 ^b
Romania	29	40	38	45	44	30	30	22	28	30	33	33
Russian Federation	..	..	..	..	..	..	..	..	..	..	..	..
Rwanda	86	..	98	..	6	..	1	..	8	..	2	..
Saudi Arabia	20	..	12	..	21	..	6	..	59	..	82	..
Senegal	70	..	86	..	10	..	4	..	20	..	11	..
Serbia and Montenegro	..	..	..	..	..	..	..	..	..	..	..	..
Sierra Leone	60	..	81	..	22	..	4	..	18	..	16	..
Singapore	1	0 ^c	0 ^c	0 ^c	36	31	32	18	63	69	68	81
Slovak Republic	..	8	..	4	..	48	..	26	..	44	..	71
Slovenia	..	10	..	10	..	46	..	29	..	43	..	61
Somalia	66	..	87	..	13	..	2	..	21	..	11	..
South Africa	..	..	..	..	..	..	..	..	..	..	..	..
Spain	11	8	8	5	41	42	16	15	48	51	76	81
Sri Lanka	..	..	..	..	..	..	..	..	..	..	..	..
Sudan	64	..	84	..	10	..	5	..	26	..	11	..
Swaziland	..	..	..	..	..	..	..	..	..	..	..	..
Sweden	5	3	2	1	40	36	12	11	55	61	86	88
Switzerland	5	5	4	3	39	36	16	13	56	59	80	84
Syrian Arab Republic	..	..	..	..	..	..	..	..	..	..	..	..
Tajikistan	..	..	..	..	..	..	..	..	..	..	..	..
Tanzania	78	..	90	..	7	..	1	..	15	..	8	..
Thailand	60	50	62	48	18	20	13	17	22	30	25	35
Togo	66	..	65	..	12	..	7	..	22	..	29	..
Trinidad and Tobago	15	..	6	..	34	..	14	..	51	..	80	..
Tunisia	..	..	..	..	..	..	..	..	..	..	..	..
Turkey	33	24	72	56	26	28	11	15	41	48	17	29
Turkmenistan	..	..	..	..	..	..	..	..	..	..	..	..
Uganda	91	..	91	..	4	..	6	..	5	..	3	..
Ukraine	..	22	..	17	..	39	..	22	..	33	..	55
United Arab Emirates	9	9	0	0 ^c	30	36	3	14	61	55	97	86
United Kingdom	1	2	1	1	34	36	15	11	45	62	75	88
United States	4	3	1	1	33	32	14	12	62	65	85	87
Uruguay	7	6	1	2	36	32	21	14	57	62	78	85
Uzbekistan	..	..	..	..	..	..	..	..	..	..	..	..
Venezuela, RB	17	15	2	2	32	28	16	12	52	57	82	86
Vietnam	..	..	..	..	..	..	..	..	..	..	..	..
West Bank and Gaza	20	9	20	26	43	32	30	11	37	58	50	62
Yemen, Rep.	50	..	88	..	22	..	6	..	29	..	7	..
Zambia	68	..	83	..	13	..	3	..	19	..	14	..
Zimbabwe	..	..	..	..	..	..	..	..	..	..	..	..
World	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W	.. W
Low income	..	..	..	..	..	..	..	..	..	..	..	..
Middle income	..	..	..	..	..	..	..	..	..	..	..	..
Lower middle income	..	..	..	..	..	..	..	..	..	..	..	..
Upper middle income	22	17	8	8	32	32	22	19	46	51	70	73
Low & middle income	..	..	..	..	..	..	..	..	..	..	..	..
East Asia & Pacific	..	..	..	..	..	..	..	..	..	..	..	..
Europe & Central Asia	..	..	..	..	..	..	..	..	..	..	..	..
Latin America & Carib.	23	21	13	9	29	27	15	14	48	52	71	76
Middle East & N. Africa	23	..	39	..	27	..	19	..	50	..	41	..
South Asia	..	..	..	..	..	..	..	..	..	..	..	..
Sub-Saharan Africa	..	..	..	..	..	..	..	..	..	..	..	..
High income	6	4	4	3	38	35	19	15	55	60	76	82
Europe EMU	7	5	6	4	43	40	20	16	51	55	74	80

a. Data may not add up to 100 because of the workers not classified by sectors. b. Data are for the most recent year available. c. Less than 0.5.

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 what type of work is 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 workers who cannot be classified by economic activity.

Data on employment are drawn from labor force surveys, household 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 students, part-time workers, members of the armed forces, and household or contributing family workers. Where 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, they cover only employees; thus self-employed and contributing family workers are excluded. In such cases the employment share of the agricultural sector is severely 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.

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 ISIC revision 3. In this table the reported divisions or categories are aggregated into three broad groups: agriculture, industry, and services. Classification into such broad groups may obscure fundamental shifts within countries' industrial patterns. Most economies report economic activity according to the ISIC revision 2, although a group of economies moved

to ISIC revision 3. The use of one classification or another should not have a significant impact on the information for the three broad sectors presented in this table.

The distribution of economic wealth within 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 interesting patterns. Industry accounts for a larger share of male employment than female employment worldwide, whereas a higher proportion of women work in the services sector. 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 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 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 not clear 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

The employment data are from the ILO database Key Indicators of the Labour Market, third edition.