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Gender and Generation in the World's Labor Force

Module One: International and National Trends



Agency for International Development

Office of Women in Development

Bureau for Research and Development



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A small concise module often requires more work from more people than a lengthier report. This chartbook, as revised by Kenneth R. Bryson, Bureau of the Census represents a composite of earlier versions prepared by consultant Ruth Dixon Mueller and the Center for International Research, Bureau of the Census. A number of experts provided comments on earlier drafts of this and subsequent modules in the gender and generation series including: Constance Sorentino, Susan Joeckes, T. Paul Schultz, Barbara Boyle Torrey, and Joann Vanek.

Gender and Generation in the World's Labor Force

This module is one of a series focused on two key social divisions - gender and generation - as they affect rates and types of economic activity in the world's regions. Gender and generation are the focus here because the sociocultural definitions of male and female roles and responsibilities at different phases of the life cycle are among the most fundamental organizing principles shaping institutional structures, economic opportunities, and social interaction at all levels.

The purpose of the Gender and Generation series is:

- To provide an overview of trends and variations in labor force participation in the world's regions;
- To explore associations with educational level, marital and childbearing status and, wage levels;
- To identify strengths and weaknesses of various sources regarding labor data by gender and generation.

This series is aimed at development practitioners who are not statisticians. It provides a user friendly introduction to relevant labor statistics and issues as well as how they can enhance decision-making at the policy, program and project level. For example, development specialists designing an education project can explore the impact of increased numbers of years of schooling on different age groups for males and females to fine tune their effort. The charts and text presented here offer guidelines on the types of data available, the strengths and weaknesses of the measures used, and their relevance to the planning process.

A number of questions are addressed in the series such as:

- How are employment patterns changing in developing and industrialized nations? and what is projected for the future?
- How do women's and men's work patterns differ over the life cycle?
- How do individual characteristics such as schooling and number of children affect the likelihood that a person will be employed?
- How do women and men differ in the type of work they do and whether they work for wages, for independent earnings from self-employment, or as unpaid workers in a family enterprise?
- What do women earn, on the average, compared with men and how can these differences be explained?

The report also addresses other critical factors that affect level and type of employment for both men and women that relate to the supply of potential workers and the demand for their services.



Module One: International and National Trends

This module analyzes differences in the changing labor force in world regions and selected countries. To what extent are women economically active in relation to men? How does this vary from one region to another, and what are the prospects for the future? How do women's and men's work patterns differ over the life cycle? How will declining levels of fertility and the aging of populations influence the future size and composition of the labor force in different countries? To what extent are women over-represented or under-represented in particular occupations or economic sectors?

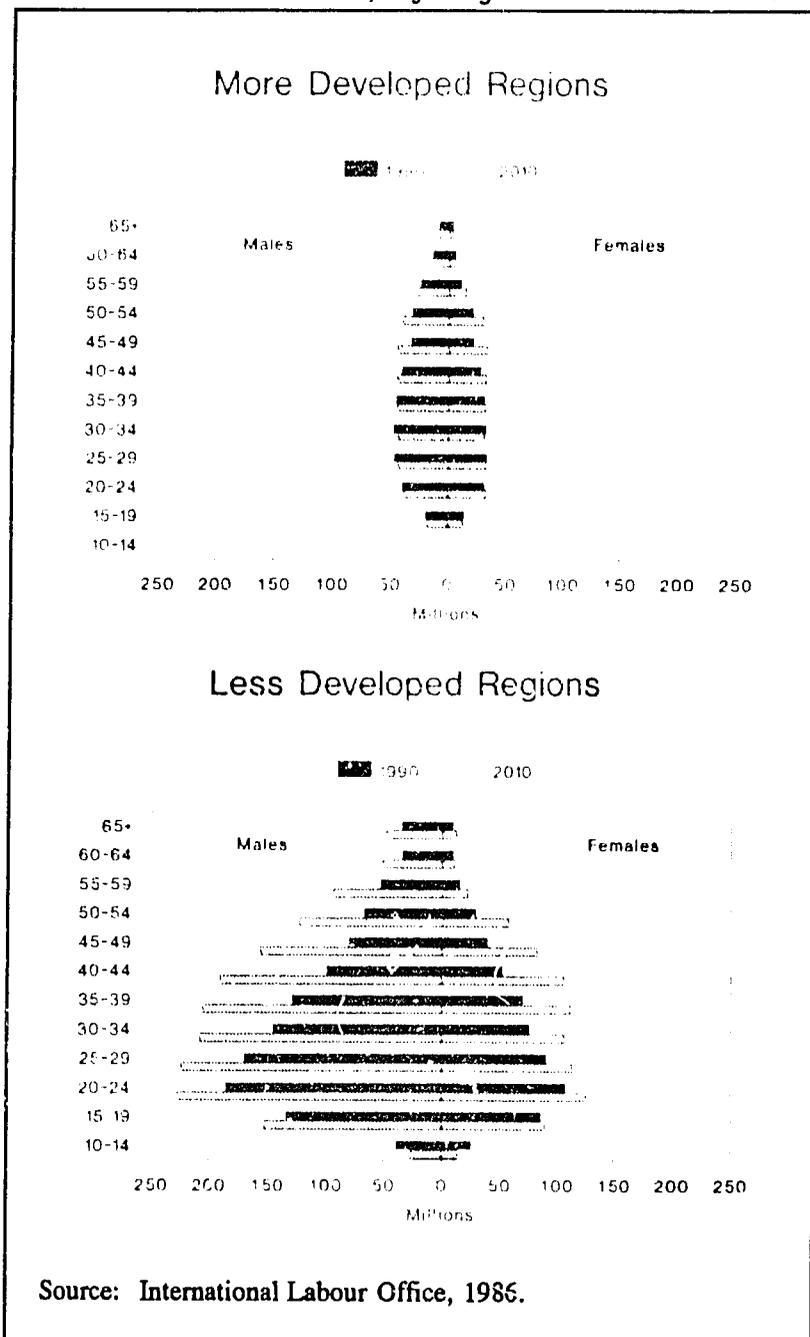
The module begins with an account of the current size and age/sex composition of the world's labor force, by region, and its projected growth to the year 2010. It continues with a discussion of changes in occupational distributions and female employment in particular sectors, concluding with a brief analysis of gender differences in hours of work, which is a key indicator of underutilization of human resources.

Data are drawn from two major sources. The overview by world regions uses population estimates and projections for all countries prepared by the U.S. Bureau of the Census, combined with labor force estimates and projections prepared by the International Labour Office (ILO). The review of occupational and sectoral changes draws on data from national censuses and surveys to illustrate certain types of analysis. Although the findings cannot be generalized to other countries or regions, they offer examples of analyses of available data that can inform economic development planning.

How the Labor Force Will Grow

This study defines the working-age population as all men and women ages 15 to 64. Prime working ages are defined as 25 to 49 to allow for advanced schooling and early retirement, which are more characteristics of industrialized regions. In many countries -- especially in developing regions -- significant numbers of persons under age 15 and/or 65 and older are also economically active. Because of the standards by which most data on economic activity are collected, these workers could not be included in the following analysis. This is an important area for data improvement.

Box 1. Labor Force, by Region: 1990 and 2010



Source: International Labour Office, 1986.

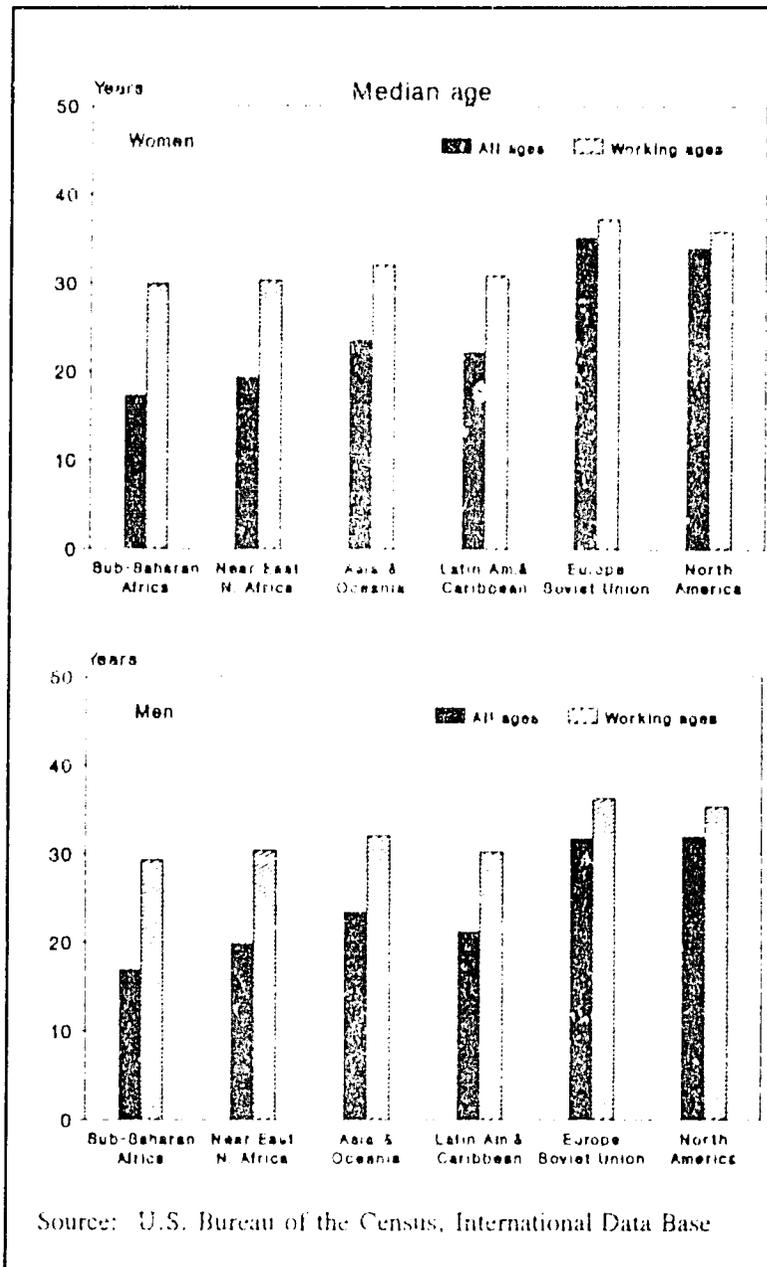
Changing numbers of male and female workers.

The total working-age population in the world is expected to grow from 3.3 billion persons in 1990 to 4.6 billion in 2010 -- a startling 39 percent increase in just two decades (Appendix, Table 1). The total labor force is projected to grow from 2.3 billion to 3.1 billion -- a 35 percent increase. Surprisingly, and for reasons explained below, the female labor force will grow more slowly over the next two decades (33 percent) than the male labor force (40 percent). The slowest growth rates will occur in Europe and the former Soviet Union (8 percent for both sexes) and North America (15 percent for both); the fastest in sub-Saharan Africa (71 percent among females, 88 among males) and in the Near East and North Africa (113 and 74 percent, respectively). These differential rates of growth result from a combination of two forces: projected changes in age- and sex-specific participation rates in each country as applied to the projected size of the population of working ages.

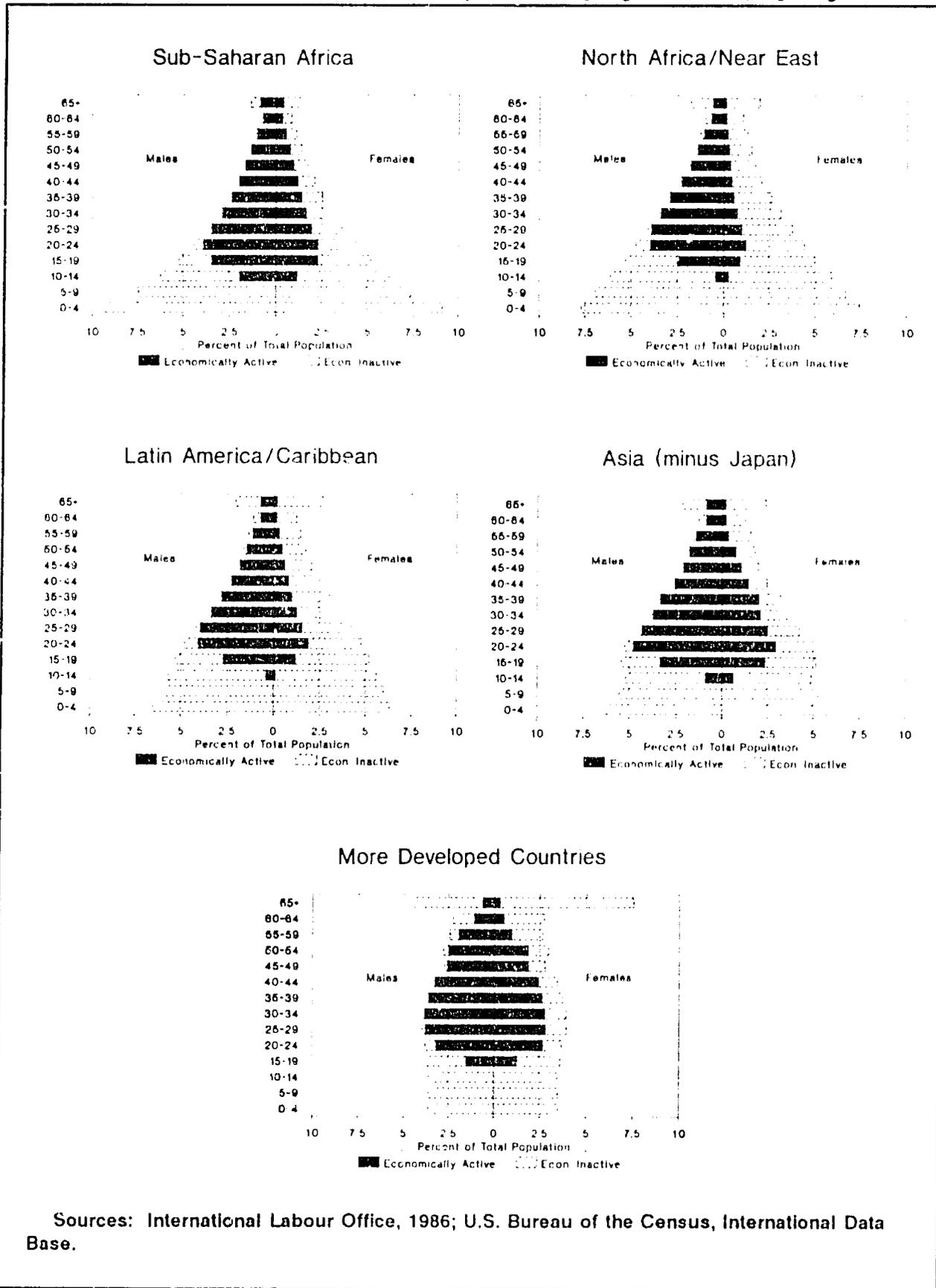
The aging of populations and of workers. The age distributions of the total and working-age populations are much younger in developing than industrialized regions. Higher (although declining) birth rates in developing regions create large gaps between the median ages of the total population and those of working-age adults. In Sub-Saharan Africa, for example, the median age of the total population in 1990 was 17.1 years compared with 29.6 years for working-age population (Appendix, Table 2). The total population of industrialized regions is only slightly younger than the working-age population (33.0 and 35.6 years respectively in North America).

In general, the more rapidly the labor force grows, the younger it remains. In all regions except Sub-Saharan Africa and the Near East and North Africa, the median age of the total population is expected to rise by more than four years for both men and women between 1990 and 2010. Aging will be most rapid in North America, followed by Latin America and the Caribbean, and Asia. The population of working ages will also become somewhat older, with at least 2.5 years added to the median in most regions. However, higher fertility rates in Sub-Saharan Africa and, to a lesser extent, in the Near East and North Africa will keep their total and working-age populations younger. What are the implications of the rapid aging of the workforce in some countries and its prolonged youthfulness in others? The ability of local and national economies to absorb young workers will have a significant impact on unemployment and underemployment rates and on the size and age/sex composition of internal and international migration streams.

Box 2. Median Age of the Total and Working-age Population, by Region: 1990



Box 3. Economically Active/Inactive Population by Age and Sex, by Region: 1990



Sources: International Labour Office, 1986; U.S. Bureau of the Census, International Data Base.

Changing Labor Force Participation Rates by Sex and Age

Population censuses record most men of working age as economically active in all regions of the world, with little variation (Appendix, Table 1). Participation rates for women are significantly lower, however, and differ substantially by region. They are lowest in the Near East and North Africa, where only one woman in five is reported as working, and highest in the developed regions, where three women in five are employed. Differences in methods of enumerating the labor force, which disproportionately undercount females, undoubtedly account for some of the observed differences. Women's participation is also affected more strongly than men's by supply factors such as marriage, child-bearing, and social attitudes, and by demand factors such as discriminatory rural and urban labor markets and wage differentials.

Life cycle patterns. Within the prime working ages of 25 to 49, well over 95 percent of men in all regions are counted in the labor force, whether employed or unemployed. Regional differences appear primarily at the younger ages (15-24), where higher percentages of men in industrialized regions are still in school, and at older ages (50-64), where men tend to leave the work-force earlier.

Women's participation rates are not only universally lower than men's, they also differ by region in their overall levels and age patterns. Contrasting shapes of age-specific activity rates for women reveal particular life cycle sequences in each region and country. Strictly speaking, these age profiles do not represent the experiences of actual cohorts of women as they pass through the life cycle; rather, they are snapshots of participation rates taken at one point in time. Nevertheless, the differences in age patterns are remarkably revealing about the nature of women's participation in different regions.

Activity rates of Sub-Saharan African women exceed 50 percent by ages 20-24, for example, and remain at this level until past age 60. Asian women (except Southern Asia) have the highest participation rates among developing countries until middle age, hovering around 60 percent but exceeding 80 percent in East Asia. Their participation drops quickly at older ages, however. Activity rates for Latin American women peak early at relatively low levels (40 percent) and decline quickly, while participation among women in the Near East and North Africa remains quite low (below 25 percent) and flat throughout the working years. Industrialized regions show high female participation rates overall, rising fast, peaking high at 65-75 percent, and declining fast at older ages. These period rates could be converted to life cycles by tracing the experience of age cohorts over time.

Identifying the factors influencing the shape of these age profiles in particular countries provides useful information about the constraints women face at different wages. Where data are available in censuses and surveys, age-specific participation rates can be calculated for specific subgroups of women to understand how their opportunity structures differ across social classes, urban and rural populations, and ethnic groups, among others distinctions.

Projections to the year 2010. Economic activity rates for men are projected to decline slightly during the next two decades from 86.5 percent to 85.7 percent overall. The most rapid declines in all regions will occur at younger and older ages (Appendix, Table 1). Given the increase in female participation over the past two decades, it is surprising to note that women's overall participation rates are projected to drop from 50.9 to 48.2 percent. As is the case for men, the most rapid declines will occur for teenagers and for women 55 and older. Unlike men's rates, however, women's activity rates are expected to rise globally for women ages 40 to 54.

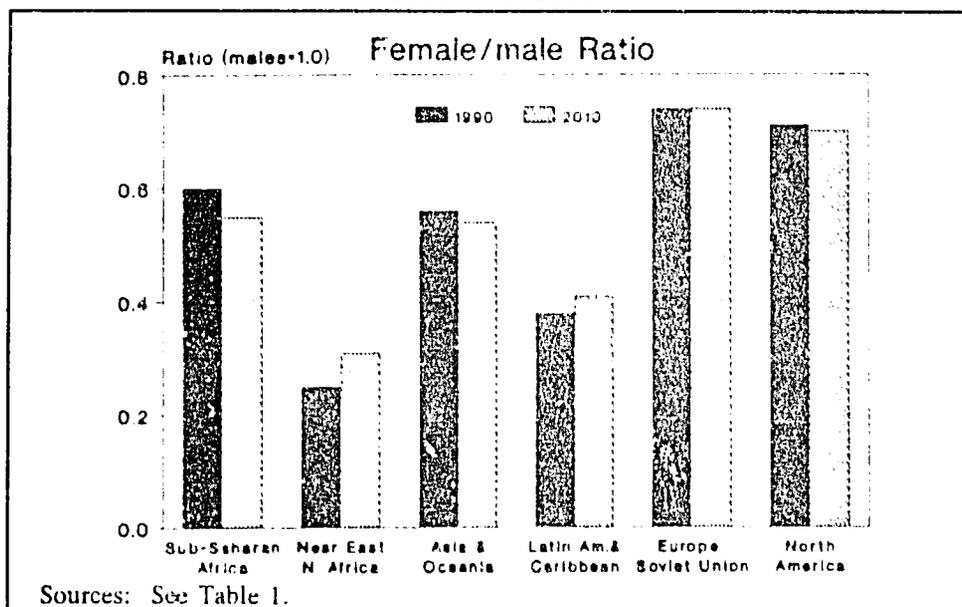
Anticipated declines in female activity rates, which are most pronounced in Sub-Saharan Africa and Asia, will be counteracted in part by substantial increases in the Near East and North Africa -- particularly in the prime working ages -- and in Latin America and the Caribbean. Female activity rates will hold steady in Europe and North America. Projections vary widely by country, however, and need to be examined in particular economic and social contexts.

The analysis of projections for particular countries is a useful planning tool for training and employing future male and female workers. Projections such as these are based on many assumptions about future economic, demographic, and social behavior, however. They should be scrutinized closely when used for specific planning purposes, and alternative specific local data sources should be considered.

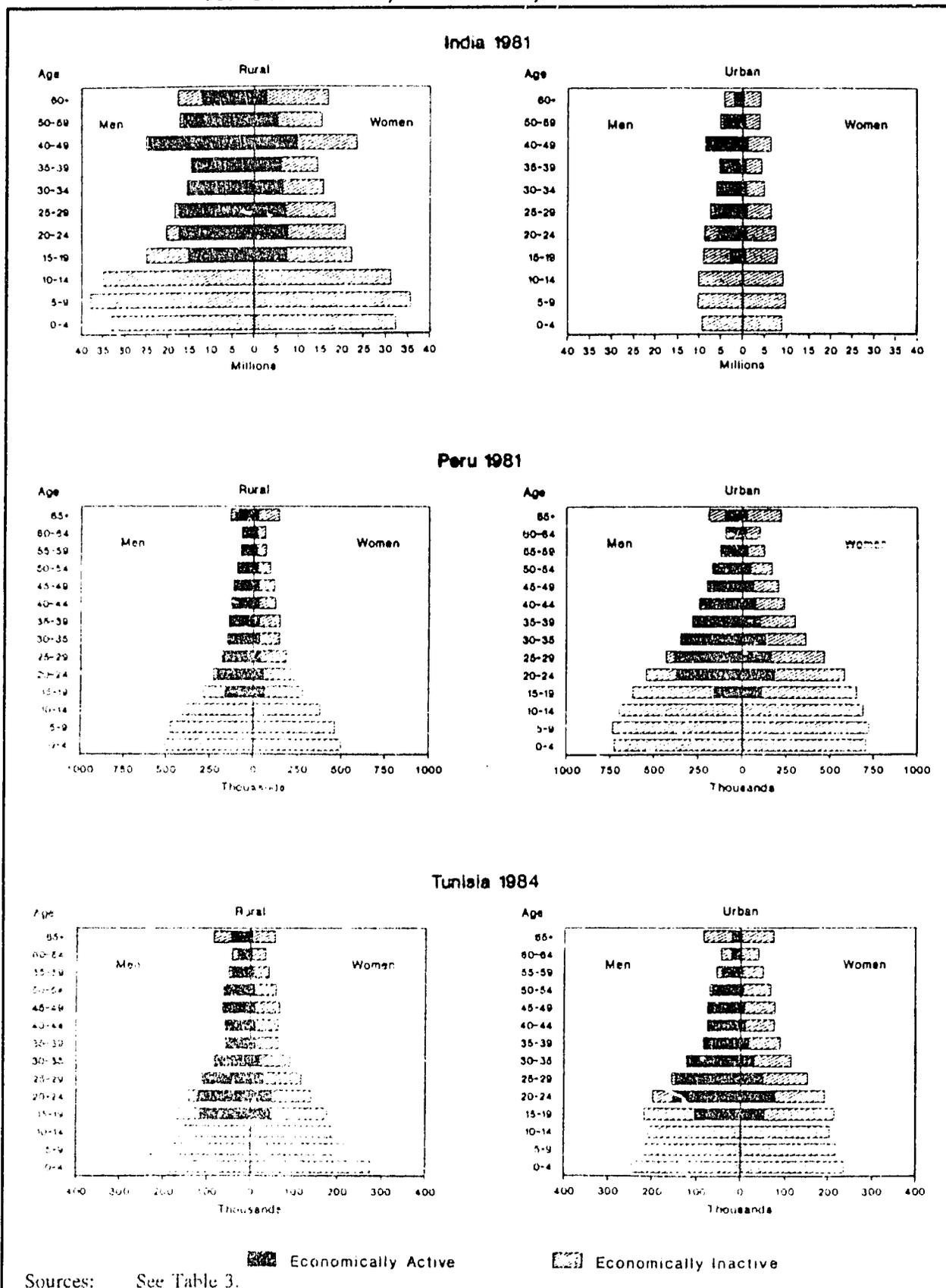
The Changing Sex Composition of the Labor Force

Trends and differentials in male and female participation rates inevitably affect the sex composition of the labor force, as measured by the proportions who are female. Although current and projected female shares can be calculated separately for each age group, only the total working ages are shown here.

Box 4. Ratio of Women to Men in the Labor Force, by Region: 1990 and 2010



Box 5. Economically Active/Inactive Population by Age, Sex, and Residence, for India: 1981, Peru: 1981, and Tunisia: 1984



Rural/Urban Differences in Labor Force Participation

Economically active urban and rural populations differ not only in their size and occupational/industrial composition, but also in their age and gender composition. The latter differences derive in part from differences in the age/sex structure of rural and urban populations, and in part from differences in recorded activity rates of urban and rural men and women.

In the industrialized regions, rural and urban women are equally as likely to be employed. Rural-urban contrasts are very marked in the developing regions, however. In Sub-Saharan Africa, rural women are more than twice as likely as urban women to be employed, a situation that is shared in modified form by women in Asia and the Pacific. Rural women in Latin America and the Caribbean are less than half as likely to be employed than their rural counterparts, however. Opportunities for women in agriculture are more limited than in urban manufacturing and services. In general, female activity rates vary across regions more substantially among rural than urban populations (United Nations, 1991, p. 88).

Published census data permit tabulations of the rural and urban labor force for some but not all countries. For example, in Tunisia, India, and Peru, men's participation rates exceed 90 percent throughout the prime working years in both urban and rural areas. Younger and older men in cities are less likely to be employed than their rural counterparts, however (Appendix, Table 3).

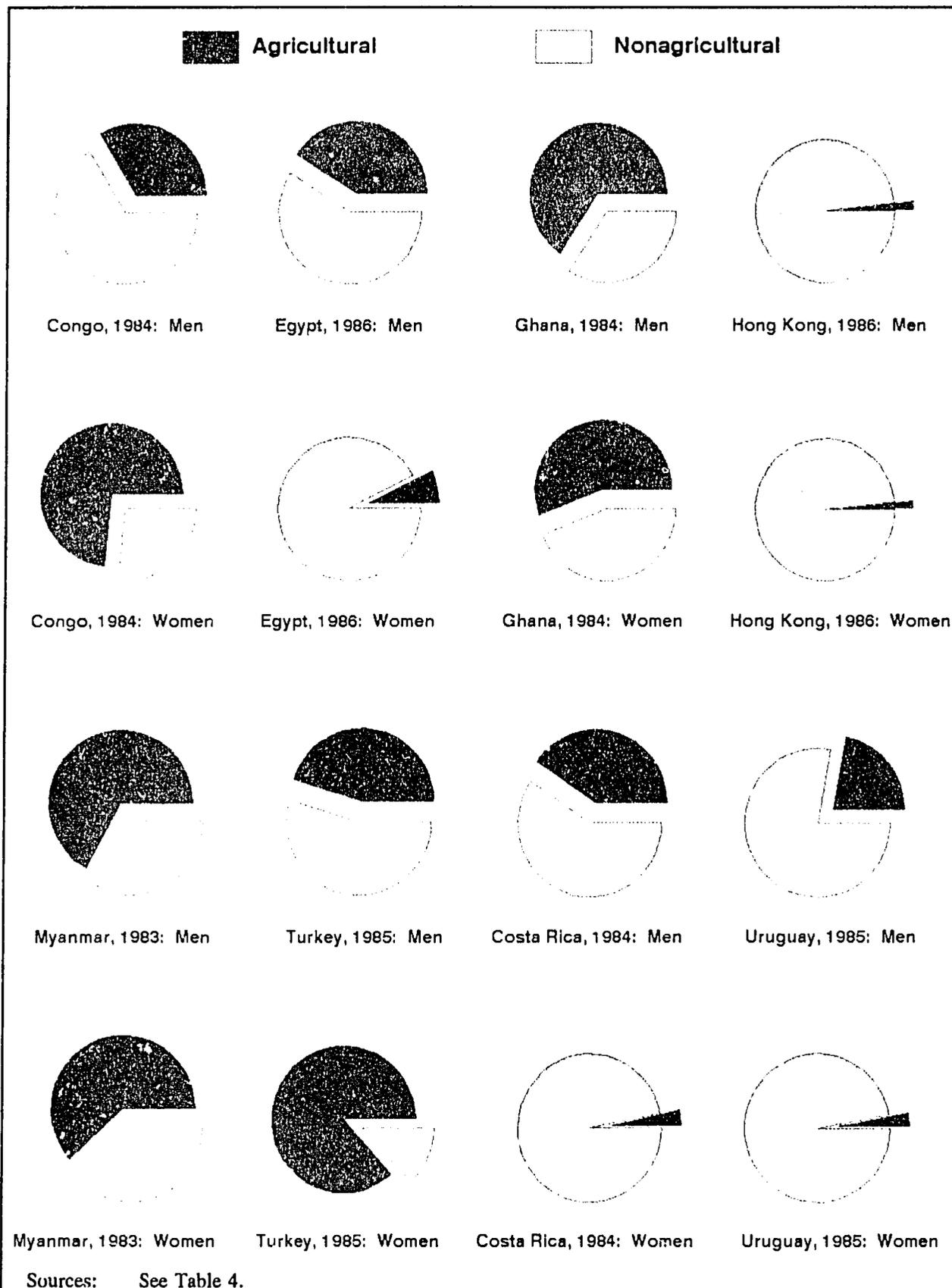
The situation for women in the three countries is more complex. In Tunisia, rural women are less likely to be employed than urban women at younger ages but more likely at older ages. In India, rural women of all ages are more than twice as likely to be economically active than their urban counterparts. The rural labor force is ten times larger than the urban labor force for women but only three times larger for men. In Peru, rural women are more likely to be employed than urban women at younger and older ages but less likely during the prime working years. Because each pattern is different, country-specific data need to be scrutinized carefully if the complex relationship between residence and female employment is to be understood in particular settings.

The Transformation of Occupational Choice

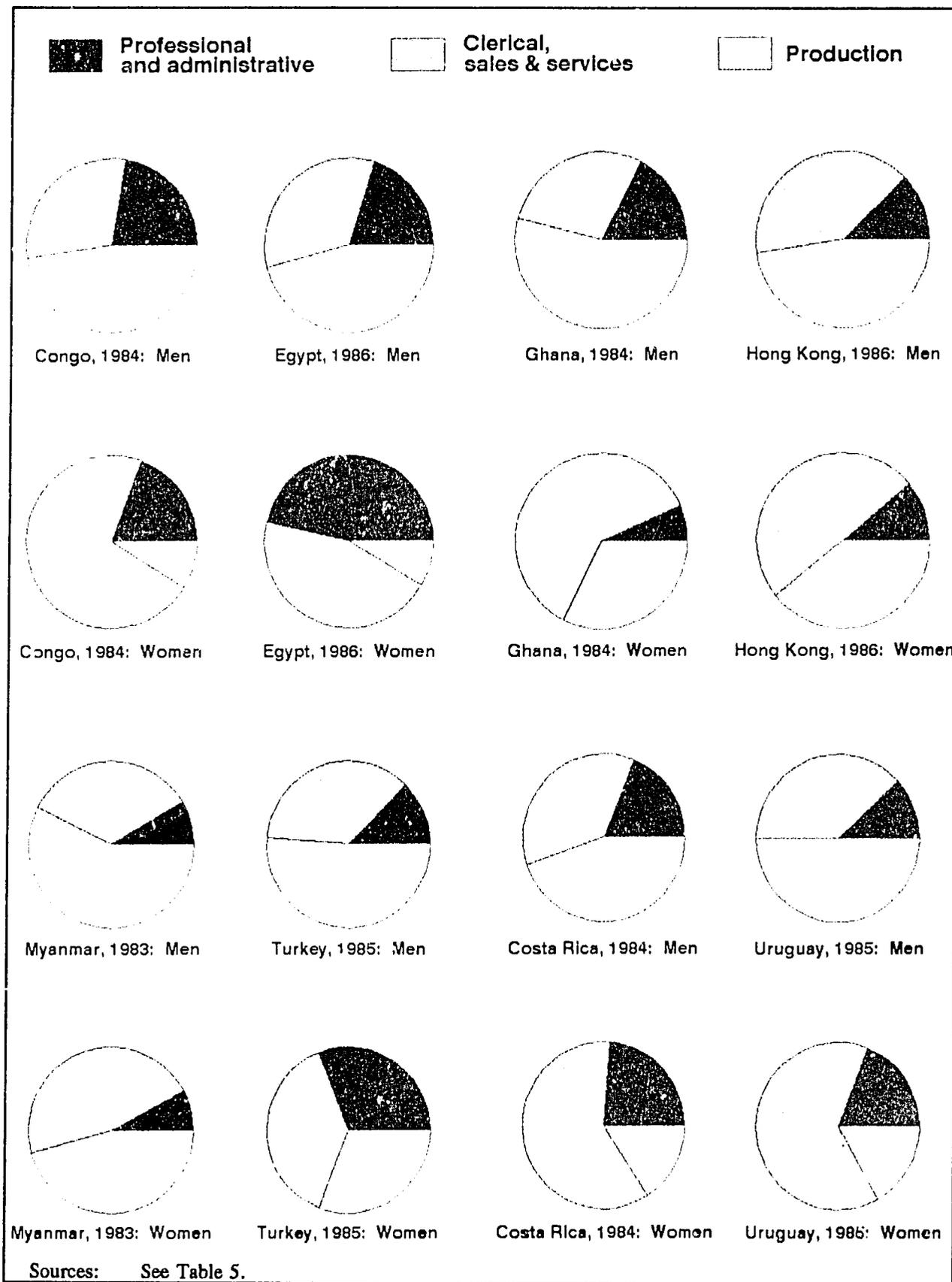
Planners have paid considerable attention to the transition from agricultural to nonagricultural employment in the development process. As economies change, the proportions of the total labor force working in agriculture decline; ultimately, the absolute numbers may also drop as farm productivity rises.

Moving out of agriculture. Worldwide, economically active women are slightly more likely than men to be employed in agriculture: almost half work in farm jobs, ranging across countries from less than 2 percent to over 95 percent. As the labor force shifts into industry and services, women outpace men in some countries and lag behind in others. Employed women are more likely than men to have nonagricultural jobs in Egypt, Ghana, Myanmar, Costa Rica and Uruguay, but less likely in Congo and Turkey (see Appendix, Table 4).

Box 6. Labor Force in Agricultural and Nonagricultural Occupations, for Selected Countries



Box 7. Occupational Composition of the Nonagricultural Labor Force, for Selected Countries



Occupations of non-agricultural workers. How do men and women distribute themselves occupationally in the nonagricultural sectors? In general, women make up a large part of the professional, clerical, sales and services labor force but are largely excluded from administrative and managerial and production jobs (United Nations, 1991, p.88). In the eight developing countries shown here, about half of the male nonagricultural labor force works in (factory- or home-based) manufacturing production jobs. The proportion of women with production jobs is much smaller in most developing countries. As usual, there is far more variation across countries in the occupational distribution of women than that of men (see Appendix, Table 5).

Occupations within the professions. Although the Yearbook of Labour Statistics categorizes workers only in nine industrial and occupational groups, more detailed census tabulations are available for most countries. The occupational category of professional, technical and related workers, for example, includes many occupations, but in most countries, professional women are concentrated in only a few. In Venezuela in 1981, over three-fourths of female professional/technical workers were teachers or medical workers compared with one-fourth of males. Within medicine, women were only one-sixth as likely as men to be doctors or surgeons. In Thailand in 1980, teaching was the chosen occupation of well over half of both women and men professionals. Medical workers accounted for the second highest percentage. Among medical workers, women were nearly four times as likely as men to be nurses or midwives, but only one-fourth as likely to be doctors or surgeons (Appendix, Table 6).

The Informal Sector

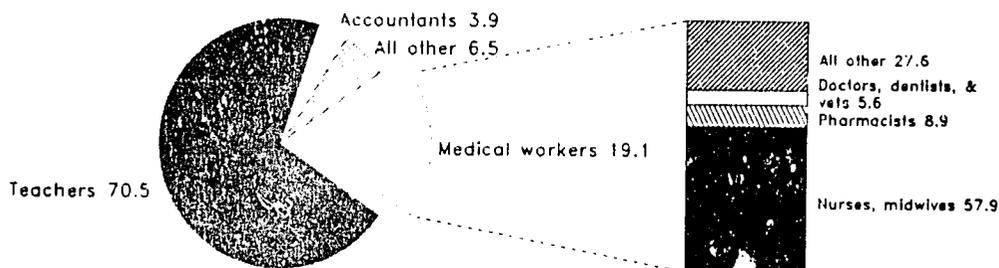
Informal sector employment generally refers to workers in small-scale, family-based enterprises that operate outside the formal system of labor laws, taxation, and other business regulations. The question of how to define and enumerate employment in the informal sector has attracted considerable attention in recent years (e.g., UNSO and INSTRAW, 1984b). Although it is widely understood that the informal sector in many developing countries absorbs vast numbers of workers, especially during periods of economic crisis, there is as yet no generally agreed upon definition of where the informal sector ends and the formal sector begins. The lack of clear demarcation is not surprising because the formal/informal classification is continuous, not dichotomous. Because the concept is multi-dimensional, enterprises labeled informal according to one criterion (employing only family labor, for example) may be considered formal by another (e.g., a fixed place of business, a legal permit). A recent report prepared for the Agency for International Development summarizes the range of measures, including a definition proposed recently by the United Nations:

Researchers sometimes select particular occupational and employment categories from censuses as indicators of informal jobs. These categories were designed for different purposes, however, and do not serve the purpose well. For example, the formal sector is sometimes defined as all professional, technical, and related workers regardless of their employment status; all administrative and managerial workers; and all employees (wage earners) in clerical, sales, and production jobs (Appendix, Table 6). By default, then, informal workers consist of all employers, own-account workers, and unpaid family workers in clerical, sales, and production jobs, along with

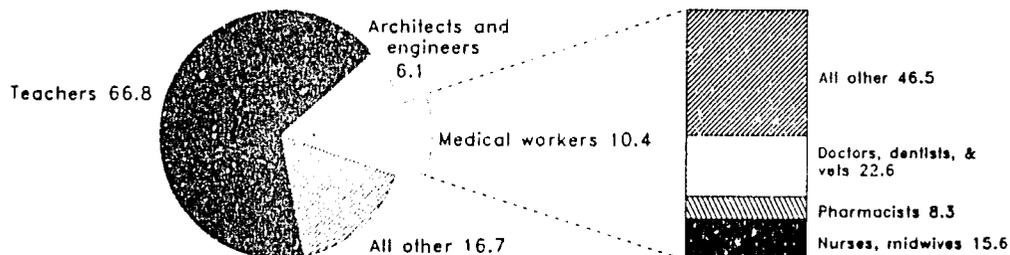
Box 8. Detailed Occupations of Professional and Technical Workers,
for Thailand: 1980 and Venezuela: 1981

Thailand: 1980

Women

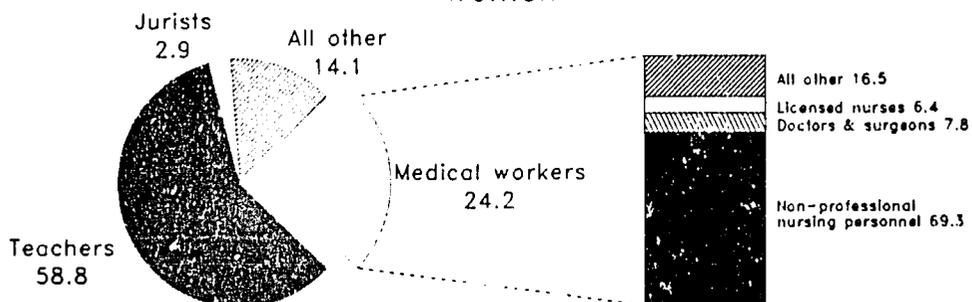


Men

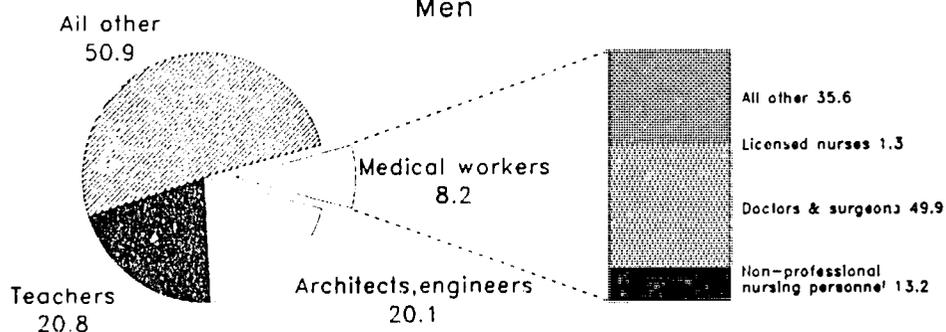


Venezuela: 1981

Women



Men



Sources: See Table 6.

What is the Informal Sector? Although there is no standard definition of the informal sector, it usually includes any small-scale, informally organized operation with no fixed place of work, unless it takes place in a person's home. If it is a business, it probably does not have a license and does not pay taxes. It may be illegal, highly mobile, or seasonal. For example, it may be a person walking the streets selling lottery tickets.

A recent report by the United Nations (UNSO and INSTRAW, 1990, pp. 12-15) proposes that the notion of formal or informal be based on whether or not a production unit has salaried employees working for it on a regular basis, with the exception of agricultural units. An agricultural unit could be considered informal even if it regularly employs a few salaried workers. A household enterprise could be considered an informal unit even if it employs unpaid family workers.

The production of an informal unit is often in part for the market and in part for own use. Informal sector activities should be included when labor force statistics are gathered, but they are difficult to enumerate and often overlooked.

all agricultural workers, even those earning wages in commercial enterprises. Unfortunately, these distinctions erroneously place all nonagricultural wage earners in the formal sector and all agricultural wage earners in the informal sector, which is misleading on both counts. Formal/informal distinctions characterize the workplace not the worker. Nevertheless, even these distinctions can be useful in categorizing the labor force along a different set of criteria than is commonly used. The distinctions are important to planners concerned with providing jobs and training for future workers in both sectors.

The Inter-American Development Bank estimates that some 30 percent of the economically active population in Latin America works in the informal sector. Informal sector employment in the region has grown at a rate of 7 percent annually in recent years compared with about 2 percent in the formal sector. A United Nations report estimates that women's share of all informal sector jobs ranges from 12 to 63 percent in Latin America (three studies), from 6 to 70 percent in Africa (nine studies), and from 2 to 50 percent in Asia (eight studies) (UNCSDHA, 1989, p. 216).

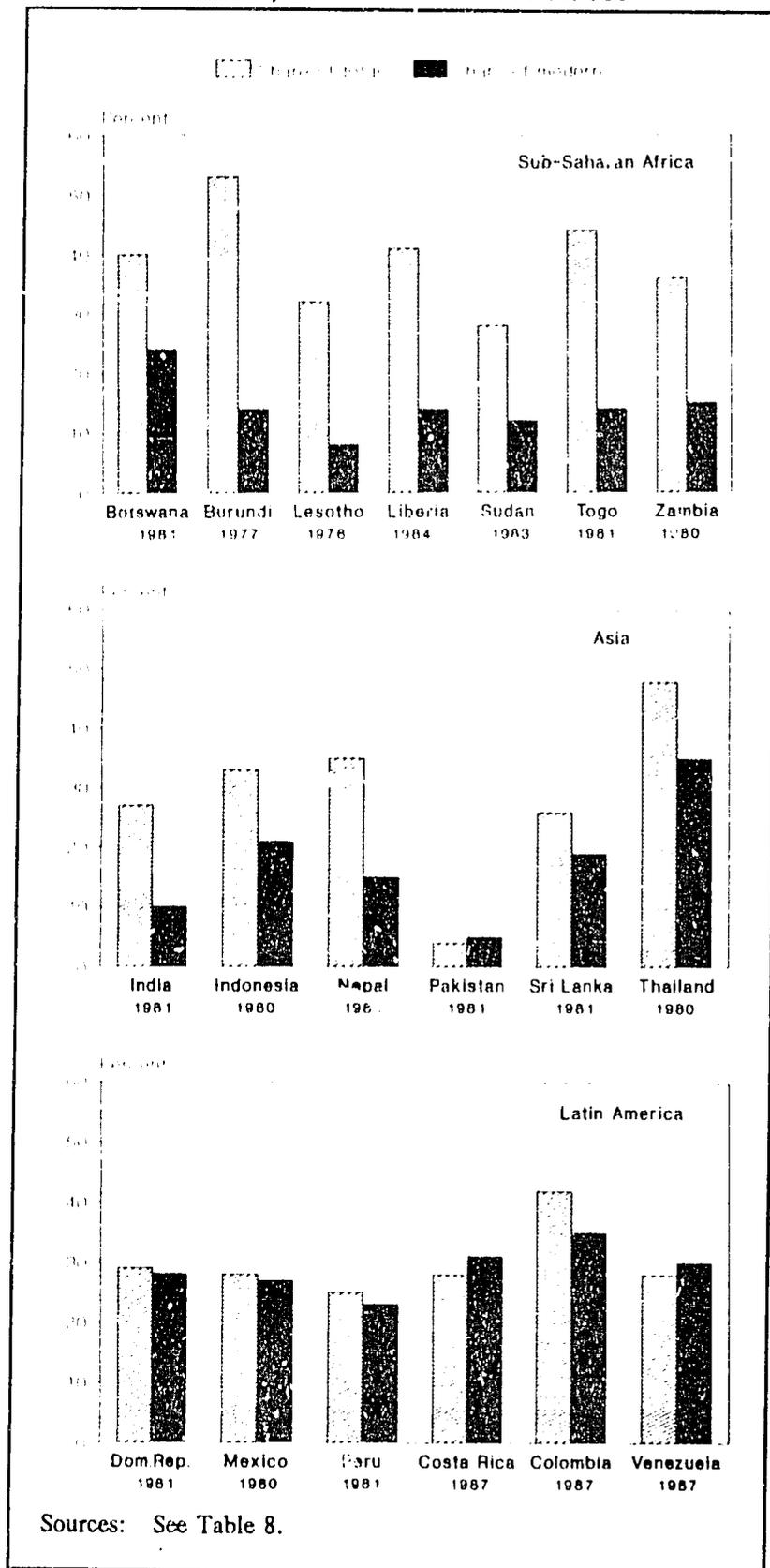
Few governments attempt to differentiate between formal and informal sector activities in their labor force statistics. A notable exception is Botswana. In urban areas in 1984-85, nearly half of employed women but only 10 percent of employed men were engaged in informal sector activities. Interestingly, two-thirds of women employed in the informal sector were classified as paid employees. Thus, as noted earlier, all wage earners are not in the formal sector. In rural areas, the large majority of economically active men and women were engaged in informal sector activities. Of these, 77 percent of men and 87 percent of women were reported as traditional farmers. A brief analysis in the survey report attributes the greater involvement of women in the informal sector to their concentration in such activities as beer-brewing, basket-making, domestic service, and traditional farming (see Appendix, Table 7).

Numerous case studies have examined work in the informal sector in specific locations, although the lack of a standard definition makes it difficult to compare findings between and even within countries. Most of the gender disaggregated data are estimates (Blumberg, 1989, p. 25). In addition, the types of activities sampled affect the resulting proportion of women employed. Surveys focused on service activities, for example, generally report a large female share of informal sector employment, while surveys that cover a wider range of activities show a smaller female share (UNCSDHA, 1989, p. 216). There is clearly a need for better measurement and understanding both of the participation of women in the informal sector, and of the contribution of the informal sector to economic growth in specific countries.

The "Modern" Sector

An analysis of census data from 30 developing countries shows that women's share in the labor force in the formal or "modern" sector is lower than their share of the total labor force in almost all countries (Appendix, Table 8). The differences are most pronounced in Sub-Saharan Africa and parts of Asia, and least pronounced -- and, in some cases, reversed -- in Latin America.

Box 10. Women's Share of the Total and Modern Labor Force, for Selected Countries



In nearly all countries studied for which time series data are available, women's share of the modern sector labor force increased during the 1980s. Nevertheless, in some countries women hold fewer than 10 percent of all jobs in the formal sector as defined here.

Does the female share of modern employment rise with GNP? Viewed across countries, economic growth is associated with the proportion of all jobs that fall in the modern sector. Do women increase their share of these jobs as the formal sector expands? Comparisons across countries of the female share of the total labor force -- including the informal sector -- generally reveal a U-shaped curve in relation to GNP per capita. That is, women are a higher share of the economically active population in low- and high-income countries, on average, than in middle-income countries. But, the relationship between female employment and per capita income is affected by the large number of women in many low-income countries who are unpaid family workers or are working on their own account. If only formal sector employment is considered, women's share of the total is positively associated with per capita GNP. There are important exceptions, however. In some countries, such as Thailand and Philippines, women comprise over one-third of all modern sector workers in spite of a modest level of GNP per capita (see Appendix, Table 8).

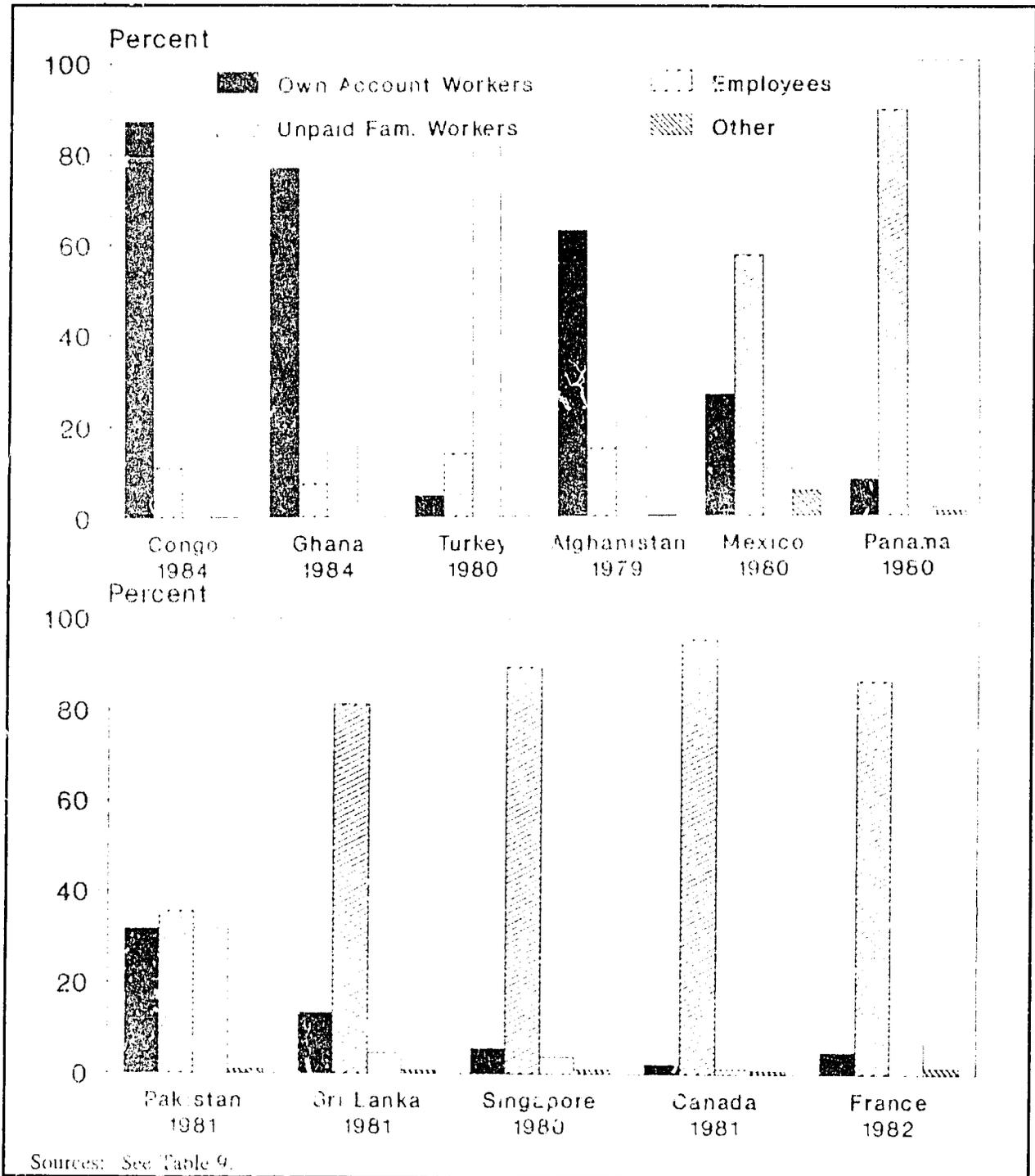
From family to firm: gender differences in employment status. The sectoral composition of employment as well as the mix of family- and firm-based jobs changes systematically with the development process (Schultz, 1990, p. 458). Accompanying the transformation from agricultural to nonagricultural occupations and between manufacturing and services is a parallel transformation from family-based to firm-based production.

As one moves across the scale from low-income to high-income countries, the percentage of all workers who are self-employed (that is, employers or own-account workers) or unpaid family helpers declines and the percentage of employees rises. In general, women are less likely than men to be employees or employers and more likely to be unpaid.

In most industrialized countries, and in many developing countries, such as Panama, Sri Lanka, and Singapore, most economically active women are wage and salary earners working for someone else (Schultz, 1990, p. 462). In some countries, however, such as Congo, Ghana, and Afghanistan, the majority of active women are "own-account" workers, that is, persons who operate their own business or engage independently in a profession or trade but hire no employees. Own-account workers are often found in the informal sector where steady incomes, job security, and health benefits are lacking. Among the 11 countries considered here, Turkey is unique in having the majority of women classified as unpaid family workers.

Census tabulations in the ILO Yearbook of Labour Statistics illustrate the distribution of male and female workers by employment status within each industrial and occupational category for some countries. Many countries publish these data for each specific occupation or industrial subsector. The planner can identify which occupations have the highest proportions of these workers who are female, or of a certain age. If not published, the data may nevertheless be available in unpublished form. Special tabulations of the 1980 census of Malaysia, for example, have been used to identify the female

Box 11. Economically Active Women by Status in Employment, for Selected Countries



shares of informal jobs in specific subsectors such as textile manufacturing, furniture manufacturing, and retail food sales (Appendix, Table 9). Women are fewer than 2 percent of all own-account workers in fishing and in repair services, but over 80 percent in textiles and domestic service. These subsectors can be differentiated even further by specific types of textile manufacturing, retail food sales, and so on, permitting very precise analyses of the composition of the labor force in specific areas.

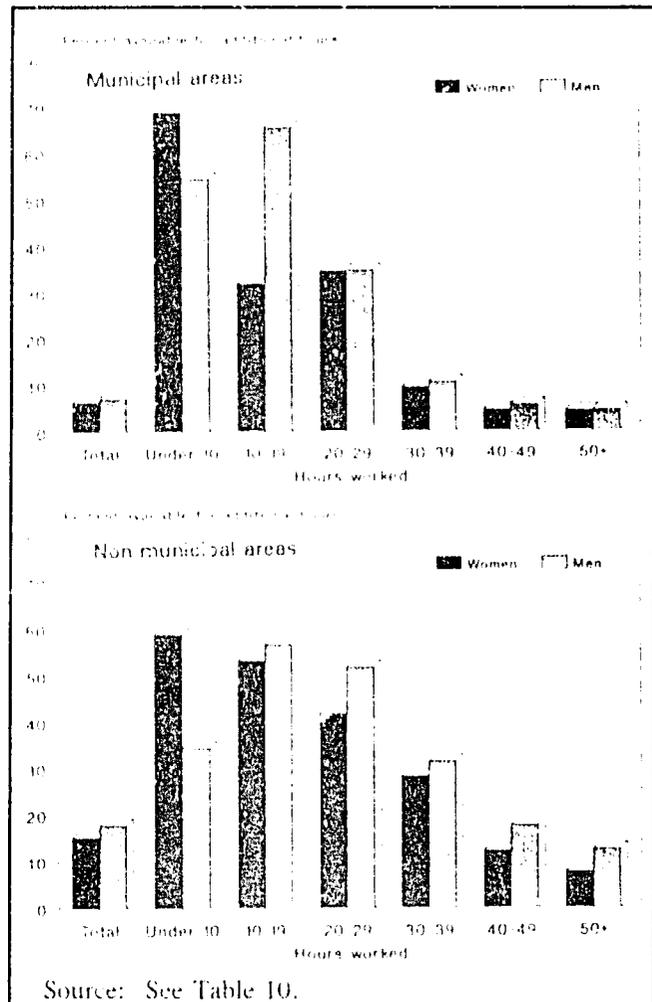
Hours of Work

Knowing whether a person is employed or not, and in what occupation, industry, or employment status, tells us very little about the conditions of work and the time invested. For wage and salary earners, time spent at work may not change much from one week to the next on average. For the self-employed and for unpaid family workers, however, hours worked may fluctuate widely across the days, weeks, or seasons. The time spent, and the location of the work, often imperceptibly blend into household or social activities.

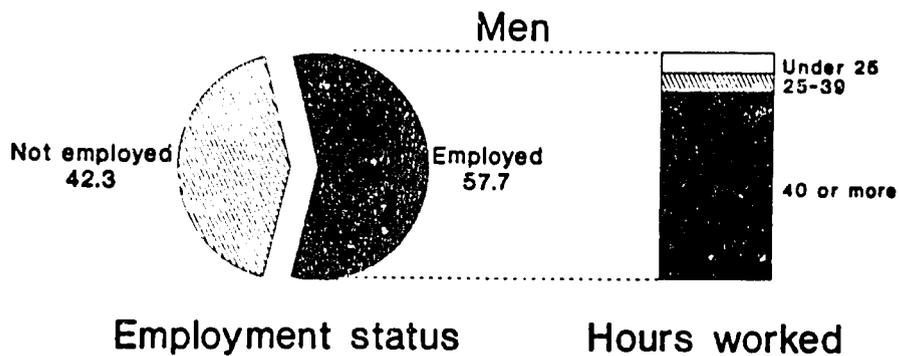
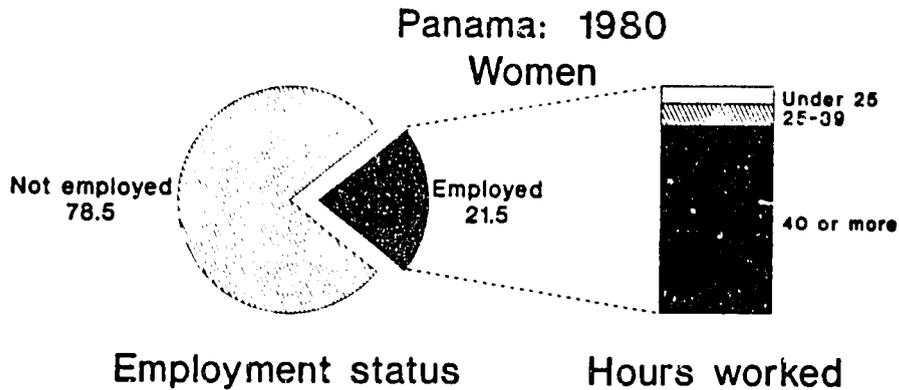
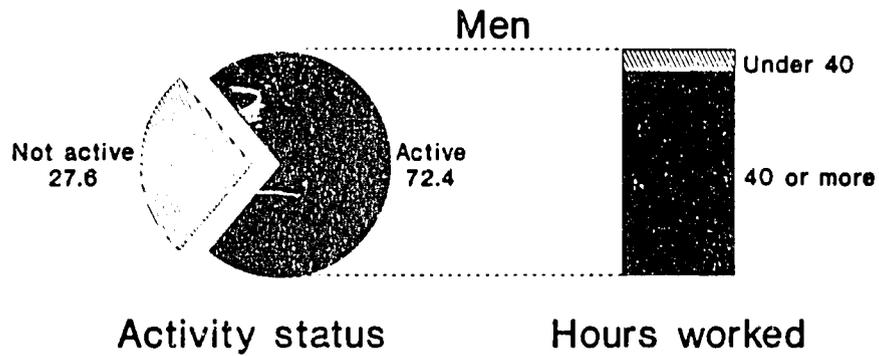
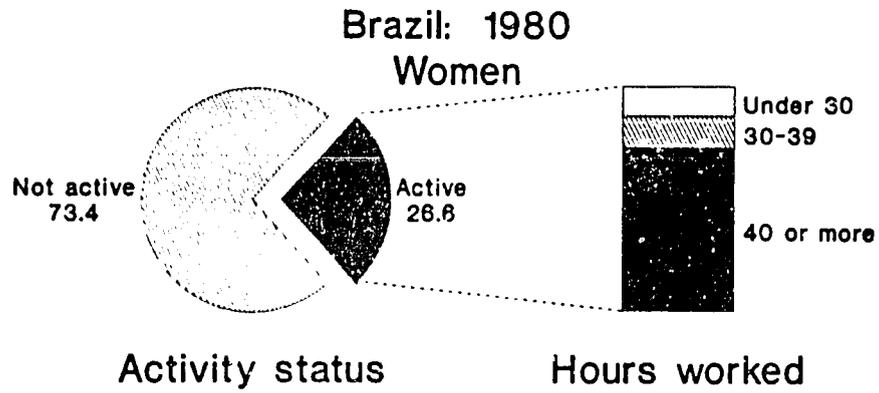
Time at work. Women and men, as well as children and the aged, often work quite different lengths of time as well as different hours of the day. In general, women are less "attached" to the labor force both by time worked and by the frequency with which they enter or withdraw from the labor force. There are many variations on this theme, however, and many exceptions. The 1980 census of Brazil, for example, found that women are only one-third as likely as men to be economically active. Among the economically active, women were more than twice as likely to work less than full time. In Panama, however, although women's activity rate was only one-third that of men's, women who worked were just as likely as men to do so full time (see Appendix, Table 11 and Box 13 on the next page).

Availability for additional work. Are most women and men who work part time doing so voluntarily? Information on availability for additional work serves as one measure among several others of visible under-employment. According to a 1988 survey in Thailand (Appendix, Table 10), in both municipal and non-municipal areas, more men than women reported themselves to be available to work additional hours among all categories of persons who already worked at least 10 hours a week. Among those working fewer than 10 hours, however, women were more likely than men to desire additional work. Data of this type reveal useful information about the underutilized human resources at the national level and about the economic needs of individuals and families.

Box 12. Availability for Additional Work, for Thailand: 1988



Box 13. Hours Worked, by Gender, for Brazil: 1980 and Panama: 1980



Sources: See Table 11.

Conclusions

Analyzing changes in the world's labor force by gender and generation helps to differentiate the labor force in meaningful ways and to refine our understanding of processes of change. On almost every attribute of interest, the situation differs for women and men and for younger and older workers. The calculation of gender- and age-specific measures of economic activity in global, national, and local settings reveals important information about the differential access of social groups to basic economic resources. It also helps to identify key areas of needed interventions.

Selected findings help to illuminate the importance of gender and generation:

- Although the number of women roughly equals the number of men in the working-age population of the world, half of women compared with nearly nine-tenths of men are reported as economically active. As a result, women comprise well over one-third of the world's measured labor force.
- The world's labor force, which is projected to grow by about 35 percent between 1990 and 2010, will grow faster for men (40 percent) than for women (33 percent). Female participation rates are anticipated to decline over the two decades, especially at younger ages as more girls remain in school. As a consequence, the female share of the total labor force will decline slightly.
- Women's labor force participation rates vary considerably between regions and across the life cycle. In the developing regions, women in the Near East and North Africa are least likely to be recorded as economically active and women in Asia (particularly East Asia) are most likely. Men's participation rates, on the other hand, differ very little from one place to another in the prime working ages.
- Rural women are far more likely to be employed than urban women in some regions, whereas the reverse is true in others. The relationship between rural-urban residence and female employment often depends on the women's age, among other factors affecting labor supply and demand.
- In general, women are more likely than men to be own-account workers -- often small-scale entrepreneurs working on their own in the informal sector -- or unpaid family workers. They are less likely than men to be employers or employees. There appears to be a direct relationship across countries between the per capita incomes and the share that women comprise of formal sector employment. These patterns differ by country and region, however, and specific analyses are needed of each country.
- Women's attachment to the labor force is more variable than men's in terms of number of hours worked. In some countries, women are much more likely than men to be working part time; in others, there is no gender difference. Women work shorter hours than men in some occupations and employment statuses, but not in others.
- Women working short hours have been shown in some studies (e.g.,

Thailand) to be more available than men for additional work; while men working long hours are more available than women for additional work.

Representing a few simple generalizations, these observations are intended to highlight the need for age- and gender-specific analysis of labor force structures and processes in each setting. Each analysis raises questions that need to be answered. If a large proportion of women are in the informal sector, for example, why has this occurred? Why do women have less access to wage employment than men do, or why do they need or prefer to work closer to home? As the structure of labor markets changes during periods of economic crisis or as a result of policies of export promotion or privatization, what are the differential effects on men's and women's employment according to age, education, rural-urban residence, ethnicity, and other characteristics? How do relative increases or declines in women's employment opportunities and incomes affect the welfare of individuals and families, or women's propensity to migrate? Are younger workers relatively better off or worse off than their older counterparts? These are just a few of the many questions to be addressed with innovative methods of data collection and analysis.

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APPENDIX: TABLES

Table 1. Total Population and Labor Force, Ages 15 to 64 Years, by Gender and Region: 1990 and 2010
(Population in thousands. Figures may not add to totals due to rounding)

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
World										
1990										
Population	520177	497705	440706	385678	346190	282447	229347	212853	184328	158396
Women	253496	242660	216088	189367	170414	139284	113571	106375	92948	82025
Men	266681	255045	224618	196311	175776	143164	115775	106478	91380	76371
Labor force	253355	366790	341521	301572	274845	220737	172890	149537	104009	56524
Women	101500	141412	125556	110204	103066	81767	61979	51982	26884	8710
Men	151855	225378	215965	191368	171779	138970	110911	97555	77125	47814
2010										
Population	617821	598646	544668	500908	494100	469563	411651	353061	307226	237650
Women	301160	292200	266481	245261	242350	230941	204244	176424	155265	121882
Men	316662	306447	278187	255647	251750	238622	207407	176637	151961	115767
Labor force	262051	423497	412327	386014	388463	369361	313488	247995	162241	86064
Women	99291	158269	146096	137314	142747	137910	115767	87949	37463	17877
Men	162761	265228	266232	248700	245715	231451	197721	160046	124778	68188
Sub-Saharan Africa										
1990										
Population	53136	44583	36470	29958	24999	20860	17117	14092	11283	8579
Women	26430	22222	18321	15166	12788	10701	8750	7192	5762	4429
Men	26706	22361	18149	14792	12211	10160	8368	6900	5521	4249
Labor force	29173	31368	27275	22762	19021	15966	13042	10524	7947	5425
Women	11647	11561	9807	8360	7113	6085	4962	3958	2881	1859
Men	17526	19808	17467	14402	11907	9882	8080	6567	5066	3565
2010										
Population	99407	83339	67630	54492	43732	35553	28611	23214	18875	14887
Women	49531	41456	33633	27134	21890	17986	14690	12083	10006	8002
Men	49876	41884	33998	27358	21842	17567	13922	11132	8869	6885
Labor force	48692	57010	49395	40434	32430	26306	20822	16309	11983	7859
Women	18844	20362	16796	13801	11144	9259	7453	5852	4101	2601
Men	29847	36648	32599	26633	21286	17048	13369	10457	7882	5258
Latin America and the Caribbean										
1990										
Population	47134	42738	37543	31600	26617	21803	17900	15068	12618	10366
Women	23230	21250	18861	16014	13532	11123	9179	7764	6565	5485
Men	23903	21488	18683	15586	13086	10680	8721	7304	6053	4881
Labor force	17432	26788	24897	20779	17275	13860	10954	8563	6254	3971
Women	5362	8566	7230	5765	4672	3692	2837	2075	1305	750
Men	12070	18222	17667	15014	12604	10168	8117	6488	4950	3221
2010										
Population	53122	52702	50125	46830	42952	38605	33778	28181	23212	18228
Women	26153	26032	24878	23373	21575	19654	17434	14731	12257	9763
Men	26969	26670	25247	23457	21377	18951	16345	13450	10955	8465
Labor force	17318	34744	34689	32086	29078	25414	21176	16134	10761	6028
Women	5231	12429	10925	9493	8492	7379	6021	4303	2054	983
Men	12088	22315	23765	22593	20586	18035	15155	11831	8707	5045
North America										
1990										
Population	19657	21312	23747	24379	22222	19802	15380	12648	11686	11774
Women	9559	10394	11787	12218	11185	10010	7818	6488	6081	6270
Men	10098	10918	11959	12161	11038	9792	7561	6160	5605	5504
Labor force	9037	16893	19315	19578	17958	15966	11992	9235	7467	5240
Women	4034	7458	8027	7888	7347	6662	4937	3728	2868	1948
Men	5003	9435	11289	11689	10611	9304	7055	5507	4599	3292
2010										
Population	23952	23348	21944	20852	20940	22399	24525	24234	21298	18123
Women	11658	11443	10932	10478	10523	11291	12427	12369	10985	9433
Men	12294	11905	11012	10374	10417	11108	12098	11865	10313	8690
Labor force	10788	18742	18056	16930	17129	18286	19355	17904	13462	7835
Women	4808	8470	7666	6957	7116	7735	8075	7313	5037	2722
Men	5980	10272	10390	9973	10013	10551	11281	10592	8425	5113

Note: Labor force figures were derived by applying International Labour Office estimates and projections of labor force participation rates to U.S. Bureau of the Census estimates and projections of the population.

Sources: International Labour Office, 1986, Vols. 1, 2, 3, and 4, Table 2;
U.S. Bureau of the Census, International Database.

Table 1. Total Population and Labor Force, Ages 15 to 64 Years, by Gender and Region: 1990 and 2010
(Population in thousands. Figures may not add to totals due to rounding)

Region	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Arab East and North Africa										
Population	26079	23211	19899	16844	14082	11067	8950	7763	6560	5219
Women	12633	11189	9539	7945	6588	5220	4313	3825	3284	2643
Men	13446	12022	10360	8899	7494	5847	4637	3938	3276	2576
Labor force	8717	13051	12306	10564	8762	6801	5345	4388	3360	2175
Women	2331	3030	2486	1909	1437	1148	944	810	600	403
Men	6386	10021	9820	8655	7324	5653	4401	3578	2761	1771
Asia										
Population	40554	37115	33650	29518	25051	22137	18757	15537	12563	9328
Women	19904	18255	16578	14539	12233	10762	9083	7444	6016	4557
Men	20650	18860	17072	14980	12818	11375	9674	8093	6546	4771
Labor force	11461	21657	21718	19043	15893	13881	11483	9052	6374	3453
Women	3076	6168	5609	4491	3395	2916	2350	1774	994	521
Men	8385	15489	16109	14552	12498	10965	9133	7278	5380	2933
Europe and Oceania										
Population	316338	306771	260494	221194	200838	157402	128741	115008	100583	80685
Women	153349	148626	126688	107396	97644	76410	62627	56145	49377	40163
Men	162990	158145	133806	113798	103194	80992	66114	58863	51207	40522
Labor force	166760	231180	203822	174156	161987	124650	98021	80300	57064	29170
Women	68348	88600	74260	62811	60685	45388	33899	25506	12575	743
Men	98412	142580	129562	111345	101302	79262	64122	54795	44489	28428
Latin America and the Caribbean										
Population	346706	344361	313677	292422	303720	292296	244918	203021	178205	131472
Women	167437	166667	152101	141747	147639	142222	120032	99933	88607	66139
Men	179269	177694	161577	150675	156081	150074	124886	103088	89598	65333
Labor force	154243	245006	237246	227464	243561	235423	189984	143223	92409	49534
Women	58818	89148	82032	80302	90617	88943	69629	48670	17453	8236
Men	95425	155858	155213	147162	152945	146480	120354	94553	74956	41310
Middle East and former Soviet Union										
Population	57834	59090	62553	61705	57432	51513	41257	48274	41597	41673
Women	28295	28980	30892	30629	28677	25819	20883	24960	21879	23035
Men	29538	30111	31661	31076	28754	25694	20374	23314	19718	18638
Labor force	22236	46572	53905	53734	49743	43493	33536	36526	21917	10544
Women	9778	21259	23746	23471	21811	18791	14401	15905	6656	3007
Men	12458	25313	30160	30262	27931	24702	19136	20621	15261	7537
North America										
Population	54081	57781	57641	56794	57705	58574	61062	58873	53073	45612
Women	26477	28346	28359	27991	28490	29027	30579	29864	27394	23989
Men	27604	29434	29282	28803	29216	29547	30483	29010	25679	21623
Labor force	19549	46338	51133	50057	50372	50049	50667	45372	27252	11336
Women	8513	21691	23068	22269	21984	21678	22238	20037	7824	2814
Men	11036	24647	28064	27788	28389	28371	28430	25335	19428	8522

a: Labor force figures were derived by applying International Labour Office estimates and projections of labor force participation rates to U.S. Bureau of the Census estimates and projections of the population.

Sources: International Labour Office, 1986, Vols. 1, 2, 3, and 4, Table 2;
U.S. Bureau of the Census, International Database.

Table 2. Median Age of Total and Working-Age Population, by Region and Gender: 1990 and 2010

	<u>Total population</u>			<u>Population ages 15 to 64 years</u>		
	<u>Both sexes</u>	<u>Women</u>	<u>Men</u>	<u>Both sexes</u>	<u>Women</u>	<u>Men</u>
<u>1990</u>						
Sub-Saharan Africa	17.1	17.3	16.9	29.5	29.7	29.3
Latin America and the Caribbean	21.8	22.4	21.3	30.7	31.0	30.4
North America	32.9	34.0	31.7	35.5	35.9	35.1
Near East and North Africa	19.4	19.2	19.5	30.2	30.1	30.2
Asia and Oceania	23.4	23.5	23.2	31.4	31.4	31.3
Europe and Soviet Union	33.6	35.3	31.8	36.8	37.3	36.2
<u>2010</u>						
Sub-Saharan Africa	17.8	18.0	17.6	28.9	29.0	28.7
Latin America and the Caribbean	27.7	28.5	26.9	34.0	34.5	33.6
North America	37.5	38.8	36.1	39.9	40.3	39.5
Near East and North Africa	22.7	22.8	22.7	31.8	31.7	31.9
Asia and Oceania	28.8	29.2	28.5	35.5	35.6	35.3
Europe and Soviet Union	38.6	40.3	37.0	39.7	40.1	39.3

Source: U.S. Bureau of the Census, International Data Base.

Table 3. Total and Economically Active Population, by Gender and Residence, for India, Peru and Tunisia

	Total population				Economically active population			
	Urban		Rural		Urban		Rural	
	Women	Men	Women	Men	Women	Men	Women	Men
India: 1981								
(population in thousands)								
All ages	73750	83814	247784	259959	5851	40386	52159	132538
0-4	8955	9261	32393	33142	0	0	0	0
5-9	9730	10292	35655	37962	0	0	0	0
10-14	9212	10154	31278	35031	0	0	0	0
15-19	7808	8957	22342	24930	604	2905	7374	15157
20-24	7473	8677	20872	20286	789	5598	7492	17307
25-29	6486	7344	18512	18405	913	6431	7120	17411
30-39	9384	11343	30729	30181	1591	10837	12542	29568
40-49	6438	8427	23527	25018	1121	8089	9684	24532
50-59	4017	5109	15516	17240	560	4464	5264	16380
60+	4197	4250	16960	17764	273	2052	2683	12243
Peru: 1981								
(population in thousands)								
All ages	5573	5453	2972	3002	936	2456	361	1414
0-4	708	728	499	506	0	0	0	0
5-9	724	737	466	478	0	0	0	0
10-14	691	699	381	411	0	0	0	0
15-19	654	623	283	287	108	160	63	162
20-24	584	547	235	230	182	376	57	211
25-29	469	434	188	182	164	387	41	176
30-34	335	356	148	150	127	344	33	147
35-39	303	289	152	141	101	284	33	140
40-44	241	245	126	127	74	241	28	125
45-49	208	203	119	116	60	199	27	114
50-54	172	173	95	96	46	166	23	94
55-59	127	128	72	76	30	117	16	74
60-64	103	98	67	68	21	80	17	66
65+	224	193	141	134	23	102	23	105
Tunisia: 1984								
(population in thousands)								
All ages	1815	1869	1629	1676	263	901	190	760
0-4	236	248	276	273	0	0	0	0
5-9	217	225	238	253	0	0	0	0
10-14	204	211	195	208	0	0	0	0
15-19	215	219	177	186	55	104	44	118
20-24	193	199	140	143	79	153	48	122
25-29	154	156	117	112	51	147	29	107
30-34	115	123	91	84	30	120	18	82
35-39	90	94	65	59	18	82	11	57
40-44	77	75	65	58	10	73	10	57
45-49	78	75	68	64	9	72	10	62
50-54	68	70	60	61	6	64	9	58
55-59	52	55	44	49	3	43	6	43
60-64	41	45	36	42	1	22	2	30
65+	75	84	57	84	1	21	3	44

Sources: India, Registrar General and Census Commissioner, 1984, Table B-1; Peru, Instituto Nacional de Estadística, 1982, Table 1; Tunisia, Institut National de la Statistique, no date, Table 3-2; and U.S. Bureau of the Census, International Data Base.

Table 4. Labor Force, by Gender and Agricultural/Nonagricultural Occupation: for Selected Countries, 1983–1986

	Congo 1984	Egypt 1986	Ghana 1984	Hong Kong 1985	Myanmar 1983	Turkey 1985	Costa Rica 1984	Uruguay 1985
Number								
Total								
Men	293534	9889087	2637029	1702922	7457259	12392687	576390	698425
Women	254103	1032797	2785451	1031809	4338832	7457592	164359	365954
Nonagricultural occupations								
Men	194863	5841256	904419	1669544	2445595	6786537	342720	543551
Women	67346	953595	1229253	1013998	1643622	993939	158832	355075
Agricultural occupations								
Men	98671	4047831	1732610	33378	5011664	5606150	233670	154874
Women	186757	79202	1556198	17811	2695210	6463653	5527	10879
Percent								
Total								
Men	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Women	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Nonagricultural occupations								
Men	66.4	59.1	34.3	98.0	32.8	54.8	59.5	77.8
Women	26.5	92.3	44.1	98.3	37.9	13.3	96.6	97.0
Agricultural occupations								
Men	33.6	40.9	65.7	2.0	67.2	45.2	40.5	22.2
Women	73.5	7.7	55.9	1.7	62.1	86.7	3.4	3.0

Sources: Egypt, Central Agency for Public Mobilisation and Statistics, 1989, Table 08; United Nations, 1990, Table 39.

Table 5. Nonagricultural Workers, by Gender and Occupation, for Selected Countries, 1983–1986

	Congo 1984	Egypt 1986	Ghana 1984	Hong Kong 1986	Myanmar 1983	Turkey 1985	Costa Rica 1984	Uruguay 1985
Number								
All nonagricultural workers								
Men	194863	5841256	904419	1669544	2445595	6786537	342720	543551
Women	67346	953595	1229253	1013998	1643622	993939	158832	355075
Professional/technical								
Men	42217	1077835	142598	127911	168318	713841	44786	43098
Women	12935	430234	79106	97629	122028	207864	34251	61969
Administrative/managerial								
Men	1655	96494	14809	80451	41223	157948	20017	21808
Women	106	12897	1437	16478	5486	10122	3746	5703
Clerical								
Men	23326	655639	89551	163856	203431	495715	30093	75319
Women	8957	337700	38024	234401	66250	236366	28695	65326
Sales								
Men	15250	573745	82721	220120	464996	921050	52486	77334
Women	30203	39796	667458	100559	662546	56514	15507	40400
Services								
Men	19429	760057	85317	282458	163729	1023154	41732	54047
Women	9146	51281	45419	166706	39195	87964	51638	121634
Production								
Men	92966	2677486	489423	794748	1403898	3474829	153606	271945
Women	5999	81687	397809	398225	748117	305109	24995	60043
Professional+administrative								
Men	43872	1174329	157407	208362	209541	871789	64803	64906
Women	13041	443131	80543	114107	127514	307986	37997	67672
Clerical+sales+services								
Men	58005	1989441	257589	666434	832156	2439919	124311	206700
Women	48306	428777	750901	501666	767991	380844	95840	227360
Production								
Men	92986	2677486	489423	794748	1403898	3474829	153606	271945
Women	5999	81687	397809	398225	748117	305109	24995	60043
Percent								
All nonagricultural workers								
Men	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Women	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional+administrative								
Men	22.5	20.1	17.4	12.5	8.6	12.8	18.9	11.9
Women	19.4	46.5	6.6	11.3	7.8	31.0	23.9	19.1
Clerical+sales+services								
Men	29.8	34.1	28.5	39.9	34.0	36.0	36.3	38.0
Women	71.7	45.0	61.1	49.5	46.7	38.3	60.3	64.0
Production								
Men	47.7	45.8	54.1	47.6	57.4	51.2	44.8	50.0
Women	8.9	8.6	32.4	39.3	45.5	30.7	15.7	16.9

Sources: *Egypt, Central Agency for Public Mobilisation and Statistics, 1989, Table 08;*
United Nations, 1990, Table 39.

Table 6. Professional/Technical Workers, by Gender and Detailed Occupation, for Venezuela: 1981 and Thailand: 1980

Venezuela: 1981

Professional/Technical Workers

	Number		Percent	
	Women	Men	Women	Men
All professional and technical workers	232291	262744	100.0	100.0
Specialists in physical sciences, chemists and related technicians	706	2576	0.3	1.0
Architects, engineers and related technicians	5198	52659	2.2	20.0
Pilots, ships officers	40	3301	0.0	1.3
Biologists, agronomists and related technicians	3079	4508	1.3	1.7
Medical, dental, veterinary and related technicians	56208	21633	24.2	8.2
Statisticians, mathematicians, systems analysts and related technicians	2128	5082	0.9	1.9
Economists, administrators and related technicians	1428	2684	0.6	1.1
Accountants	2186	4932	0.9	1.9
Jurists	6890	5091	3.0	5.7
Teachers	136634	54597	58.8	20.8
Members of the clergy and related workers	426	1991	0.2	0.8
Authors, journalists and related writers	864	1994	0.4	0.8
Sculptors, painters, photographers and related workers	1556	9970	0.7	3.8
Musicians, artists, managers and producers of shows	1440	7182	0.6	2.7
Athletes, sportsmen and related workers	781	5524	0.3	2.1
Professional and technical workers, not elsewhere classified	12727	68820	5.5	26.2
Medical, dental, veterinary and related technicians	56208	21633	100.0	100.0
Physicians and surgeons	4388	10785	7.8	49.9
Medical assistants	156	117	0.3	0.5
Dentists	1987	1386	3.5	6.4
Dental assistants	1978	465	3.5	2.1
Veterinarians	157	911	0.3	4.2
Veterinary assistants	22	268	0.0	1.2
Pharmacists	1446	515	2.6	2.4
Pharmaceutical assistants	122	201	0.2	0.9
Dieticians and nutritionists	784	62	1.4	0.3
Doctors, dentists, veterinarians and pharmacists with between 6 years of primary and 3 years of superior schooling	1121	1886	2.0	8.7
Licensed nurses	3602	271	6.4	1.3
Hospital personnel, not elsewhere classified	38935	2854	69.3	13.2
Licensed midwives	16	3	0.0	0.0
Midwives, not elsewhere classified	51	13	0.1	0.1
Optometrists and opticians	101	466	0.2	2.2
Physiotherapists	318	158	0.6	0.7
Radiology technicians	531	746	0.9	3.4
Medical workers, not elsewhere classified	491	526	0.9	2.4

Thailand: 1980

Professional/Technical Workers

All professional and technical workers	332046	333209	100.0	100.0
Architects, engineers and related technicians	1929	20318	0.6	6.1
Physical and biological scientists	1908	3584	0.6	1.1
Medical, dental, veterinary and related workers	63551	34620	19.1	10.4
Teachers	233948	222568	70.5	66.8
Jurists, judges and related workers	811	7658	0.2	2.3
Sculptors, painters and related artists	2619	10298	0.8	3.1
Authors, journalists and related workers	750	3582	0.2	1.1
Actors, musicians and other performing artists	6327	12103	1.9	3.6
Accountants	13053	9121	3.9	2.7
Technical sociologists	1842	1029	0.6	0.3
Statisticians, economists, mathematicians, systems analysts and related workers	871	754	0.3	0.2
Workers in religion	547	1343	0.2	0.4
Producers, commercial artists, designers	709	2910	0.2	0.9
Professional and technical workers, not elsewhere classified	3181	3321	1.0	1.0
Medical, dental, veterinary and related workers	63551	34620	100.0	100.0
Medical doctors and surgeons	2529	5476	4.0	15.8
Veterinarians	162	1457	0.3	4.2
Dentists	838	841	1.3	2.4
Nurses, midwives and assistants	36829	5399	58.0	15.6
Pharmacists	5693	2881	9.0	8.3
Medical technicians and public health workers	4194	5408	6.6	15.6
Medical workers, not elsewhere classified	13306	13158	20.9	38.0

Sources: Venezuela, Oficina Central de Estadística e Informática, 1985, Table III.74;
Thailand, National Statistical Office, 1985, Table 1.

Table 7. Employed Persons by Formal/Informal Sector and Urban/Rural Residence, for Botswana: 1984–85

<u>Sector</u>	Urban				Rural			
	Women		Men		Women		Men	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	25381	100.0	34651	100.0	110063	100.0	104726	100.0
Formal	13104	51.6	30625	88.4	19071	17.3	25400	24.3
Informal	12277	48.4	4026	11.6	90992	82.7	79326	75.7

Note: Excludes 32 urban men for whom sector was not stated.

Source: Botswana, Central Statistical Office, no date, Table 27.

Table 8. Total and Modern Labor Force, by Gender, for Selected Countries

		Total labor force				Modern labor force			
		Number		Percent		Number		Percent	
<u>Sub-Saharan Africa</u>		Women	Men	Women	Men	Women	Men	Women	Men
Botswana	1981	127418	189070	40.3	59.7	20388	64324	24.1	75.9
Burundi	1979	1280987	1137042	53.0	47.0	11315	66722	14.5	85.5
Congo	1984	252924	281397	47.3	52.7	22928	112539	16.9	83.1
Ghana	1960	1045968	1677058	38.4	61.6	25834	308806	7.7	92.3
Ghana	1984	2855623	2724481	51.2	48.8	156409	496903	23.9	76.1
Lesotho	1976	136831	297051	31.5	68.5	13749	154407	8.2	91.8
Liberia	1962	148234	263560	36.0	64.0	3639	47844	7.1	92.9
Liberia	1984	288630	415691	41.0	59.0	13165	80118	14.1	85.9
Sudan	1973	693370	2759865	20.1	79.9	24841	358968	6.5	93.5
Sudan	1983	1638289	4112041	28.5	71.5	83763	626847	11.8	88.2
Togo	1981	395194	506349	43.8	56.2	11774	71733	14.1	85.9
Zambia	1980	640324	1155619	35.7	64.3	51077	282685	15.3	84.7
<u>Near East and North Africa</u>									
Cyprus	1985	86009	158291	35.2	64.8	46924	82850	36.2	63.8
Egypt	1976	698240	8915529	7.3	92.7	384422	2897394	11.7	88.3
Iran	1976	1985728	7810328	20.3	79.7	430598	2943513	12.8	87.2
Turkey	1970	5812545	9306342	38.4	61.6	312983	1605371	16.3	83.7
Turkey	1985	7647265	13932731	35.4	64.6	817407	4871789	14.4	85.6
<u>Asia</u>									
Bangladesh	1981	1189000	22430000	5.0	95.0	182000	3435000	5.0	95.0
India	1981	70257660	190017455	27.0	73.0	3583185	22920312	9.8	90.2
Indonesia	1980	17322443	35098802	33.0	67.0	1791234	6538351	21.5	78.5
Indonesia	1985	22976964	40848651	36.0	64.0	2664464	9013568	22.8	77.2
Rep of Korea	1987	6735000	10138000	39.9	60.1	2645000	5540000	32.3	67.7
Nepal	1981	2370942	4479944	34.6	65.4	45482	248509	15.5	84.5
Pakistan	1981	835090	21791358	3.7	96.3	238300	4447909	5.1	94.9
Philippines	1960	2183580	6352420	25.6	74.4	334980	979490	25.5	74.5
Philippines	1987	8463000	14417000	37.0	63.0	2057000	3737000	35.5	64.5
Singapore	1980	385352	730606	34.5	65.5	285956	457833	38.4	61.6
Sri Lanka	1963	718896	2740098	20.8	79.2	129531	858486	13.1	86.9
Sri Lanka	1981	1280345	3736168	25.5	74.5	316222	1328348	19.2	80.8
Thailand	1960	6692188	7144796	48.4	51.6	251847	870826	23.5	76.5
Thailand	1980	11461066	12390105	48.1	51.9	1257235	2373172	34.6	65.4
<u>Latin America and the Caribbean</u>									
Chile	1986	1278000	2986000	30.0	70.0	560200	1373200	29.0	71.0
Colombia	1987	1645132	2314464	41.5	58.5	698251	1269780	35.5	64.5
Costa Rica	1987	269949	707898	27.6	72.4	135226	307730	30.5	69.5
Dominican Rep	1960	88490	732220	10.8	89.2	28290	124270	18.5	81.5
Dominican Rep	1981	554279	1361109	28.9	71.1	137738	354404	28.0	72.0
Ecuador	1982	484411	1861652	20.6	79.4	182506	517530	26.1	73.9
Guatemala	1981	247406	1449058	14.6	85.4	84677	319677	20.9	79.1
Mexico	1970	2466257	10488800	19.0	81.0	992917	3423292	22.5	77.5
Mexico	1980	6141278	14924806	29.2	70.8	1983170	5362482	27.0	73.0
Peru	1961	679152	2445427	21.7	78.3	137499	601521	18.6	81.4
Peru	1981	1313592	3995623	24.7	75.3	402234	1336071	23.1	76.9
Venezuela	1981	1305876	3387892	27.8	72.2	693909	1711949	28.8	71.2
Venezuela	1987	1753115	4568451	27.7	72.3	946170	2171488	30.3	69.7

Sources: Congo, Bureau Central du Recensement, 1987, Table 305A;
 International Labour Office, 1990, Table 2B;
 Sudan, Department of Statistics, 1977, Table 20(a); and 1979, Table 53A.

Table 9. Economically Active Women, by Status in Employment, for Selected Countries

		Employers		Employees		Own account workers		Unpaid family workers		Members of cooperatives	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>Sub-Saharan Africa</u>											
Congo	1984	195	0.1	27504	10.9	219440	87.2	4607	1.2	-	-
Ghana	1984	-	-	206028	7.5	2127058	76.9	431347	15.6	697	0.0
<u>Near East and North Africa</u>											
Turkey	1985	7218	0.1	945851	13.9	323471	4.7	5535511	81.3	-	-
<u>Asia</u>											
Afghanistan	1979	998	0.3	45434	15.1	189575	62.8	65879	21.8	-	-
Pakistan	1981	7638	0.9	290893	35.7	258466	31.7	258466	31.7	-	-
Singapore	1980	3990	1.1	332082	89.6	20563	5.5	13938	3.8	-	-
Sri Lanka	1981	7273	0.8	707647	81.3	115703	13.3	40214	4.6	-	-
<u>Latin America and the Caribbean</u>											
Mexico	1980	203912	4.4	2640863	57.3	1230558	26.7	479921	10.4	49857	1.1
Panama	1980	1122	0.8	119667	89.2	10665	8.0	2543	1.9	137	0.1
<u>Developed countries</u>											
Canada	1981	44005	0.9	4596685	95.8	103520	2.2	52730	1.1	-	-
France	1982	139920	1.5	8313600	86.7	473140	4.9	658060	6.9	-	-

Source: United Nations, 1986, Table 30; and 1990, Table 40.

Table 10. Hours Worked and Availability for Additional Work, by Gender and Residence, for Thailand: 1988

Area and hours worked	TOTAL				AVAILABLE FOR ADDITIONAL HOURS			
	Women	Number Men	Women	Percent Men	Women	Number Men	Women	Percent of TOTAL Men
MUNICIPAL								
Total	2049800	2471300	100.0	100.0	130200	175300	6.4	7.1
Under 10 hours	2900	5300	0.1	0.2	2000	2900	69.0	54.7
10-19 hours	19400	14300	0.9	0.6	6200	9400	32.0	65.7
20-29 hours	54400	57000	2.7	2.3	18900	19900	34.7	34.9
30-39 hours	348000	393100	17.0	15.9	32900	41500	9.5	10.6
40-49 hours	775400	1055400	37.8	42.7	34800	59500	4.5	5.6
50 or more hours	849700	946200	41.5	38.3	35400	42100	4.2	4.4
NON-MUNICIPAL								
Total	9277300	12169500	100.0	100.0	1105200	2178200	15.2	17.9
Under 10 hours	38400	35100	0.4	0.3	22700	12100	59.1	34.5
10-19 hours	174300	126400	1.9	1.0	93100	71900	53.4	56.9
20-29 hours	520000	464100	5.6	3.8	218300	241100	42.0	52.0
30-39 hours	1463900	1366800	15.8	11.2	415500	433500	28.4	31.7
40-49 hours	2405100	2575900	25.9	21.1	294700	459000	12.3	17.8
50 or more hours	4675600	7621200	50.4	62.6	361900	960600	7.7	12.6

Note: Data refer to employed persons.

Source: Thailand, National Statistical Office, 1989, Table 9.

Table 11. Hours Worked, by Gender, for Brazil and Panama: 1980

<u>Country and hours worked</u>	Number		Percent	
	Women	Men	Women	Men
BRAZIL				
Total	11323631	30380030	100.0	100.0
Under 15 hours	253934	169964	2.2	0.6
15-29 hours	1278558	734198	11.3	2.4
30-39 hours	1610475	2174571	14.2	7.2
40 or more hours	8180664	27301297	72.3	89.8
PANAMA				
Total	134134	366538	100.0	100.0
Under 25 hours	10248	33279	7.6	9.1
25-34 hours	8389	19739	6.3	5.4
35-39 hours	4424	9958	3.3	2.7
40 or more hours	111073	303562	82.8	82.8

Note: Data for Brazil refer to persons ages 10 years and over who worked in the reference year, excluding 181,736 women and 386,129 men for whom hours worked was not reported.
Data for Panama refer to employed persons ages 10 years and over.

Sources: Brazil, *Fundacao Instituto Brasileiro de Geografia e Estatistica, 1983, Table 1.21*;
Panama, *Direccion de Estadística y Censo, 1986, Table 22*.