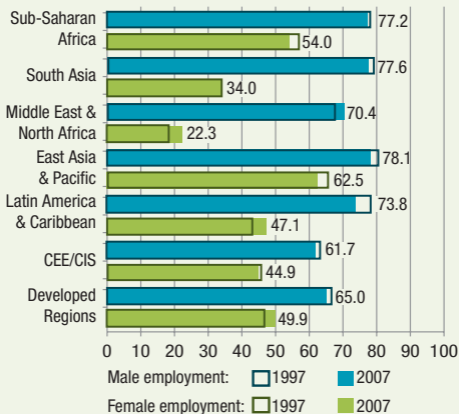


**FIGURE**  
**4.1**

## Men's Productive Potential is Tapped to a Greater Extent than Women's

Across all regions, employment-to-population ratios are significantly higher for men compared to women, particularly in South Asia and the Middle East & North Africa.

Employment to Population Ratios by Sex (%)



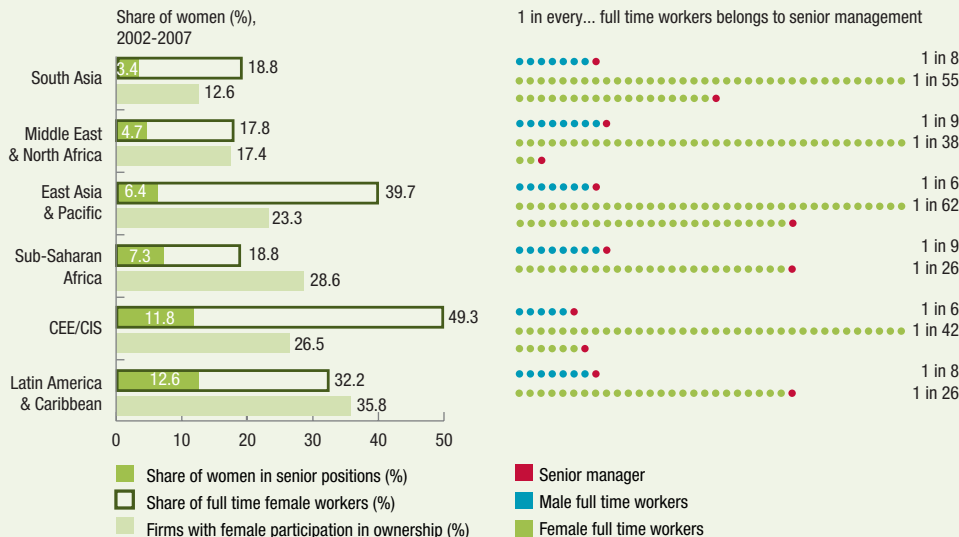
Notes: The employment to population ratio is defined as the number of employed persons, calculated as a percentage of the working-age population. This indicator provides some information on the efficacy of the economy to create jobs. Weighted regional averages were calculated by ILO using UNIFEM's regional groupings. The value labels shown are for 2007.

Sources: ILO (2008); ILO Key Indicators of the Labour Market database; and estimates provided by ILO to UNIFEM on request.

**FIGURE**  
4.10

## There is 1 Woman for Every 9 Men in Senior Management Positions in Firms

While the number of men in senior management positions per total share of full time employment is relatively stable (between 1 in 6 to 1 in 9), the number of women is dramatically lower, ranging from 1 in 26 women in sub-Saharan Africa and in Latin America and Caribbean, to 1 in 62 women in East Asia and Pacific. The percentage of women in senior positions ranges from 3 to 12%, despite the fact that the share of full time female employment ranges from 17% to 49%.



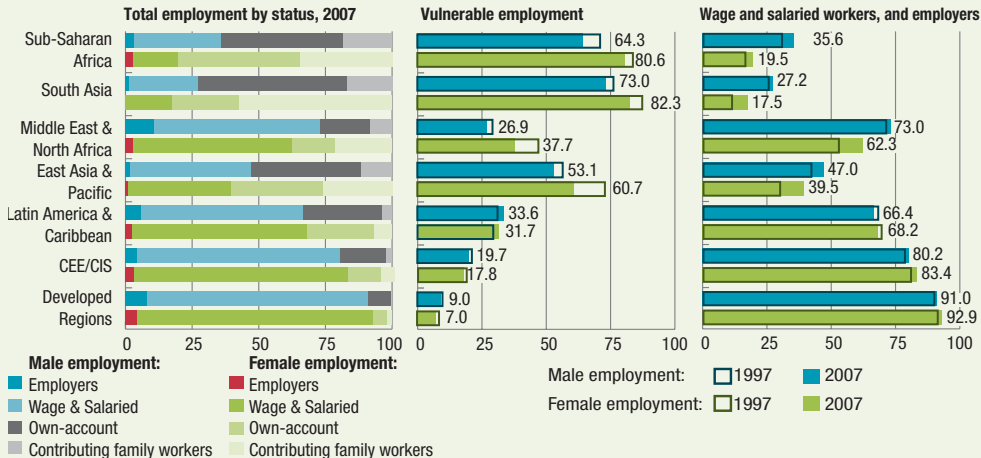
Notes: Unweighted regional averages were estimated. Complete information for developed regions was unavailable. Estimates on the number of persons in senior positions per full time workers are UNIFEM calculations. These estimates were produced using the percentages from the left side graph, and assuming that 10% of the full time employees are in senior positions. If the actual percentage is different from the assumed 10%, the actual number of persons estimated would also change, but the female to male ratio would remain the same.

Source: World Bank Enterprise Survey.

## FIGURE 4.2 | Women are a Smaller Proportion of Salaried Workers than Men

In most developing regions, about one half to two thirds of women hold vulnerable employment. Although the percentage of women in vulnerable employment has dropped since 1997 in most regions, a disparity between men and women exists, specially in the Middle East & North Africa and Sub-Saharan Africa.

Status in Employment as Share of Total Employment (%)



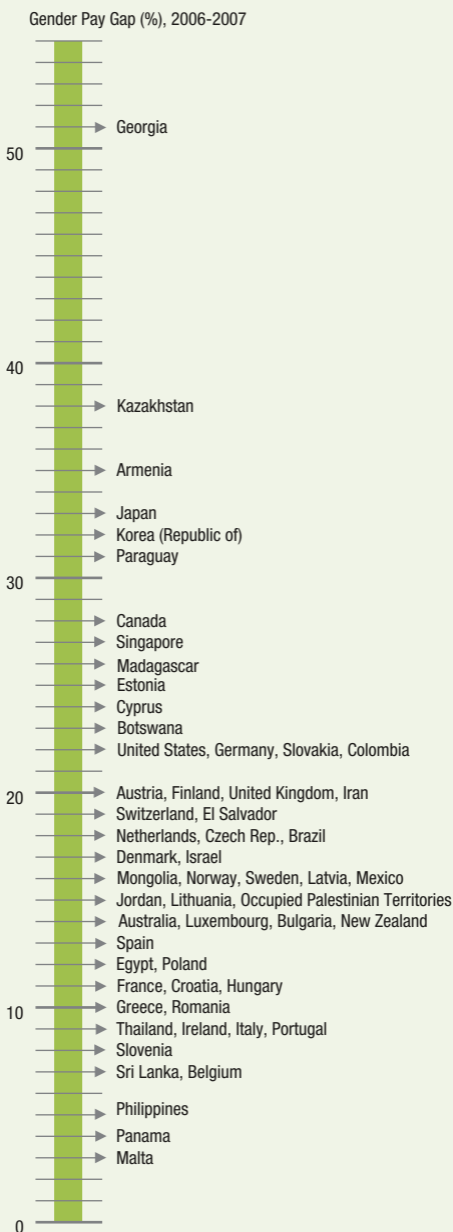
Notes: Wage and salaried workers are also known as “employees” or persons in paid jobs, where the incumbent holds an explicit or implicit contract and receives a basic remuneration that is not directly dependent on the revenue of the unit for which they work. Own-account workers are persons who are self-employed with no employees working for them. Contributing family workers are own-account workers who work without pay in an establishment operated by a relative living in the same household. Vulnerable employment is calculated as the sum of own-account workers and contributing family workers. Weighted regional averages were calculated by ILO using UNIFEM’s regional groupings. The value labels shown are for 2007.

Sources: ILO (2008); ILO Key Indicators of the Labour Market database; and estimates provided by ILO to UNIFEM on request.

**FIGURE  
4.3**

**Women are Paid 17% Less Than Men**

According to public information collected by the International Trade Union Confederation (ITUC), the gender pay gap ranges from 3% to 51% with a global average of 17%. Information available only for selected countries.



Notes: This graph includes only information for those countries included in the regional groupings used throughout this report. For this reason, the global average of 17.03% is slightly different from the 15.6% reported by ITUC (2008). The graph does not show the information corresponding to Costa Rica and Qatar, where a negative gender pay gap of 2.2% was reported — these numbers were, however, included in the average estimations. Finally, information from Bahrain was not included.

Source: ITUC (2008).

**FIGURE**  
4.4

## The Gender Pay Gap is Higher in the Private Sector

Women tend to earn less than men, and the gender pay gap in the private sector tends to be wider than in the public sector.



Notes: ITUC also reports information for employment in the non-profit sector and "other"; however, information for the private and public sector only is reported here, since these represented 90% or more of the sample.

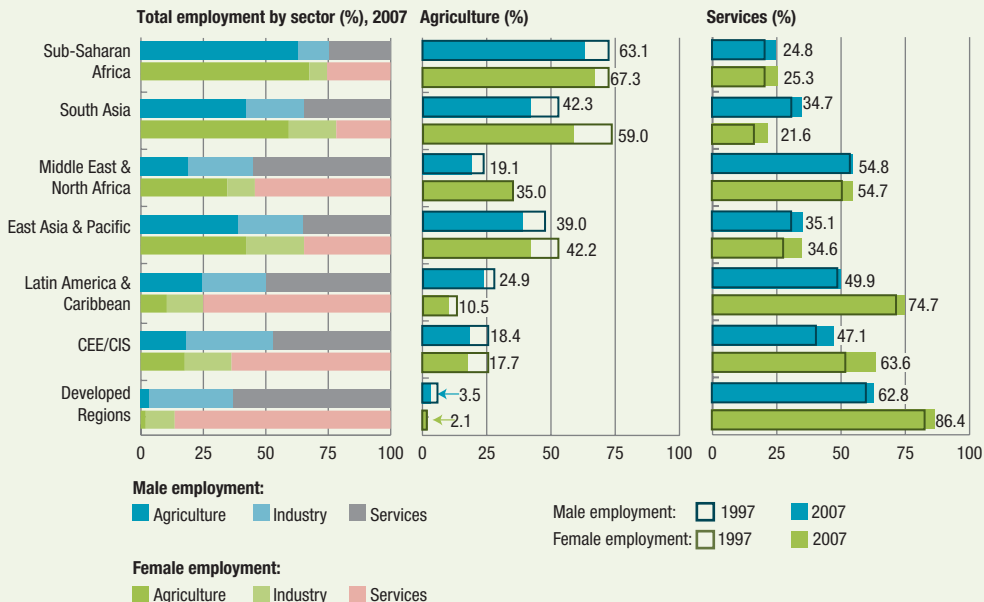
Source: ITUC (2008).

# FIGURE 4.5 Women Tend to be Employed in Agriculture or Services

4.5

In most regions female employment is concentrated in either services or agriculture, with fewer women than men employed in industry (ranging from 7 to 23% in all regions, compared to 12 to 34% for men). The only region where men and women have similar patterns of employment by sector, both in relative composition and in trend, is East Asia & Pacific.

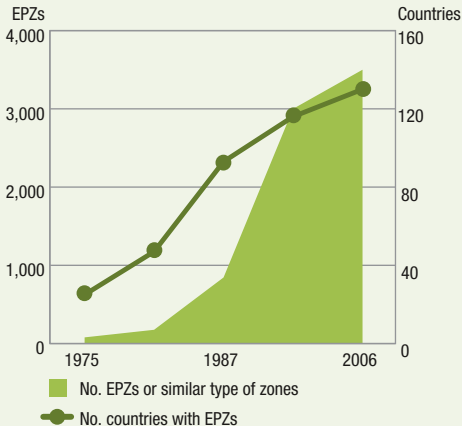
Employment by sector (as share of total employment) by sex



Notes: Weighted regional averages were calculated by ILO using UNIFEM's regional groupings. The value labels shown are for 2007.

Sources: ILO (2008); ILO key indicators of the Labour Market database; and estimates provided by ILO to UNIFEM on request.

**FIGURE 4.6** | **Export Processing Zones: An Increasing Trend**



Notes: ILO defines EPZs as industrial zones with special incentives to attract foreign investors, in which imported materials undergo some degree of processing before being re-exported.

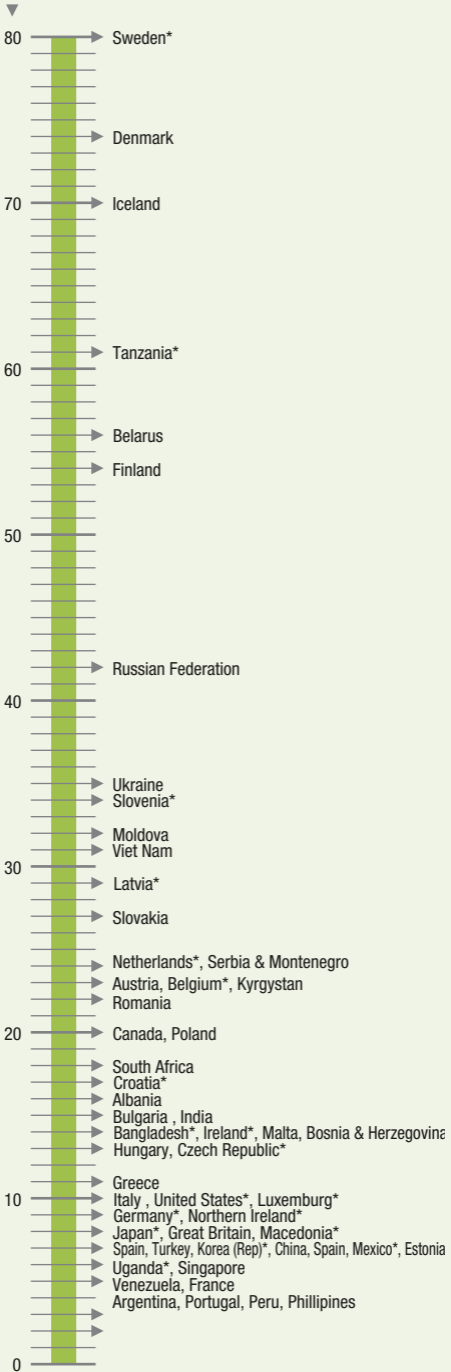
Source: ILO (2007).

**FIGURE**  
4.8

**Female Membership in  
Labour Unions**

In most countries, less than 40% of the employed population belongs to labour unions; women tend to join in lower numbers than men.

% women employed that are members of labour unions (1999-2004)



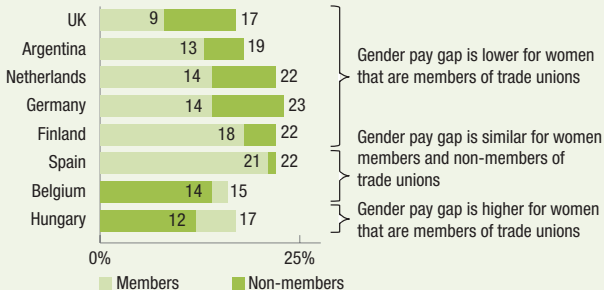
Notes: Calculations were based on self-identification in the World Values Surveys as member of a labour union and limited to those that declared they were employed. \*Countries marked with an asterisk have statistically significant differences for men and women (23 out of 59 countries)

Source: World Values Survey database.

**FIGURE**  
4.9

## Gender Pay Gap, by Membership of Trade Unions, 2006-2007

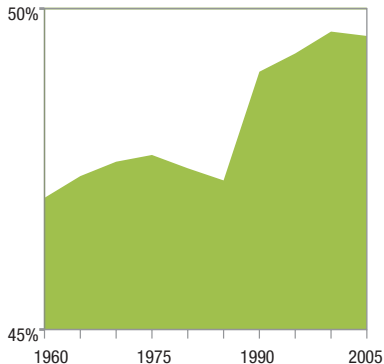
Gender gap exists. Women are paid less than men performing similar work in (%)



Source: ITUC (2008).

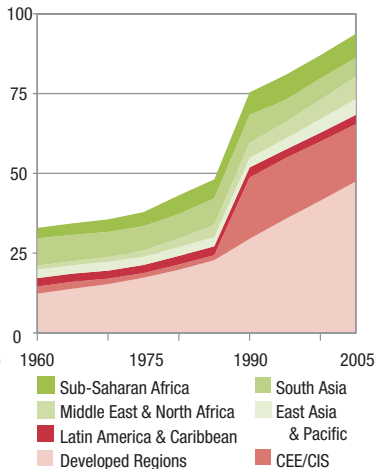
**FIGURE A** | Women are Half of the World's Migrants

Female migration  
(as % of total international migrants)



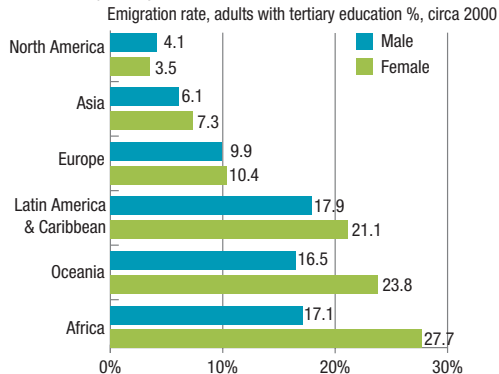
Source: UN Population Division database.

Female migration distribution  
by region in millions



**FIGURE B** | Women Lead the Brain Drain

With the exception of North America, the average rate of migration of women with tertiary education levels is higher than that of men, particularly in Africa and Oceania where the difference is as high as 8% and 10% respectively.



Notes: Regional groupings as calculated by source. Information at country level was not available, so the regional groupings used throughout the rest of this report could not be applied here.

Source: Martin, J.P., Dumont, J. & Spielvogel, G. (2007).