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**FEMALE LABOR FORCE PARTICIPATION TRENDS IN THE DEVELOPING  
WORLD, 1965-1975: Report on Task I**

**By: Ayse Kudat  
Mine Sabuncuoglu**

**September 30, 1980**

**Prepared for the Office of Women in Development, Agency For Inter-  
national Development under AID/CTR Purchase Order No. 147-80-71**

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# Female Labor Force Participation Trends in the Developing World, 1965-1975: Report on Task I

By Ayse Kudat and Mine Sabuncuoglu

## Executive Summary

This is a two part project designed to provide a systematic and comprehensive analysis of existing aggregate data on women's employment in developing countries on a longitudinal and world-wide basis. Data sources used include International Labor Office, United Nations and World Bank statistics.

The first part of the project, completed between June 20-September 30, 1980, has produced an extensive data set incorporating 325 disaggregated variables relating to population size and distribution, labor force activity, education, economy and infrastructure, food and health, birth, marriage, death and political/cultural systems in 108 countries. Computer analyses aimed at extracting regional and world-wide trends in female activity levels have revealed that the overall decrease in employment among the developing countries of the world between 1965-1975 is attributable to a decline in male employment rates. On the whole, females have exhibited slight employment increases during this ten-year period. Also, an examination of the sectoral distributions of the developing world's labor force has indicated significant shifts between 1965-1970 by workers of both sexes from agricultural to industrial and service occupations. Further, these analyses have yielded six basic patterns, or typologies, which describe male and female employment circumstances around the world. While geographic location is somewhat related to the particular clustering of countries according to these patterns, it does not appear to be a dependable explanatory variable. The countries conforming to most of the patterns are a mixture from various continents and cultural systems.

In all of these patterns, male rates are high relative to female rates among the 20-54 age groups. Female rates, however, vary significantly among the six patterns. In the first pattern, female activity levels are bi-modal, with peaks occurring within the 20-24 and 45-54 age groups. In the second pattern, female employment peaks during the prime child-bearing ages, and tapers off sharply thereafter. In the third pattern, female activity rates closely parallel male rates at a high level. In the fourth pattern, the female rates do not surpass the 10 percent activity level in any age group. In the fifth pattern, the trend in female labor activity is nearly the reverse as that found in the second pattern. Here, female employment peaks after child-bearing years, but not at as high a percentage level as in Pattern 2. The sixth pattern portrays female employment trends which roughly parallel male trends, yet at much lower percentage levels than in Pattern 3.

The second part of this project, to be undertaken in 1981, will aim at isolating factors of significance to the analytical framework just described. A thorough investigation of the quantifiable factors included in our data set in relation to these six typologies will be conducted through the use of regression and other available statistical techniques. If the suggested framework proves unviable, then efforts will be made to qualify or modify it through disassemblages along age and sectoral boundaries.

The entire project, when completed, will yield: 1) a unique compilation of international aggregate data on female labor in the developing world which will serve as a backdrop against which micro-survey data from specific contexts can be compared and the validity of current hypotheses on the subject judged, and 2) a report outlining and interpreting the results of the computer analyses based on these data, and a discussion of the findings relative to existing major works in the field.

## Introduction

The purpose of this project is to provide a systematic and comprehensive analysis of existing aggregate data on women's employment in developing countries on a longitudinal and world-wide basis. The project design involves two major tasks:

- I. data compilation and determination of overall trends in female labor force activity
- II. determination and evaluation of the relationship of specific socio-economic variables to female labor force activity levels, and discussion of the findings relative to the literature in the field

This report summarizes the work achieved toward completion of Task I during the first project phase: June 20 - September 30, 1980.

The aim of Task I has been to generate a broad data base for exploring and evaluating trends in, and the correlates of, female labor force participation in 108 developing countries between 1965-1975. In addition, it has aimed at generating output depicting regional and world-wide trends in female activity levels. The envisioned data base incorporates 325 disaggregated variables relating to population size and distribution, labor force activity, education, economy and infrastructure, food and health, birth, marriage, death, and political/cultural systems in each country. A comprehensive list of the countries and variables represented in the data set are presented in Appendix A of this paper. The data used have primarily been drawn from International Labor Office, United Nations and World Bank sources and have been stored in the AID computer.<sup>1</sup> A list of specific data sources is presented in Appendix B.

Some recent studies have argued that internationally reported aggregate statistics are grossly distorted and inadequate for evaluating the true contribution of women to the labor force of developing countries.<sup>2</sup> These studies have pointed out that women's participation in economic production is generally undercounted, particularly in rural sectors, due to

differing notions of concepts such as "employment" and "economically productive activity," as well as other inconsistencies in census data collection across countries. While these points are well taken, the reliance on aggregate data in this project is deliberate and purposeful. It is only through the use of aggregate data that effective comparisons of labor force activity rates in developing countries can be made on a large scale at the present time. Sufficient quantities of comparable micro-survey data do not exist for all contexts. The data set which has been compiled for this project is the largest to date, combining the best quality statistics available from several reputable sources. Furthermore, it is impossible to accurately assess the extent to which existing aggregate data misrepresent actual activity levels in different economic sectors and countries without first an evaluation of such data on an international scope. Thus, the present study is geared toward providing a general backdrop against which the validity of current hypotheses may be judged, and as a point of departure for the formulation of improved data collection techniques and detailed evaluations of female labor issues in specific contexts.

A major difficulty encountered in the course of executing Task I has, however, necessitated some delay in completing the work scheduled for the initial project phase. As yet, we have not been able to secure World Bank data in a format suitable for efficient entry into project files. To date, data for 232 of the total 325 variables for each country and time period have been successfully entered into the project files and verified. Data for 93 variables, including all economic indicators, are still outstanding, pending receipt of the 1980 World Tables computer tape. World Bank authorities have informed us that this tape has been fully compiled and is now in the process of being verified. We expect it to be issued for public use within October, 1980 and plan incorporation of this data into our files as part of Task II. Consequently, variables for which data do not yet exist on file have been distinguished in Appendix A by an asterisk. The time originally allocated to compilation of this data as part of Task I has been compensated for, instead, by launching work on Task II with the variables for which data are on hand. So far, this work includes

computer runs exploring the relationship between labor force activity rates and the education variable. In addition, various capabilities have been developed permitting convenient graphic representation of the data already compiled. These include a program which yields scatter diagrams of employment data by sex, age and sector for 1965-1975. Also, the employment data represented in Tables I and II in Appendix D have been entered into the Apple II Microcomputer at the Kennedy Institute and can be portrayed for each country and time period in the form of a: 1) linear graph, 2) bar chart, or 3) numerical table.

If Task I had been completed according to plan, all of the data for this project would have been combined within a single rectangular computer file. But because this stage has not yet been reached due to the absence of portions of the desired data and their specifications, the data which do exist on file have been grouped in several separate files awaiting consolidation. These data sets are described and documented in the following section.

#### Description and Documentation of Data Sets and Programs

All the data sets and programs created for use in this project are presently being stored in the AID computer under Account No. A232LO. A complete list of all data sets and programs currently being stored in this account is provided in Appendix C. Those data sets which have been completed and verified, and programs which have been successfully compiled and run, are described and documented below. The remaining files which appear on the list constitute auxiliary data sets and programs created for Task I, as well as programs prepared for use in the course of Task II.

##### ACTIVITY.AVERAGES

is an output file containing activity rate averages for 139 developed and developing countries by sex, age and sector, 1965-1970-1975. A printout of this file is presented as Table III in Appendix D of this paper.

##### ACTIVITY.BINARY

in an input file in binary format containing employment data for 139 developed and developing countries expressed as percentages. It can

be read into a Real \* 8 array dimensioned 139 x 9 x 11. The "139" corresponds to the number of countries; the "9" corresponds to the sex variables male - female - both sexes for 1965, 1970 and 1975, respectively; the "11" corresponds to the age and economic sector variables ordered as follows: 0-9, 10-14, 15-19, 20-24, 25-44, 45-54, 55-64, 65+, all ages, agriculture, industry, services.

#### ACTIVITY.FREQ

is an output file containing activity rate means, standard deviations and frequencies (20 bins corresponding to 0-4.99%, 5-9.99% etc. activity levels) for 137 developed and developing countries by sex, age and sector, 1965-1970-1975.

#### ACTIVITY.MEAN-AND.FREQ.TEXT

is an output file containing activity rate means, standard deviations and frequencies (26 bins corresponding to 0-3.99%, 4-7.99% etc. activity levels) for 98 developing countries by sex, age and sector, 1965-1970-1975. A modified version of this file is presented as Table IV in Appendix D.

#### CHANGES.TEXT

is an output containing percentage change in activity rate data by sex and age for 137 developed and developing countries, 1965-1970, 1970-1975, 1965-1975. A printout of this file is presented as Table II in Appendix D.

#### ENRL1.TEXT

is an input file containing primary school enrollment data by sex for 108 developing countries, 1965-1970-1975. The input format is I3,2X,A6,5X,9I10. The "9I10" corresponds to the variables "total, female, male" for 1965, 1970 and 1975, respectively.

#### ENRL1SD.TEXT

is an output file containing primary school enrollment sex discrepancy data for 108 developing countries, 1965-1970-1975.

#### ENRL2.SD-PC.TEXT

is an output file containing 1) secondary school enrollment sex discrepancy data, 1965-1970-1975, and 2) percentage change in these sex discrepancy data, 1965-1970, 1970-1975, 1965-1975 for 108 developing countries.

#### ENRL2.TEXT

is an input file containing secondary school enrollment data by sex for 108 developing countries, 1965-1970-1975. The input format is I3,2X,A6,3X,9I10. The "9I10" corresponds to the variables "male, female, total" for 1965, 1970 and 1975, respectively.

**ENRL2SD.TEXT**

is an output file representing one-half of ENRL2.SD-PC.TEXT. It contains secondary school enrollment sex discrepancy statistics for 1965-1970-1975 (108 developing countries).

**ENRRATIO.TEXT**

is an input file containing school enrollment ratios for the primary, secondary and third levels for 1965, 1970 and 1975 (those enrolled as % of all eligible within the qualifying age group). The input format is A6,3X,18I5. The "18I5" corresponds to the variables male, female (first level, 1965), male, female (second level, 1965), male, female (third level, 1965) and so forth for 1970 and 1975, respectively.

**FLABOR65.TEXT**

is an input file containing third level school enrollment data by field of study for females in 1965 in 108 developing countries. The input format is A6,10I11. The "10I11" corresponds to the variables ordered as follows: humanities, education, fine arts, law, social sciences, natural sciences, engineering, medical sciences, agriculture, unspecified.

**FLABOR70.TEXT**

FLABOR75.TEXT are input files containing third level school enrollment data by field of study for females in 1970 and 1975 in 108 developing countries. The input formats are A6,10I11, with variables ordered the same as in the preceding file.

**LABOR.SEXDISC.TEXT**

is an input file containing activity rate sex discrepancy data by age and sector for 108 developing countries. The input format is A6,3X,33F7.3. The 33 variables are ordered as follows: (ages) 10-14, 15-19, 20-24, 25-44, 45-54, 55-64, 65+, all ages, (sectors) agriculture, industry, services for 1965, 1970 and 1975, respectively.

**MARSTAT.TEXT**

is an input file containing marital status statistics for 137 developed and developing countries. The input format is A24,5X,9F10.0. This file will be supplemented with "age at marriage" data for 108 developing countries.

**MLABOR65.TEXT****MLABOR70.TEXT****MLABOR75.TEXT**

are input files containing third level school enrollment data by field of study for males in 1965, 1970 and 1975, respectively, in 108 developing countries. The input formats are A6,10I12. The variables

are ordered as follows: humanities, education, fine arts, law, social sciences, natural sciences, engineering, medical sciences, agriculture, unspecified.

#### PROGRAMS.DATA

is a partitioned data set containing a list of the programs written to create the output files in account no. A232LO. Members of this data set are denoted either LABOR\_\_, WOMENS\_\_, or MINE\_\_, where "\_\_" is an integer.

#### TEACH1.TEXT

is an input file containing data on primary school teachers for 108 developing countries for three years. The input format is I3,2X,A6, I8,7X,I8,7X,I8. The 3 variables correspond to the number of teachers in each country in 1965, 1970 and 1975, respectively.

#### TEACH2.TEXT

is an output file containing data on secondary school teachers for 108 developing countries for three years. The input format is I3,2X,A6, 2X,3I11. The 3 variables correspond to the number of teachers in each country in 1965, 1970 and 1975, respectively.

TEA1.TEXT (to be deleted)

TEA2.TEXT (to be deleted)

are substantively identical to, and supersede, the preceding two files. The country ordering in TEA1.TEXT and TEA2.TEXT have been reshuffled in TEACH1.TEXT and in TEACH2.TEXT to reflect a preferred format.

#### ENR1.TEXT

#### ENR2.TEXT

are substantively identical to ENR1.TEXT and ENR2.TEXT, however, they reflect a preferred country ordering.

#### TLABOR65.TEXT

#### TLABOR70.TEXT

#### TLABOR75.TEXT

are input files containing third level school enrollment data by field of study for males and females in 1965, 1970 and 1975, respectively, (108 developing countries). The input formats for the two existing files are A6,I6,10(3X,I6) and A6,I8,10(3X,I8), respectively. The variables are ordered as follows: humanities, education, fine arts, law, social sciences, natural sciences, engineering, medical sciences, agriculture, unspecified.

#### WID.ACTIVITY.TEXT

is an output file containing employment data for 108 developing countries expressed as percentages ("activities") and as raw numbers ("labor force") by sex for 9 age groups and 3 economic sectors for 1965, 1970

and 1975. A printout of this file is presented as Table I in Appendix D.

### Data Evaluation

Several of the data files created as part of Task I have been printed and included in this paper (see Appendix D) to illustrate some of the broad characteristics of male and female labor force activity among developing countries between 1965-1975. The employment data for each of the 108 countries and the time periods represented in this study are given in Table I by sex, age groups and economic sectors. The data labelled "activities" represent percent employed out of the total population for each age group, and percent employed in each economic sector out of the total employed in all three sectors.

The data in Table II represent percentage changes in the "activity" rates shown in Table I for each relevant 5-year time period, and for the entire decade between 1965-1975. Table III provides a convenient summary of the data in Table I. The figures on this table represent average employment percentages (number active as percent of total population) by sex, age, and economic sector across 139 developed and developing countries.<sup>3</sup> These results show a slight decrease in overall employment levels in the world between 1965 and 1975. When the figures are scrutinized on the basis of sex, it is readily apparent that the overall decrease in employment activity world-wide is due to a decline in male employment rates. On the whole, female rates have exhibited slight increases throughout 1965-1975.

More specific patterns are revealed when these employment rates are examined on the basis of sex and age. For example, employment rates among males in all age groups have decreased over the ten-year period. Female employment rates, on the other hand, have shown overall increases, as well as increases in the 20-54 age groups during the same period. These findings alone justify a special focus on the factors affecting growth in female employment in different contexts. Furthermore, the sectoral distributions of the world's labor force also indicate significant shifts between 1965-1970 by both male and female workers from agricultural to industrial and service occupations (unfortunately, data for 1975 have not yet been secured).

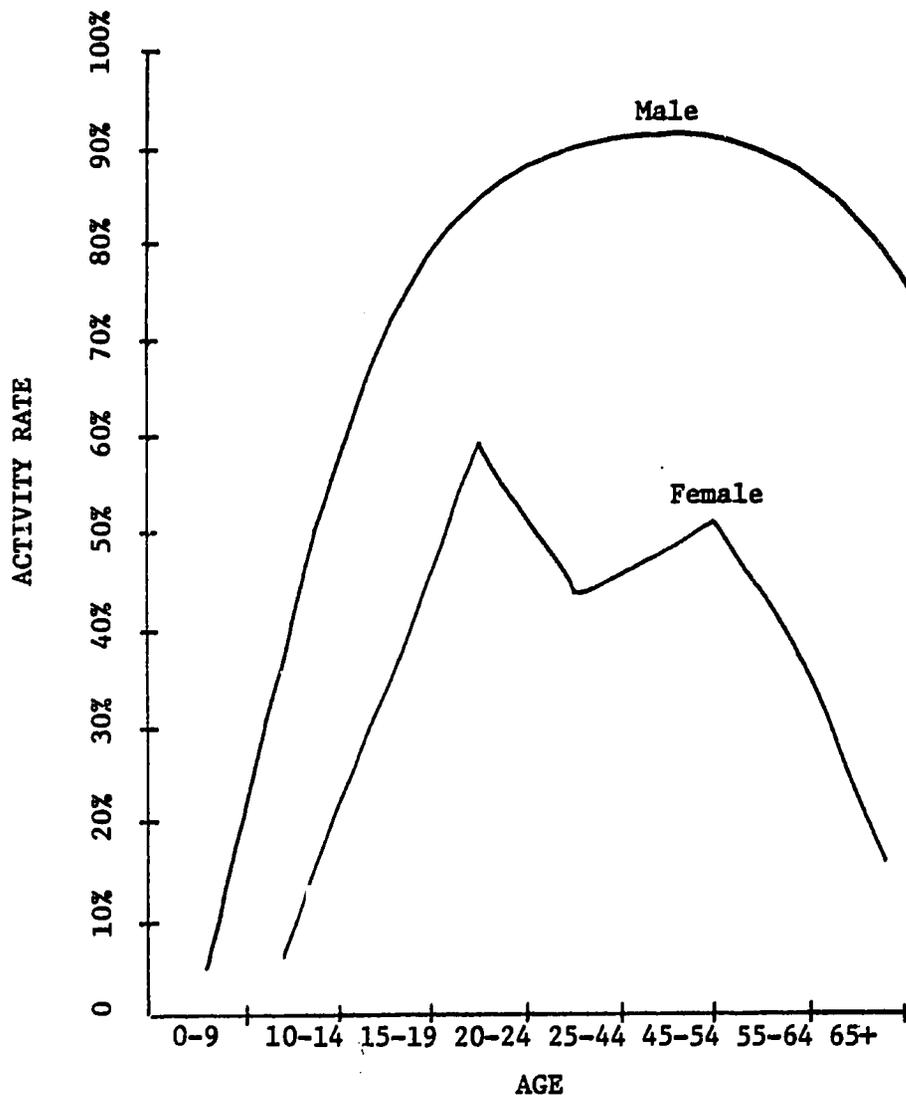
A further summary of the data in Table I is portrayed by the frequency statistics presented in Table IV. These data represent 98 out of 107 developing countries for which employment figures were available. Ten employment rate "bins", or groups, are shown, and the number of countries out of the total 98 falling into each category is indicated. A casual glance at this table alone reveals, for example, that for all age groups except 10-14, employment is much less certain for females than it is for males. This is evidenced by the fact that in nearly all countries across three time periods, male employment is clustered in the higher activity levels (50 percent and above), whereas female employment is widely dispersed among all activity levels. This finding suggests that the factors affecting female employment are not only more subtle, but varied across all contexts.

Interestingly, a careful review of the data in Table I (with the aid of Apple II Microcomputer displays) suggests that the independent factors affecting female employment are not consistent across all contexts. While this in itself is not a surprising finding, the fact that differences appear to be dictated less by geographic considerations rather than other possible factors (such as type of political/cultural system, and economic characteristics of the country) has important implications for the direction and focus of future research in this field. An examination of linear graphic representations of activity rate statistics in each of 137 developed and developing countries between 1965-1975 has indicated that there are six basic patterns which effectively describe employment circumstances around the world. These patterns have been portrayed on pages 9-11. The countries falling into each of the six categories have been listed alongside the appropriate charts.

Please note that although these charts have been numerically labelled, the linear graphs are merely suggestive, rather than accurate representations of employment circumstances in the countries to which they correspond. The graphs present very general summaries for the three time periods (1965, 1970 and 1975) combined. Each country offers slight variations in the patterns described; Table I should be consulted for the specific figures for each country.

In all the patterns, male employment rates are consistently high for the 20-54 age groups. The extent to which female employment rates vary among the six, however, is of extreme interest. In Pattern 1, these rates

TYOLOGIES OF ACTIVITY RATE AVERAGES BY SEX AND AGE FOR  
137 DEVELOPED AND DEVELOPING COUNTRIES: 1965-1975



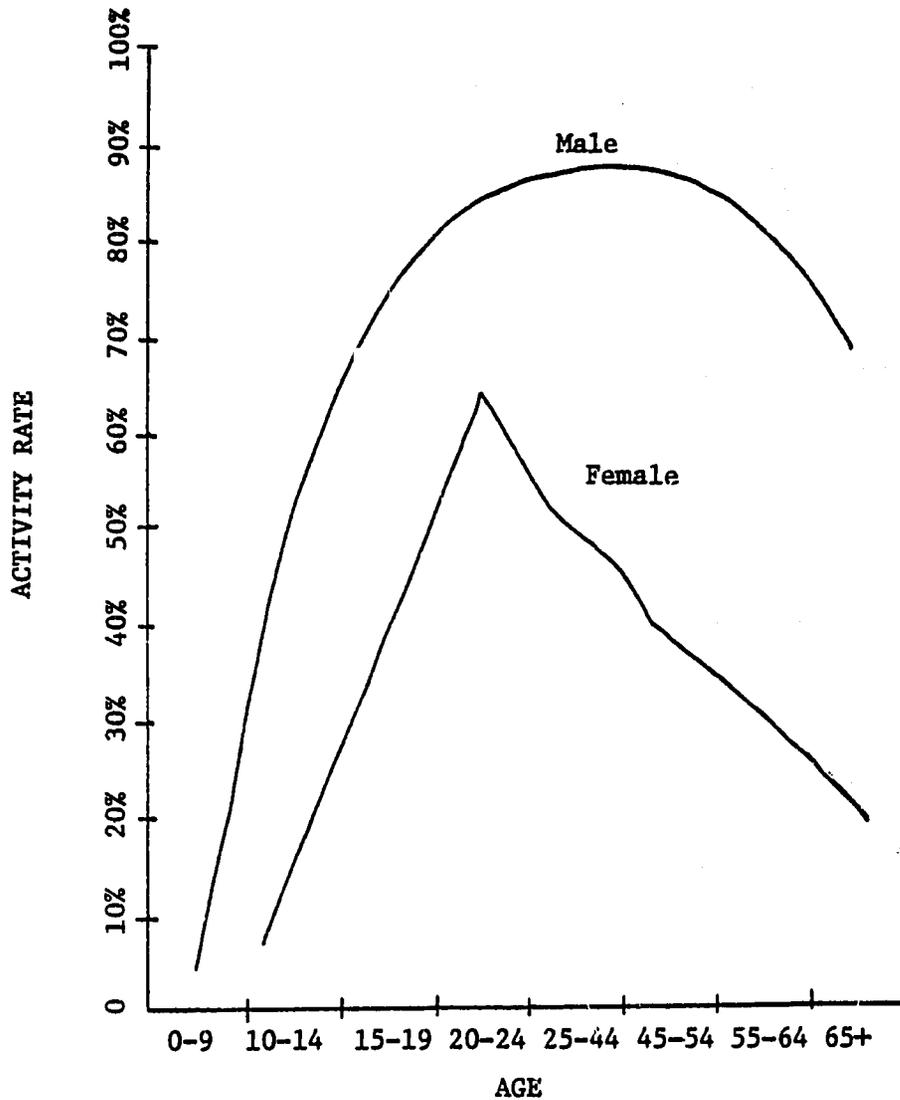
PATTERN 1

Countries conforming to Pattern 1:

Madagascar  
Canada  
USA  
Guyana  
Cyprus  
Japan  
Korea (Republic of)  
New Zealand  
Norway  
France  
Germany (Federal Republic)<sup>a</sup>  
Sweden  
United Kingdom

<sup>a</sup> borderline between Patterns 1 and 2

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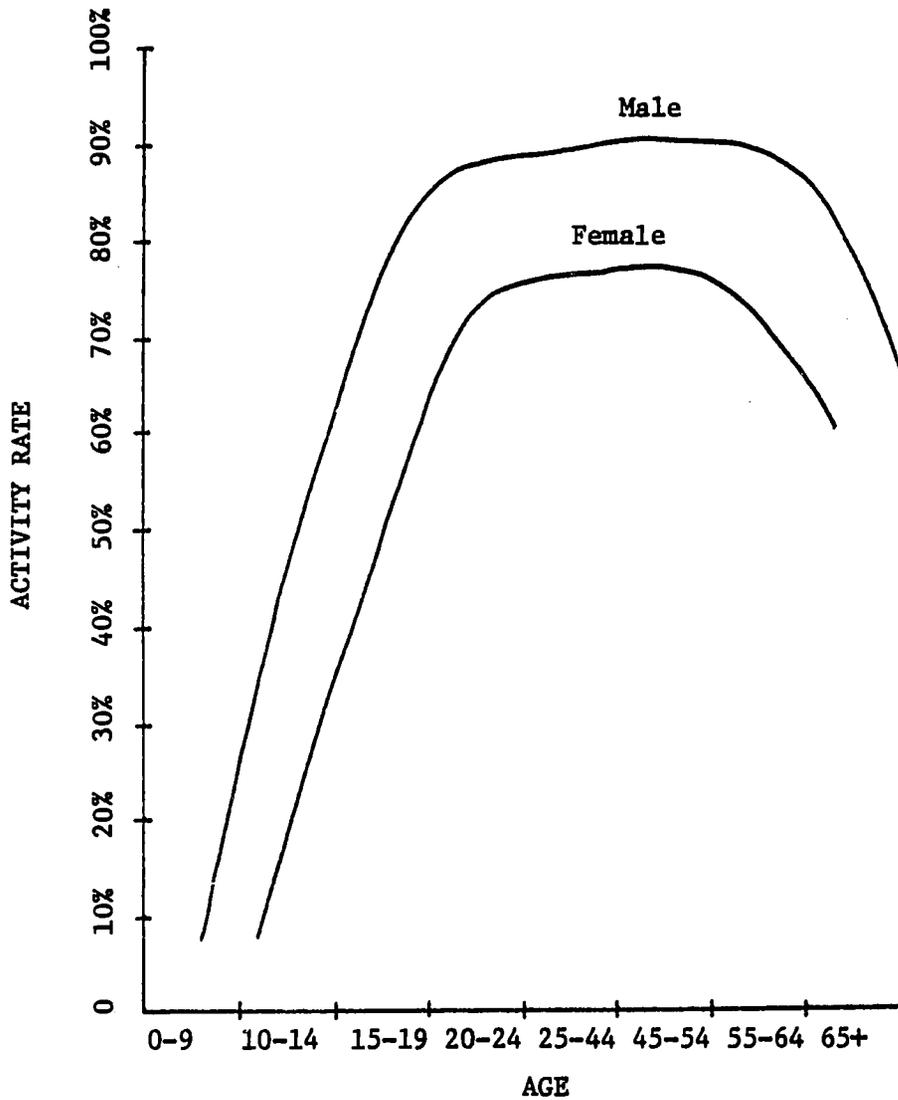


## PATTERN 2

Countries conforming to Pattern 2:

Benin	Mexico	Democratic Kampuchea	Switzerland <sup>a</sup>
Reunion	Nicaragua	Lebanon	Yugoslavia
South Africa	Panama	Nepal	
Argentina	Paraguay	Netherlands	
Bolivia	Peru	Singapore	
Brazil	Puerto Rico	Sri Lanka	<sup>a</sup> borderline between Patterns 1 and 2
Chile	Uruguay	Austria <sup>a</sup>	
Colombia	Venezuela	Belgium	
Costa Rica	Australia	Denmark	
Ecuador	Bhutan	Greece	
El Salvador	Hong Kong	Ireland	
Guatemala	Iran	Italy	
Honduras	Burma	Portugal	
Jamaica	Fiji	Spain	

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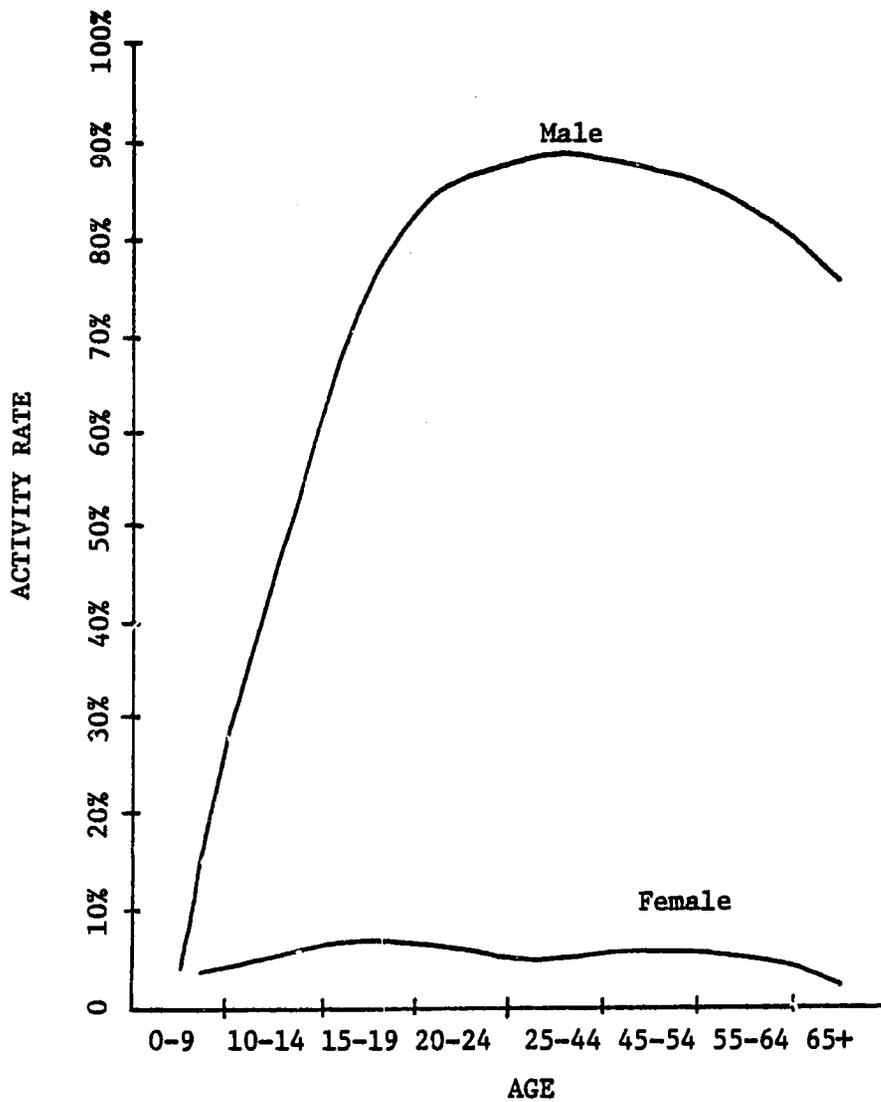
## PATTERN 3

Countries conforming to Pattern 3:

Botswana	Thailand
Burundi	Vietnam
Gambia	Albania
Ivory Coast	Bulgaria
Lesotho	Czechoslovakia
Mali	Finland <sup>b</sup>
Rwanda	German Democ. Rep
Upper Volta	Hungary <sup>b</sup>
Laos (People's Demo Rep)	Poland
Papua New Guinea	Romania
	USSR

<sup>b</sup> borderline between Patterns 3 and 6

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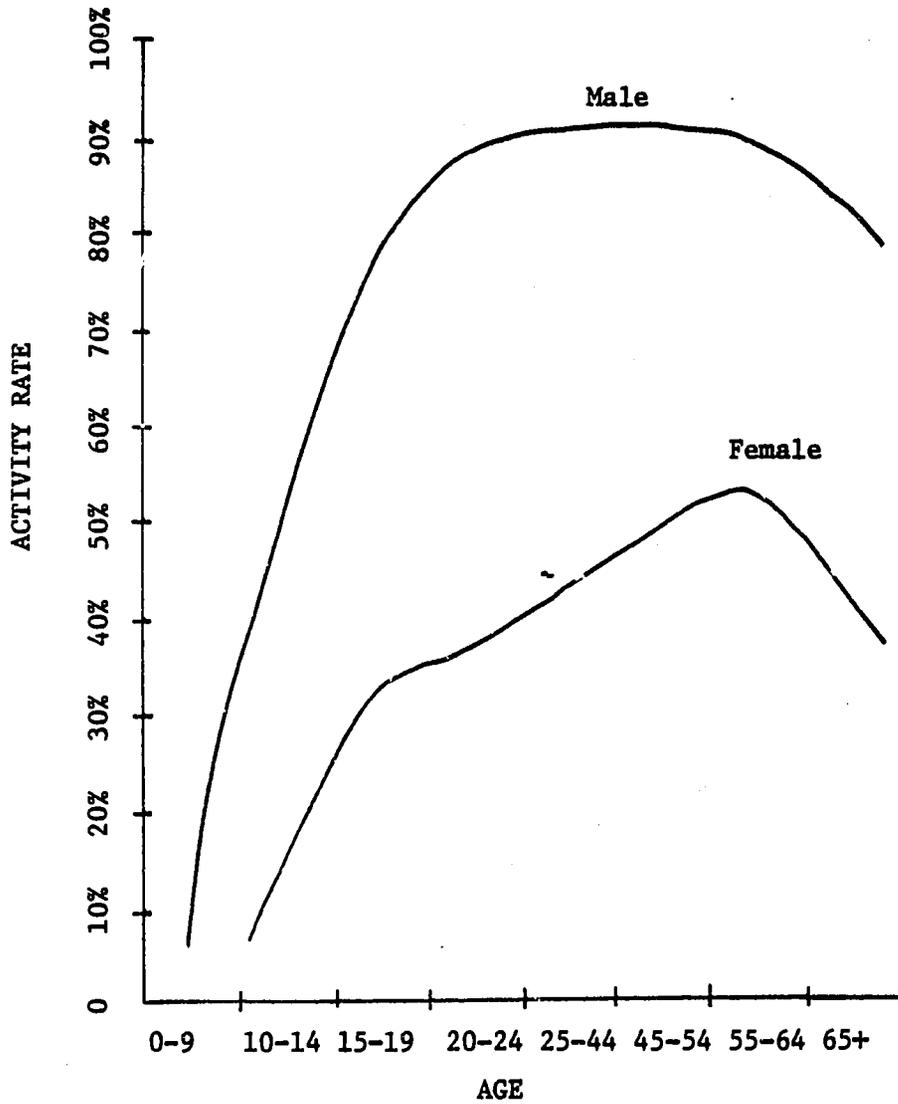


PATTERN 4

Countries conforming to Pattern 4:

Algeria	Tunisia
Angola	Dominican Republic
Egypt	Saudi Arabia
Guinea-Bissau	Iraq
Libya	Jordan
Mauritania	Kuwait
Morocco	Pakistan
Niger	East (Portuguese) Timor
Sudan	Syria
	Yemen (South)

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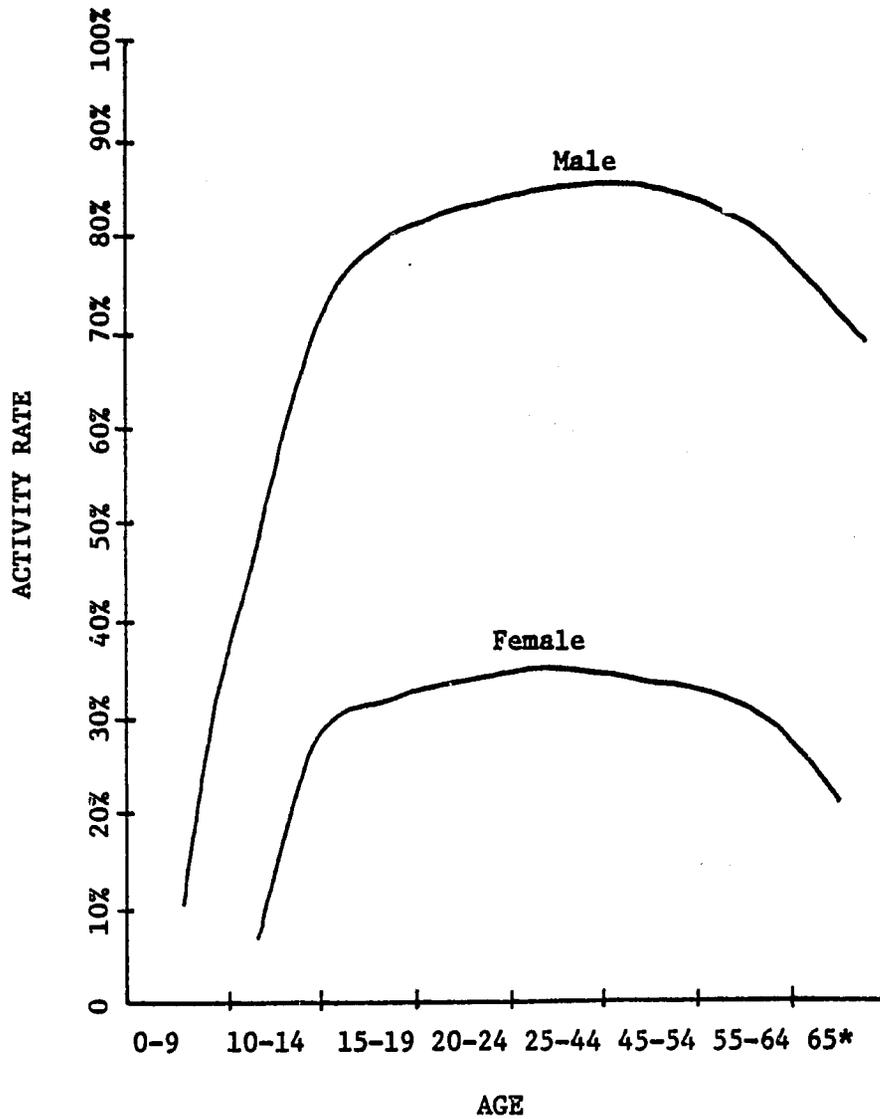


PATTERN 5

## Countries conforming to Pattern 5:

Ghana	Zimbabwe
Kenya	Uganda
Malawi	Tanzania
Mauritius	Zambia
Mozambique	Indonesia
Nigeria	
Somalia	

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PATTERN 6

Countries conforming to Pattern 6:

Chad	Togo	Malaysia
Congo	Cameroon	Mongolia
Ethiopia	Zaire	Philippines
Turkey	Trinidad and Tobago	
Gabon	Afghanistan <sup>c</sup>	
Guinea	Bangladesh <sup>c</sup>	
Liberia	China	
Senegal	India	
Sierra Leone	Korea (Dem. People's Rep)	

<sup>c</sup> Borderline between Patterns 4 and 6

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are bi-modal. In other words, they peak at relatively high levels around the 20-24 age group, and once again in the 45-54 age group. Interestingly, this pattern corresponds in general to circumstances in the highly industrialized Western set of countries, suggesting that females drop out of the job market during prime child-bearing years.

Conversely, in Pattern 2, female employment peaks exactly during the prime child-bearing ages and tapers off sharply thereafter. This Pattern appears to best describe circumstances in the majority of Latin American countries. The remainder of the countries falling into this category from various other geographic contexts raise important research questions. What do these other countries have in common with most Latin American countries, and with each other, as far as the determinants of female labor force participation are concerned? The purpose of Task II of this study is to explore these questions.

In Pattern 3, female employment rates closely parallel male rates at a high level, with age a seemingly insignificant factor. This Pattern best represents trends in the socialist countries of Europe and in occasional African countries from no specific geographic locale in particular. In Pattern 4, the discrepancy in female and male activity rates is clearly the greatest. Again, age does not stand out as a very significant factor affecting female employment, presumably other factors being of salience. Noticeably, the great majority of countries in this category are of Islamic culture. Pattern 5 presents almost the reverse picture as in Pattern 2. Here, female employment appears to peak after child-bearing years, but not at as high a level as in Pattern 2. Pattern 5 appears to best represent circumstances in most East African countries. Finally, Pattern 6 portrays female employment rates which roughly parallel male rates, yet at much lower levels than in Pattern 3. This is the third of the six patterns in which age appears to be a factor of lesser importance in relation to female labor force activity rates. This last Pattern appears to correspond most closely to employment trends in most West African, as well as some Asian countries.

These results, while tentative subject to further investigation, indicate that extreme caution must be exercised in identifying factors presumed to be significantly related to female labor force participation rates across a

large number of countries. We have seen, for example, that while age can be classified as a highly significant factor affecting such rates, this is the case in approximately one-half of the countries examined here. Even then, further qualifications of its importance are necessary, for instance, among those countries exhibiting Pattern 1, Pattern 2, or Pattern 5 type trends.

Data for sex discrepancy in employment for the three principal economic sectors - agriculture, industry and services - for both developed and developing countries between 1965-1970 are presented in Table V. High positive figures indicate the predominance of men in the sector for a given year; high negative figures indicate the predominance of women. This Table indicates that, world-wide, the greatest sex discrepancy in employment between 1965-1970 in favor of women existed in the service sectors. Sex discrepancies in the industrial and agricultural sectors, on the other hand, appear to favor men in general; however, they favor women in some specific contexts. Surprising statistics in some cases, for example, the extraordinary predominance of women shown in the industrial sector in Morocco in both 1965 and in 1970, require special investigation and verification. Further refinement and summarization of this Table are required before more definitive conclusions can be offered. A preliminary, yet very general, step towards such summarization is provided in Table VI. Here we are shown the mean sex discrepancies in employment for 108 developing countries within each age group and economic sector in 1965, 1970, and 1975. These figures, while more clearly indicating a greater predominance of men in the industrial sector over the agricultural sector, for instance, fails to provide insight into trends existing across specific groups of countries. Likewise, while the definite predominance of women in the service sector is confirmed, specific variations are overlooked.

#### Concluding Remarks

In this paper we have attempted to describe the progress made toward compilation of what promises to be a significant data set on female labor force activity rates across the developing countries of the world. We have endeavored to outline some of the general features of these data based on

our initial computer analyses. The results presented here should be interpreted as being illustrative of the types of analyses which can be supported by this data set. However, in no sense are these results exhaustive of both the more general as well as the case-specific capabilities of the project.

Footnotes

<sup>1</sup> We are extremely grateful to Dr. Thomas Merrick, Director of the Center for Population Research, Kennedy Institute, Georgetown University, for his interest in our project and generosity in allowing us access to the computer facilities of the Center. We also owe special thanks to Richard Collins and Red Hamill, staff members of the Institute, for their expert technical assistance in compiling this data set.

<sup>2</sup> See the following reports prepared by the International Center for Research on Women for The Office of Women in Development, Agency for International Development:

Keeping Women Out: A Structural Analysis of Women's Employment in Developing Countries, April 1980.

Policy and Program Recommendations For Enhancing Women's Employment in Developing Countries, April 1, 1980.

The Productivity of Women in Developing Countries: Measurement Issues and Recommendations, April 1980.

<sup>3</sup> A deliberate effort has been made to incorporate data for developed as well as developing countries in some of the data files for this project. In some cases, as with employment statistics, information on trends among both developed and developing countries combined, as compared with trends specific to developing contexts can yield useful analytical perspectives.

Appendix A

## Variables:

total population -	all ages
"	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64
"	ages 65-69
"	ages 70-74
"	ages 75-79
"	ages 80+
male population -	all ages
"	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64
"	ages 65-69
"	ages 70-74
"	ages 75-79
"	ages 80+
female population -	all ages
"	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64

female population -	ages 65-69
"	ages 70-74
"	ages 75-79
"	ages 80+
% of total population - both sexes -	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64
"	ages 65-69
"	ages 70-74
"	ages 75-79
"	ages 80+
% of total population - males -	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64
"	ages 65-69
"	ages 70-74
"	ages 75-79
"	ages 80+
% of total population - females -	ages 0-4
"	ages 5-9
"	ages 10-14
"	ages 15-19
"	ages 20-24
"	ages 25-29
"	ages 30-34
"	ages 35-39
"	ages 40-44
"	ages 45-49
"	ages 50-54
"	ages 55-59
"	ages 60-64
"	ages 65-69
"	ages 70-74
"	ages 80+

activity rates - both sexes - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44  
 " ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 labor force (raw numbers) - both sexes - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44  
 " ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 activity rates - males - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44  
 " ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 labor force - males - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44  
 " ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 activity rates - females - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44

activity rates - females - ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 labor force - females - ages 0-9  
 " ages 10-14  
 " ages 15-19  
 " ages 20-24  
 " ages 25-44  
 " ages 45-54  
 " ages 55-64  
 " ages 65+  
 " all ages  
 " agriculture  
 " industry  
 " services  
 \* total male activity rates - employers  
 \* male activity rates - employees - agriculture  
 \* " mining  
 \* " manufacturing  
 \* " electricity  
 \* " construction  
 \* " wholesale  
 \* " transport  
 \* " financing  
 \* " community services  
 \* " other activities  
 \* male activity rates - unpaid - agriculture  
 \* " mining  
 \* " manufacturing  
 \* " electricity  
 \* " construction  
 \* " wholesale  
 \* " transport  
 \* " financing  
 \* " community services  
 \* " other activities  
 \* total female activity rates - employers  
 \* female activity rates - employees - agriculture  
 \* " mining  
 \* " manufacturing  
 \* " electricity  
 \* " construction  
 \* " wholesale  
 \* " transport  
 \* " financing  
 \* " community services  
 \* " other activities  
 \* female activity rates - unpaid - agriculture  
 \* " mining

\* female activity rates - unpaid - manufacturing  
 \* " electricity  
 \* " construction  
 \* " wholesale  
 \* " transport  
 \* " financing  
 \* " community services  
 \* " other activities  
 primary school level enrollment ratios - males (ages 5-10)  
 primary school level enrollment ratios - females (ages 5-10)  
 secondary school level enrollment ratios - males (ages 11-17)  
 secondary school level enrollment ratios - females (ages 11-17)  
 third school level enrollment ratios - males (ages 20-24)  
 third school level enrollment ratios - females (ages 20-24)  
 third school level enrollment (raw numbers) - total - humanities  
 " education  
 " fine arts  
 " law  
 " social sciences  
 " natural sciences  
 " engineering  
 " medical sciences  
 " agriculture  
 " unspecified  
 third school level enrollment - males - humanities  
 " education  
 " fine arts  
 " law  
 " social sciences  
 " natural sciences  
 " engineering  
 " medical sciences  
 " agriculture  
 " unspecified  
 third school level enrollment - females - humanities  
 " education  
 " fine arts  
 " law  
 " social sciences  
 " natural sciences  
 " engineering  
 " medical sciences  
 " agriculture  
 " unspecified  
 no. teachers at primary school level  
 no. teachers at secondary school level  
 no. teachers at third school level  
 primary school level enrollment (raw numbers) - males  
 " - females  
 secondary school level enrollment - males  
 " - females  
 \* adult literacy rate  
 \* urban population  
 \* percent urban population

\* rural population  
 \* percent rural population  
 \* land area (in km<sup>2</sup>)  
 \* agricultural area as % of total area  
 \* population density (persons per km<sup>2</sup>)  
 \* population density (persons per km<sup>2</sup> of agricultural area)  
 \* GNP per capita (in constant dollars)  
 \* average annual growth in GNP per capita  
 \* distribution of GDP by sector - agriculture  
 \*       "                                    industry  
 \*       "                                    manufacturing  
 \*       "                                    services  
 \* estimate of total national income  
 \* index of total product at constant prices  
 \* index of industrial production  
 \* consumer price index  
 \* wages earned in manufacturing  
 \* wages in manufacturing as % of national income  
 \* index of per capita food production  
 \* calorie consumption per capita, per day  
 \* % of population with access to safe water supply  
 \* inhabitants per hospital bed  
 \*       "           per physician  
 \*       "           per nursing person  
 \* crude marriage rates  
 \* marriage rates by age of bride - under 15  
       "                                    15-19  
       "                                    20-24  
       "                                    25-29  
       "                                    30-34  
       "                                    35-39  
       "                                    40-44  
       "                                    45-49  
       "                                    50-54  
       "                                    55-59  
       "                                    60+  
       "                                    unknown  
 \* % women in reproductive age group  
 \* total fertility rates  
 \* % women using contraceptives  
 \* crude birth rates (per 1000 population)  
 \* crude live birth rates  
 \* live birth rates by age of mother - under 15  
       "                                    15-19  
       "                                    20-24  
       "                                    25-29  
       "                                    30-34  
       "                                    35-39  
       "                                    40-44  
       "                                    45-49  
       "                                    50+  
       "                                    unknown

- \* life expectancy at birth, total (in years)
- \* crude death rates (per 1000 population)
- \* infant mortality rate per 1000 births
- \* newspaper circulation per 1000 inhabitants
- \* radio receivers per 1000 inhabitants
- \* television receivers per 1000 inhabitants
- no. of major national religions
- \* no. of major national languages
- \* type of political system

<u>Country</u>	<u>Abbreviation</u>	<u>Region</u>
Costa Rica	CST.RC	1 = Central America
El Salvador	EL SAL	1 = "
Guatemala	GUTMLA	1 = "
Honduras	HONDHS	1 = "
Mexico	MEXICO	1 = "
Nicaragua	NCRGUA	1 = "
Panama	PANAMA	1 = "
Argentina	ARGTNA	2 = South America and Carribean
Barbados	BRBDOS	2 = "
Bolivia	BOLVIA	2 = "
Brazil	BRAZIL	2 = "
Chile	CHILE	2 = "
Colombia	CLMBIA	2 = "
Dominican Republic	DOM.RP	2 = "
Ecuador	ECUADR	2 = "
Guadeloupe	GUADLP	2 = "
Guyana	GUYANA	2 = "
Haiti	HAITI	2 = "
Jamaica	JAMACA	2 = "
Martinique	MARTNQ	2 = "
Paraguay	PARGUY	2 = "
Puerto Rico	PRT.RC	2 = "
Peru	PERU	2 = "
Trinidad and Tobago	TR&TGB	2 = "
Surinam	SURNAM	2 = "
Uruguay	URGUAY	2 = "
Venezuela	VNZULA	2 = "
Benin	BENIN	3 = Western Africa
Cape Verde	CP.VRD	3 = "
Gambia	GAMBIA	3 = "
Ghana	GHANA	3 = "
Guinea	GUINEA	3 = "
Guinea-Bissau	GNE-BS	3 = "
Ivory Coast	IV.CST	3 = "
Liberia	LIBRIA	3 = "
Mali	MALI	3 = "
Mauritania	MARITN	3 = "
Niger	NIGER	3 = "
Nigeria	NGERIA	3 = "
Senegal	SENGAL	3 = "
Sierra Leone	SR.LNE	3 = "
Togo	TOGO	3 = "
Upper Volta	UP.VLT	3 = "
Burundi	BURNDI	4 = Eastern Africa
Ethiopia	ETHPIA	4 = "
Kenya	KENYA	4 = "
Madagascar	MDGSCR	4 = "
Malawi	MALAWI	4 = "
Mozambique	MZMBQE	4 = "
Reunion	REUNON	4 = "
Rwanda	RWANDA	4 = "
Somalia	SOMLIA	4 = "
Tanzania	TZNIA	4 = "

<u>Country</u>	<u>Abbreviation</u>	<u>Region</u>
Uganda	UGANDA	4 = Eastern Africa
Zambia	ZAMBIA	4 = "
Angola	ANGOLA	5 = Middle Africa
Cameroon	CAMRON	5 = "
Central African Republic	CN.A.R.	5 = "
Chad	CHAD	5 = "
Equatorial Guinea	EQ.GNA	5 = "
Gabon	GABON	5 = "
Zaire	ZAIRE	5 = "
Zimbabwe	ZIMBWE	5 = "
Botswana	BTSWNA	6 = Southern Africa
Lesotho	LESTHO	6 = "
Namibia	NAMBIA	6 = "
South Africa	S.AFRC	6 = "
Swaziland	SWZLND	6 = "
Algeria	ALGRIA	7 = Northern Africa
Egypt	EGYPT	7 = "
Libya	LIBYA	7 = "
Morocco	MORCCO	7 = "
Sudan	SUDAN	7 = "
Tunisia	TNISIA	7 = "
Afghanistan	AFGHTN	8 = Middle East
Cyprus	CYPRUS	8 = "
Iran	IRAN	8 = "
Iraq	IRAQ	8 = "
Israel	ISRAEL	8 = "
Jordan	JORDAN	8 = "
Kuwait	KUWAIT	8 = "
Lebanon	LEBNON	8 = "
Oman	OMAN	8 = "
Saudi Arabia	SD.ARB	8 = "
Syria	SYRIA	8 = "
Turkey	TURKEY	8 = "
Yemen	YEMEN	8 = "
South Yemen	YMN.DM	8 = "
Bangladesh	BNGLDH	9 = South and Southeast Asia
Bhutan	BHUTAN	9 = "
Burma	BURMA	9 = "
Hong Kong	HNG.KG	9 = "
India	INDIA	9 = "
Indonesia	INDNSA	9 = "
Democratic Kampuchea	DM.KMP	9 = "
Korea, Democratic	KRA.DM	9 = "
Korea, Republic of	KRA.RP	9 = "
Laos, Democratic	LAO.DM	9 = "
Malaysia	MLYSIA	9 = "
Nepal	NEPAL	9 = "
Pakistan	PAKSTN	9 = "
Philippines	PHLPNS	9 = "
Singapore	SNGPRE	9 = "
Sri Lanka	SR.LNK	9 = "

<u>Country</u>	<u>Abbreviation</u>	<u>Region</u>
Thailand	THILND	9 = South and Southeast Asia
Vietnam	VIETNM	9 = "
Fiji	FIJI	10 = Oceania
Papua New Guinea	P.N.GN	10 = "

Appendix B

## Sources of Data:

Boulding, Elise, Shirley A. Nuss, Dorothy Lee Carson and Michael A. Greenstein. Handbook of International Data on Women. New York: John Wiley and Sons, 1976.

International Labour Office. Yearbook of Labour Statistics (Volumes for 1965-1979). Geneva: ILO.

United Nations. 1977 Demographic Yearbook. New York: Department of International Economic and Social Affairs of the Statistical Office of the United Nations, 1978.

United Nations. 1978 Statistical Yearbook. New York: Department of International Economic and Social Affairs of the Statistical Office of the United Nations, 1979.

World Bank. World Tables. Baltimore: The Johns Hopkins University Press, 1976.

Appendix C

Data sets in Account No. A232L0

ACTIVITY.AVERAGES  
ACTIVITY.BINARY  
ACTIVITY.FREQ  
ACTIVITY.LABELS  
ACTIVITY.MEAN-AND.FREQ.TEXT  
ACTIVITY.REGIONS.COMPARE.TEXT  
ACTIVITY.REGIONS.TEXT  
BINARY.CHANGES  
BINARY.LABRFRCE  
BINARY.SIGMAS  
CHANGES.SUMMARY.TEXT  
CHANGES.TEXT  
ENRL1.TEXT  
ENRL1SD.TEXT  
ENRL2.SD-PC.TEXT  
ENRL2.TEXT  
ENRL2SD.TEXT  
ENRRATIO.TEXT  
FEMALE.ILOLABOR.TEXT  
FLABOR65.TEXT  
FLABOR70.TEXT  
LABOR.SEXDISC.TEXT  
LOAD  
MALE.ILOLABOR.TEXT  
MARSTAT.TEXT  
MINE1.ACTIVITY  
MINE1.CNTL  
MINE1.TEXT  
MLABOR65.TEXT  
MLABOR70.TEXT  
MLABOR75.TEXT  
NUM.DATA  
PROGRAMS.DATA  
SETUP.CLIST  
SEXDS.SPSS.DATA  
SEXSD.SPSS  
SPSS.CNTL  
TEACH1.TEXT  
TEACH2.TEXT  
TEA1.TEXT  
TEA2.TEXT  
TEMP1.TEXT  
TEMP2.TEXT  
TENR1.TEXT  
TENR2.TEXT  
TLABOR70.TEXT  
TLABOR75.TEXT  
TOTAL.ILOLABOR.TEXT  
UNCNTRYS.DATA  
WID.ACTIVITY.TEXT  
WID.CNTRYS.DATA  
WOMENS.TEXT  
WOMENS13.DATA

Appendix D

Note: Tables I and II are computer printouts which have been submitted separately to the Office of Women in Development and, therefore, are not included in this report.



Table IV. Activity Rate Frequencies for 98 Developing Countries

Age Groups and Sectors	1965			1970			1975			
	M	F	T	M	F	T	M	F	T	
10-14	mean	27.10	14.94	21.06	24.66	14.02	19.39	22.01	12.64	17.37
	st.dev.	15.33	13.68	13.11	15.02	13.15	12.79	14.18	12.07	12.01
	no.countries	98	98	98	98	98	98	98	98	98
	0-9.99%	18	51	29	20	53	33	24	54	35
	10-19.99%	19	15	20	20	16	21	23	16	24
	20-29.99%	20	15	22	20	13	21	24	15	23
	30-39.99%	15	10	18	19	11	15	12	11	10
	40-49.99%	18	7	9	15	5	8	14	2	6
	50-59.99%	8	0	0	4	0	0	1	0	0
	60-69.99%	0	0	0	0	0	0	0	0	0
	70-79.99%	0	0	0	0	0	0	0	0	0
	80-89.99%	0	0	0	0	0	0	0	0	0
90-99.99%	0	0	0	0	0	0	0	0	0	
15-19	mean	69.87	34.49	52.34	66.63	33.85	50.38	63.49	32.59	48.21
	st.dev.	12.78	23.34	14.89	13.72	22.57	14.94	13.99	21.36	14.62
	no.countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	16	0	0	17	0	0	17	0
	10-19.99%	0	16	0	0	15	0	0	15	1
	20-29.99%	0	15	2	0	16	7	1	19	7
	30-39.99%	1	16	19	2	14	19	6	15	20
	40-49.99%	6	10	30	8	12	35	12	10	35
	50-59.99%	15	7	18	20	8	13	23	9	14
	60-69.99%	26	7	15	28	5	10	24	6	11
	70-79.99%	27	7	8	20	9	9	16	5	6
	80-89.99%	20	4	6	19	2	5	16	2	4
90-99.99%	3	0	0	1	0	0	0	0	0	
20-24	mean	91.32	39.61	65.66	90.18	40.01	65.26	89.26	40.15	64.90
	st.dev.	4.47	24.47	12.59	4.93	23.68	12.30	5.04	22.90	11.93
	no.countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	13	0	0	13	0	0	12	0
	10-19.99%	0	12	0	0	11	0	0	10	0
	20-29.99%	0	13	0	0	12	0	0	11	0
	30-39.99%	0	14	0	0	13	0	0	17	0

Age Groups and Sectors		1965			1970			1975		
		M	F	T	M	F	T	M	F	T
20-24	40-49.99%	0	15	14	0	17	13	0	17	15
	50-59.99%	0	10	25	0	12	26	0	11	23
	60-69.99%	0	7	25	0	6	27	0	7	30
	70-79.99%	1	7	18	2	10	17	4	9	15
	80-89.99%	37	6	12	40	3	12	46	4	13
	90-99.99%	60	1	4	56	1	3	48	0	2
25-44	mean	97.45	36.63	68.17	97.26	38.77	67.99	97.13	38.87	67.94
	st.dev.	1.11	26.20	13.09	1.20	25.25	12.68	1.20	24.59	12.34
	no. countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	15	0	0	13	0	0	13	0
	10-19.99%	0	12	0	0	11	0	0	11	0
	20-29.99%	0	17	0	0	18	0	0	17	0
	30-39.99%	0	12	0	0	12	0	0	11	0
	40-49.99%	0	9	2	0	14	2	0	15	2
	50-59.99%	0	9	31	0	7	27	0	9	23
	60-69.99%	0	9	25	0	9	29	0	8	31
	70-79.99%	0	4	19	0	8	22	0	8	25
	80-89.99%	0	9	15	0	4	13	0	4	12
	90-99.99%	98	2	6	98	2	5	98	2	5
45-54	mean	96.26	38.32	67.43	95.86	38.16	66.97	95.57	38.08	66.69
	st.dev.	2.04	26.21	13.26	2.29	25.38	13.05	2.29	24.77	12.79
	no. countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	14	0	0	13	0	0	13	0
	10-19.99%	0	17	0	0	18	0	0	15	0
	20-29.99%	0	16	0	0	15	0	0	17	0
	30-39.99%	0	6	0	0	6	0	0	6	0
	40-49.99%	0	8	4	0	12	5	0	14	5
	50-59.99%	0	16	35	0	12	35	0	12	34
	60-69.99%	0	6	17	0	7	17	0	6	20
	70-79.99%	0	8	24	0	9	23	0	9	22
	80-89.99%	1	7	12	1	6	12	2	6	13
	90-99.99%	97	0	6	97	0	6	96	0	4
55-64	mean	89.25	31.01	59.57	87.87	30.61	58.60	86.69	30.09	57.71
	st.dev.	6.27	22.19	12.50	7.20	21.63	12.63	7.40	21.03	12.48
	no. countries	98	98	98	98	98	98	98	98	98

Age Groups and Sectors		1965			1970			1975		
		M	F	T	M	F	T	M	F	T
55-64	0-9.99%	0	20	0	0	20	0	0	20	0
	10-19.99%	0	26	0	0	26	0	0	25	0
	20-29.99%	0	6	0	0	5	0	0	6	0
	30-39.99%	0	11	0	0	13	1	0	15	2
	40-49.99%	0	8	25	0	9	30	0	10	34
	50-59.99%	0	16	29	0	17	23	0	15	21
	60-69.99%	1	6	17	4	4	21	4	3	21
	70-79.99%	10	3	22	10	2	18	10	2	16
	80-89.99%	36	2	3	40	2	4	45	2	4
	90-99.99%	51	0	2	44	0	1	39	0	0
65+	mean	63.95	17.18	38.91	60.99	16.41	36.96	57.30	15.48	34.73
	st.dev.	15.60	15.01	13.21	16.60	14.55	13.43	16.47	13.89	13.13
	no.countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	43	0	0	43	0	0	46	1
	10-19.99%	0	21	6	1	22	9	1	22	12
	20-29.99%	2	15	16	4	16	21	4	16	26
	30-39.99%	6	12	30	6	11	31	13	9	27
	40-49.99%	14	5	25	19	4	19	18	3	22
	50-59.99%	15	0	16	9	0	13	13	0	7
	60-69.99%	15	0	3	26	1	3	21	1	1
	70-79.99%	32	2	2	21	1	2	26	1	2
	80-89.99%	14	0	0	12	0	0	2	0	0
	90-99.99%	0	0	0	0	0	0	0	0	0
All Ages	mean	53.63	22.55	38.19	52.45	22.39	37.47	51.73	22.16	36.98
	st.dev.	4.96	15.39	8.97	5.12	14.71	8.70	4.90	14.06	8.32
	no.countries	98	98	98	98	98	98	98	98	98
	0-9.99%	0	24	0	0	23	0	0	23	0
	10-19.99%	0	26	0	0	24	0	0	23	0
	20-29.99%	0	17	22	0	22	22	0	23	23
	30-39.99%	0	15	37	0	14	40	0	15	44
	40-49.99%	29	12	23	36	12	24	41	11	22
	50-59.99%	58	4	16	56	3	12	53	3	9
	60-69.99%	11	0	0	6	0	0	4	0	0
	70-79.99%	0	0	0	0	0	0	0	0	0
	80-89.99%	0	0	0	0	0	0	0	0	0
	90-99.99%	0	0	0	0	0	0	0	0	0

Age Groups and Sectors		1965			1970			1975		
		M	F	T	M	F	T	M	F	T
Agriculture	mean	63.76	56.59	63.16	60.89	54.40	60.31	0.0	0.0	0.0
	st.dev.	21.99	35.07	23.72	22.68	35.38	24.43	0.0	0.0	0.0
	no. countries	98	98	98	98	98	98	98	98	98
	0-9.99%	3	15	3	3	19	5	98	98	98
	10-19.99%	1	9	4	4	9	4	0	0	0
	20-29.99%	5	9	3	3	7	4	0	0	0
	30-39.99%	7	5	6	8	3	6	0	0	0
	40-49.99%	4	3	10	7	4	11	0	0	0
	50-59.99%	16	4	18	14	5	16	0	0	0
	60-69.99%	19	8	11	21	10	12	0	0	0
	70-79.99%	16	5	9	15	2	12	0	0	0
	80-89.99%	21	12	25	20	15	22	0	0	0
90-99.99%	6	28	9	3	24	6	0	0	0	
Industry	mean	15.66	11.78	14.35	16.84	12.31	15.38	0.0	0.0	0.0
	st.dev.	10.46	11.74	9.98	10.70	11.94	10.19	0.0	0.0	0.0
	no. countries	98	98	98	98	98	98	98	98	98
	0-9.99%	35	53	38	32	47	36	98	98	98
	10-19.99%	39	27	37	33	30	30	0	0	0
	20-29.99%	13	13	15	20	15	22	0	0	0
	30-39.99%	8	1	7	10	2	9	0	0	0
	40-49.99%	2	2	0	2	2	0	0	0	0
	50-59.99%	1	2	1	1	1	1	0	0	0
	60-69.99%	0	0	0	0	1	0	0	0	0
	70-79.99%	0	0	0	0	0	0	0	0	0
	80-89.99%	0	0	0	0	0	0	0	0	0
90-99.99%	0	0	0	0	0	0	0	0	0	
Services	mean	20.59	31.63	22.48	22.27	33.29	24.31	0.0	0.0	0.0
	st.dev.	12.59	26.95	14.53	13.06	27.40	15.12	0.0	0.0	0.0
	no. countries	98	98	98	98	98	98	98	98	98
	0-9.99%	21	31	27	13	30	22	98	98	98
	10-19.99%	35	13	16	36	13	20	0	0	0
	20-29.99%	23	13	28	26	10	25	0	0	0
	30-39.99%	11	2	15	12	6	15	0	0	0
	40-49.99%	6	8	7	7	6	9	0	0	0
	50-59.99%	0	8	3	2	11	5	0	0	0
	60-69.99%	2	11	2	2	8	2	0	0	0

Age Groups  
and Sectors

		1965			1970			1975		
		M	F	T	M	F	T	M	F	T
Services	70-79.99%	0	10	0	0	13	0	0	0	0
	80-89.99%	0	1	0	0	0	0	0	0	0
	90-99.99%	0	1	0	0	1	0	0	0	0

Table V. Employment Sex Discrepancies\* for 137 Developed and Developing Countries by Sector: 1965-1970

Country Abbreviations	Agriculture		Industry		Services	
	1965	1970	1965	1970	1965	1970
BURNDI	96.76	96.09	92.73	92.32	82.79	81.26
CN.A.R	88.68	88.60	94.65	94.88	57.94	58.81
CHAD	-7.25	-13.29	79.71	83.38	31.36	29.90
CONGO	3.44	3.30	82.88	81.70	51.67	49.04
BENIN	-6.30	-5.83	58.36	57.25	64.96	63.85
EGYPT	50.99	50.16	93.66	95.72	76.94	80.45
ETHPIA	21.61	26.80	49.02	45.10	15.49	13.97
GABON	68.39	71.86	0.50	1.95	-68.49	-66.99
GAMBIA	90.24	92.28	91.65	89.78	72.76	69.13
GHANA	28.20	28.84	27.06	25.59	45.20	43.59
GUINEA	11.45	12.12	90.01	88.13	50.22	44.81
GNE-BS	3.04	2.35	65.84	59.63	61.44	56.01
IV.CST	25.75	21.80	31.75	24.27	0.38	-1.32
KENYA	12.13	11.69	52.72	48.75	79.18	77.85
LESTHO	93.22	93.07	92.83	92.44	88.40	88.46
LIBRIA	10.69	10.70	90.96	90.77	11.48	7.73
LIBYA	25.13	25.62	80.45	80.38	56.43	55.92
MDGSCR	4.62	7.57	64.44	63.24	26.40	25.59
MALAWI	22.29	22.79	90.92	89.31	60.27	56.81
MALI	96.90	96.34	79.34	82.68	89.75	90.66
MARITN	3.01	4.48	67.67	66.81	32.29	31.46
MURITS	20.15	20.18	78.69	77.62	52.13	50.40
MORCCO	3.48	4.05	-43.26	-43.67	69.18	68.06
MZMBQE	91.33	90.85	97.93	97.75	96.26	96.17
NAMBIA	57.27	56.38	86.01	83.84	48.17	50.12
NIGER	87.69	79.99	55.92	61.92	60.50	60.15
NGERIA	36.86	34.37	92.26	93.46	85.25	83.70
REUNON	54.27	51.85	95.19	95.58	16.20	18.17
RWANDA	80.28	79.50	97.31	97.28	84.68	84.45
SENGAL	19.35	23.05	43.93	37.83	-0.28	-2.77
SR.LNE	86.19	87.79	85.08	84.82	10.15	10.74
SOMLIA	-0.16	-0.26	90.55	90.31	43.19	40.87
S.AFRC	11.86	12.64	72.25	67.69	57.74	52.93
ZIMBWE	18.91	19.56	82.69	79.75	34.82	30.71
SUDAN	35.32	35.32	88.18	87.47	60.98	59.11
TOGO	56.65	34.12	81.72	76.49	5.59	2.88
TNISIA	35.99	36.05	72.65	71.89	35.16	34.55
UGANDA	80.84	80.22	74.99	74.63	78.19	77.62
CAMRON	25.46	25.34	35.72	31.67	-36.25	-39.55
TNZNIA	97.41	97.08	69.65	65.80	79.57	76.76
UP.VLT	28.24	28.48	80.16	79.57	48.23	46.41
ZAIRE	4.36	3.54	92.46	91.66	74.44	72.73
ZAMBIA	21.27	21.39	78.38	76.81	53.12	50.69
ARGTNA	7.05	8.30	-43.56	-44.90	67.88	66.91

Country Abbreviations	Agriculture		Industry		Services	
	1965	1970	1965	1970	1965	1970
BOLVIA	-3.37	-3.31	89.56	87.37	83.57	81.72
BRAZIL	34.14	37.05	65.27	60.93	14.15	9.80
CANADA	88.02	87.19	67.41	67.72	31.39	28.30
CHILE	84.94	84.37	58.59	61.25	3.36	5.13
COLOMBIA	80.59	81.18	72.51	76.38	31.36	22.87
COSTA RICA	78.95	75.66	66.99	64.10	20.24	15.42
CUBA	93.42	94.03	68.75	67.76	25.07	30.16
DOM. REP.	90.83	91.70	51.48	46.98	15.74	15.34
ECUADOR	95.94	96.13	69.48	69.28	21.82	24.48
EL SALVADOR	95.58	90.31	71.42	69.69	42.33	40.73
GUYANA	96.66	96.58	76.84	77.47	28.26	30.83
GUYANA	88.85	87.58	49.95	49.94	24.57	22.45
HAITI	94.22	94.24	53.46	54.45	-1.65	0.04
HONDURAS	95.65	96.24	62.57	66.13	17.97	19.10
JAMAICA	69.27	70.98	78.53	79.67	17.87	16.10
MEXICO	18.06	19.84	1.91	-0.01	-45.63	-49.07
NICARAGUA	98.19	98.25	60.07	62.95	3.35	5.03
PANAMA	71.38	77.94	40.67	44.83	-26.67	-27.36
PARAGUAY	85.85	91.50	72.39	66.47	31.83	27.16
PERU	92.68	93.47	57.60	57.20	4.35	8.07
PR. RICA	91.77	89.96	63.77	60.67	3.05	2.80
TRINIDAD & TOBAGO	84.92	87.36	32.89	34.30	17.18	16.11
URUGUAY	76.41	79.92	60.93	61.30	28.44	29.62
URUGUAY	96.18	95.47	51.86	51.69	34.46	35.50
VENEZUELA	48.05	46.49	66.68	68.19	14.94	16.78
AFGHANISTAN	78.56	79.05	55.54	54.27	11.16	7.16
ARGENTINA	91.55	92.03	57.57	59.39	26.69	23.16
ENGLAND	93.19	93.91	70.20	71.71	36.28	31.89
BHUTAN	62.46	61.22	74.03	72.12	82.60	81.05
BURMA	75.40	65.25	64.17	61.96	21.89	18.24
CHINA	66.42	65.08	65.65	64.21	84.72	83.36
CYPRUS	19.59	19.66	62.41	57.16	69.25	66.28
FIJI	33.25	40.94	5.04	1.63	4.31	6.06
HONG KONG	11.31	12.50	50.02	42.50	62.82	59.07
INDIA	4.83	7.94	55.19	55.54	48.22	38.76
INDONESIA	95.49	91.10	94.04	91.48	55.10	50.64
IRAN	24.96	27.77	33.30	24.50	41.51	43.50
IRAQ	26.75	24.17	49.37	47.88	68.05	67.69
ISRAEL	42.20	39.21	34.92	28.11	38.92	38.32
JAPAN	89.84	90.09	49.15	48.67	75.82	74.95
JORDAN	96.30	96.62	89.71	89.79	87.91	87.03
DEM. KAMP.	56.56	51.88	72.72	71.86	23.87	20.19
KR. DEM.	-3.99	-5.67	43.62	40.65	21.63	19.19
KR. REP.	91.55	91.66	90.88	91.06	84.85	83.52
KUWAIT	10.59	12.07	51.70	49.92	41.97	40.70
LAO DEM.	-9.32	-9.49	28.44	29.47	32.33	29.18
LEBANON	35.18	23.13	57.60	50.35	48.35	43.96
LIBYIA	99.20	99.54	98.45	97.75	85.48	79.36
MONGOLIA	2.55	4.86	36.67	33.37	28.38	26.92
NEPAL	61.34	58.36	78.25	72.49	69.87	64.33

Country Abbreviations	Agriculture		Industry		Services	
	1965	1970	1965	1970	1965	1970
N.ZLND	26.38	23.00	64.79	56.89	61.74	54.06
PAKSTN	23.30	25.72	47.38	41.27	47.45	44.12
P.N.GN	16.72	16.86	49.23	49.49	65.61	61.71
PHLPNS	79.05	72.51	63.07	60.68	22.83	20.16
FR.PLY	78.90	78.17	84.99	85.13	87.90	87.08
E.TIMR	10.06	9.42	78.75	77.25	60.24	58.08
SD.ARB	53.39	56.21	17.40	29.89	-2.06	-2.44
SNGPRE	0.0	0.0	0.0	0.0	0.0	0.0
SR.LNK	84.23	83.91	93.49	93.71	49.39	50.85
SYRIA	89.83	88.89	97.50	97.46	93.97	93.87
TAIWAN	31.81	52.68	52.34	41.82	56.01	50.15
THILND	44.25	43.56	60.05	57.44	65.23	66.50
TURKEY	76.52	72.15	88.46	86.72	81.16	85.64
VIETNM	-0.07	0.82	31.89	29.87	21.86	21.24
YMN, AR	4.59	5.40	80.47	81.66	68.91	59.84
YMN, IM	9.07	13.65	30.34	28.98	19.70	19.54
ALBNTA	0.0	0.0	0.0	0.0	0.0	0.0
AUSTRA	91.76	91.32	95.51	95.33	92.55	91.87
BELGUM	89.53	88.41	97.70	97.65	91.21	90.60
BULGRA	4.18	2.68	56.94	57.93	39.14	37.50
CZCHSK	-1.35	4.61	41.32	45.30	8.11	4.45
DENMRK	66.43	64.41	62.38	60.32	24.71	22.19
FINLND	-6.15	-10.09	46.31	46.37	26.31	23.82
FRANCE	4.15	10.97	31.32	25.74	-4.01	-9.63
GRM, DM	70.99	56.86	56.42	54.92	1.91	1.23
GERMNY	29.95	33.45	43.49	41.83	-11.28	-12.76
GREECE	35.05	36.00	55.06	55.88	9.33	7.48
HUNGRY	11.58	12.57	30.06	28.29	-17.44	-20.53
IRLAND	-3.81	2.58	49.42	47.19	11.78	11.35
ITALY	16.04	9.75	60.08	64.21	53.15	51.22
NTHRLN	21.52	24.03	31.87	24.00	6.66	-2.79
NORWAY	75.18	81.75	56.68	59.45	18.21	20.03
POLAND	45.03	41.93	60.35	59.67	34.74	31.76
PRYGAL	82.65	84.90	75.69	75.99	23.71	17.76
ROMNIA	81.23	65.82	71.49	72.00	20.82	20.54
SPAIN	-8.48	-9.37	42.99	37.75	3.38	-3.18
SWEDEN	77.68	66.97	57.74	50.59	32.30	33.66
SWTRLD	-11.41	-14.18	58.29	57.80	24.30	21.31
USSR	80.51	78.99	66.94	67.50	36.41	41.28
UN.KNG	74.13	60.48	62.30	61.14	-1.37	-2.98
YGSLSA	71.15	55.99	52.37	53.37	3.31	6.09

\* Sex discrepancy expressed as  $\left(\frac{M-F}{T}\right) * 100$

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Table VI. Sex Discrepancy Statistics for LDC Developing Countries by Age and Sector: 1965-1975

Age Groups and Sectors	1965			
	mean	st.dev.	min.value	max.value
10-14	64.22	62.90	-45.29	186.64
15-19	71.22	58.53	-10.22	184.61
20-24	79.56	55.58	0.0	189.98
25-44	87.54	58.01	0.0	192.96
45-54	87.18	58.80	0.0	185.01
55-64	97.90	57.74	0.0	202.45
65+	120.42	57.19	0.0	231.68
All Ages	83.93	57.04	0.0	186.61
Agri.	17.79	45.84	-62.26	123.20
Ind.	42.01	66.19	-146.32	175.94
Serv.	-15.79	90.38	-323.74	142.94
1970				
10-14	61.74	63.66	-62.32	185.68
15-19	68.76	58.10	-9.62	183.90
20-24	77.25	54.33	0.0	195.77
25-44	86.65	56.86	0.0	204.21
45-54	87.10	58.05	0.0	194.25
55-64	97.87	57.48	0.0	200.77
65+	121.17	57.42	0.0	228.72
All Ages	82.35	55.98	0.0	187.58
Agri.	19.27	47.21	52.34	125.34
Ind.	42.15	63.26	-131.93	178.61
Serv.	-14.97	84.87	-308.52	137.29
1975				
10-14	60.40	62.47	-63.38	182.16
15-19	67.36	56.70	-9.62	183.43
20-24	75.74	53.07	0.0	189.18
25-44	85.95	55.84	0.0	203.91
45-54	86.77	57.38	0.0	197.43
55-64	97.99	57.03	0.0	195.55
65+	121.10	57.22	0.0	223.11
All Ages	81.56	54.87	0.0	186.52
Agri.	0.0	0.0	0.0	0.0
Ind.	0.0	0.0	0.0	0.0
Serv.	0.0	0.0	0.0	0.0

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