

LMF1.6: Gender differences in employment outcomes

Definitions and methodology

This indicator presents data on gender differences in employment outcomes through four main measures:

- The *gender gap in the employment rate* (15-64 year olds), with the employment rate calculated as the number of people aged 15-64 years old in employment as a proportion of the corresponding population, and the gender gap calculated as the male rate minus the female rate. Definitions of employment follow [ILO guidelines](#).
- The *gender gap in the employment rate* (25-64 year olds) *by level of educational attainment*, with levels of educational attainment defined according to the standard ISCED 2011 classification (See OECD (2021) [OECD Education at a Glance 2021](#): OECD Indicators for more details).
- Male and female *part-time employment rates*, calculated as the number of people in part-time employment as a proportion of total employment. Part-time employment is defined as people who usually work less than 30 hours per week in their main job (see comparability and data issues).
- The *female share of managers*, calculated as the proportion of persons employed as managers that are female. ‘Managers’ are defined as the employed who hold jobs classified in International Standard Classification of Occupations (ISCO) 08 category one (“Managers”).

In addition to the data on gender differences in employment outcomes, this indicator also provides supplementary information on maternal employment in Box LMF1.6.A. Maternal employment is captured by one measure:

- *Employment rates for women (15-64 year olds) with at least one child (aged 0-14) by age of youngest child in the household*. Here, ‘children’ are generally defined as any children aged 0-14 inclusive who live in the same household and are reported as the child of the woman (including both biological children and step or adoptive children). Women with children who do not live in the same household are generally not included, nor are women with children aged 15 or older regardless of whether or not the child lives in the same household and/or is dependent on the woman. The age groups used for the youngest child are 0-2, 3-5 and 6-14 years of age. Definitions of employment again follow [ILO guidelines](#).

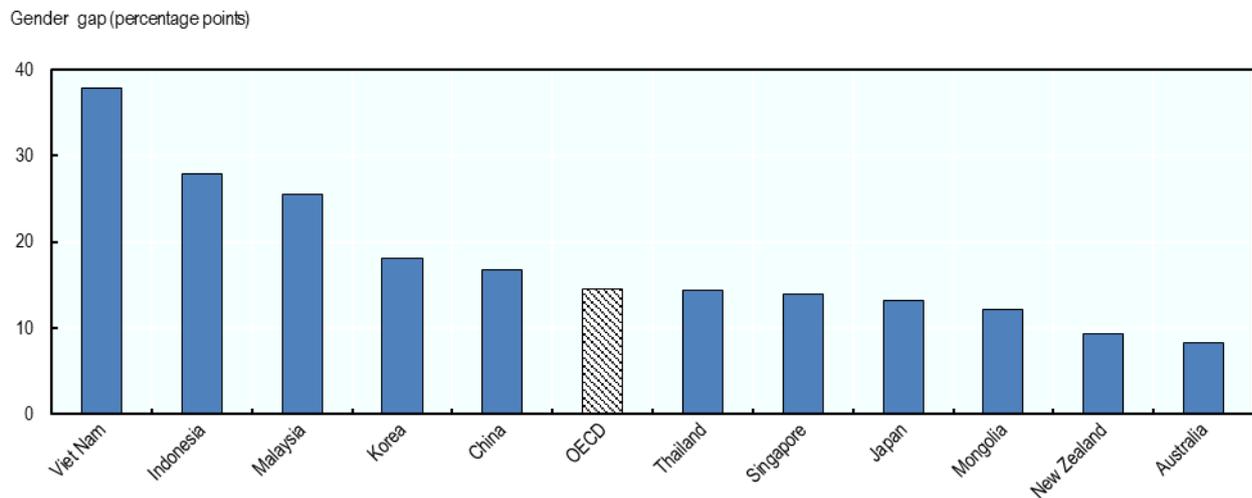
Key findings

Across Asia/Pacific countries as also across OECD countries, women are less likely to be found in employment than men (Chart LMF1.6.A). In all of the covered Asia/Pacific countries employment rates for men are higher than those for women, and in many the size of the gender gap is relatively large. Among the covered Asia/Pacific countries, the largest gender employment gaps are in Malaysia (26pp), Indonesia (28pp) and Viet Nam (38pp)—gaps that in all cases are far larger than the average for OECD countries, for example

<i>Other relevant indicators:</i> LMF1.4 Employment profiles over the life-course; LMF2.1 Usual weekly working hours among men and women by broad hours groups
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(15pp). The smallest gender employment gaps are in New Zealand (9pp) and Australia (8pp).

Chart LMF1.6.A. Gender gap in the employment rate, 2020 or latest available
Gender difference (male minus female) in the employment rate, 15-64 year olds



Notes: Data for China refer to 2015, for Malaysia to 2016, for Indonesia to 2017, for Viet Nam to 2018 and for Mongolia to 2019. Data for Singapore refer to the June of the given year, and to nationals currently resident in Singapore, only. Data for Mongolia refers to age group 15 and above. The OECD average refers to the unweighted average across the 36 OECD member countries with available and comparable data. See OECD Family Database Indicator LMF1.6 (<http://www.oecd.org/els/family/database.htm>) for more detail.

Sources: [Australia, Indonesia, Japan, Korea and New Zealand: OECD Employment Database](#); China: 1% National Population Sample Survey 2015; Singapore: Ministry of Manpower (2020), Labour Force in Singapore: Impact of COVID19 on the Labour Market, Table 70, Table 17; Thailand: Labour Force Survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2018; Malaysia: ILO ILOSTAT Database; Mongolia: Labour Force Survey 2019.

Where available, data suggest that in most Asia/Pacific countries gender gaps in employment rates are smaller among men and women with high levels of educational attainment than among those with low education (Table LMF1.6.A). In Australia, for example, the gender gap among men and women with tertiary education (9pp) is about 9 percentage points smaller than that among men and women who have not yet attained upper secondary education (18pp). In Indonesia, the difference is as big as 20pp. Korea is the exception – there, the relation runs in the opposite direction, with the smallest gender gap among men and women who have not completed upper secondary education and the largest among those with tertiary education.

In most Asia/Pacific countries, employed women are far more likely to work part-time than employed men (Chart LMF1.6.B). The proportion of employed women in part-time employment is higher than the proportion for men in all of the covered Asia/Pacific countries, with the gap in some countries (like Japan and Australia) greater than 20 percentage points. However, in a couple of countries the gender gap is only relatively small. In Thailand, the gender gap is 1 percentage point. In contrast, in Viet Nam, the share of employed women in part-time employment is 4 percentage points lower than the share of employed men in part-time employment.

Table LMF1.6.A. **Gender gaps in employment rates by educational attainment, 2020 or latest available**

Male and female employment rates by level of education attained, 25-64 year olds

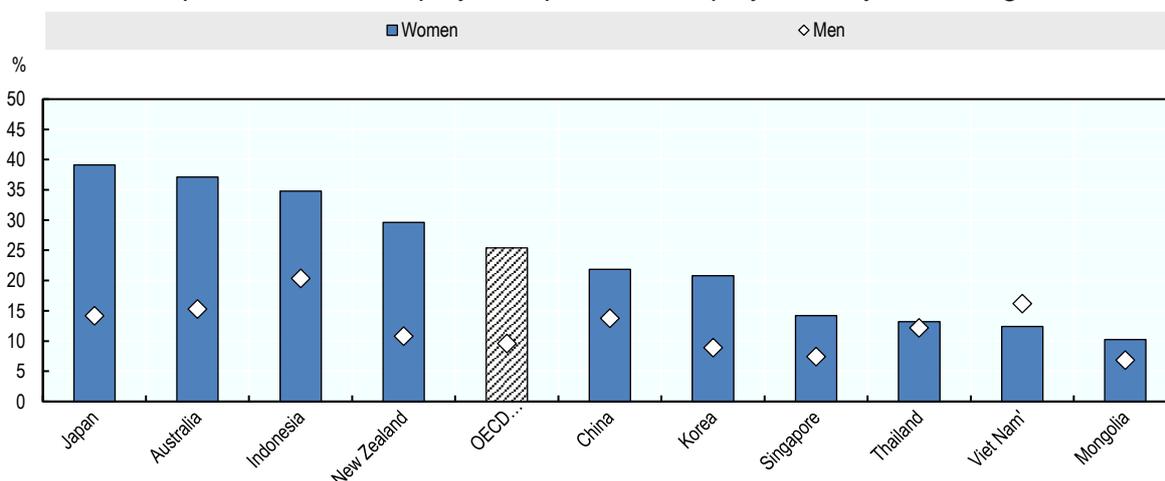
	Below upper secondary			Upper secondary or post-secondary non-tertiary			Tertiary Education		
	Gender			Gender			Gender		
	Male	Female	Gap	Male	Female	Gap	Male	Female	Gap
Australia	65.8	47.6	18.2	81.4	65.5	15.9	86.4	77.6	8.7
China	84.1	66.9	17.2	80.6	51.5	29.1	88.9	80.2	8.7
Indonesia	90.6	58.0	32.6	89.3	53.7	35.6	89.2	75.8	13.3
Japan	..	..	..	..	..	..	94.6	77.7	16.9
Korea	70.3	55.4	14.9	80.8	59.6	21.2	87.2	65.4	21.8
Malaysia	..	..	..	..	..	..	..	..	..
New Zealand	78.2	62.8	15.4	89.2	73.8	15.4	92.1	84.4	7.7
Singapore	..	..	..	..	..	..	..	..	..
Thailand	72.7	52.4	20.3	77.4	63.3	14.1	81.1	78.6	2.5
Viet Nam	92.4	88.3	4.1	85.7	80.1	5.6	87.9	82.6	5.3
OECD average	67.8	46.7	21.1	81.7	66.9	14.8	88.7	80.6	8.0
Mongolia	75.3	60.6	14.7	70.3	56.1	14.2	81.6	66.9	14.7

Notes: Data for China and Viet Nam refer to 2018, and for Japan and Mongolia to 2019. For Japan, data on tertiary education include upper secondary and post-secondary non-tertiary programmes (less than 5% of the adults are under this group). The OECD average refers to the unweighted average across OECD member countries. See OECD Education at a Glance 2021 (<http://www.oecd.org/education/eag.htm>) for more detail.

Sources: [Australia, Indonesia, Korean, Japan, New Zealand and the OECD average: OECD Education at a Glance 2019](#); China: China Social Survey 2019; Thailand: Labour Force Survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2018; Mongolia: Labour force survey

Chart LMF1.6.B. **Gender differences in part-time employment, 2020 or latest available**

Proportion of total employed in part-time employment, by sex, all ages



Notes: Data for China refer to 2010, for Indonesia to 2017, for Mongolia and Viet Nam to 2018, for Australia, Japan, Korea, New Zealand and OECD average to 2019. Part-time employment as a proportion of total employment. 'Part-time' here refers to persons who usually work less than 30 hours per week in their main job. For Japan and Korea, part-time employment is based on actual rather than usual weekly working hours. For China and Mongolia, part-time employment refers to persons who usually work less than 40 hours in their main job.

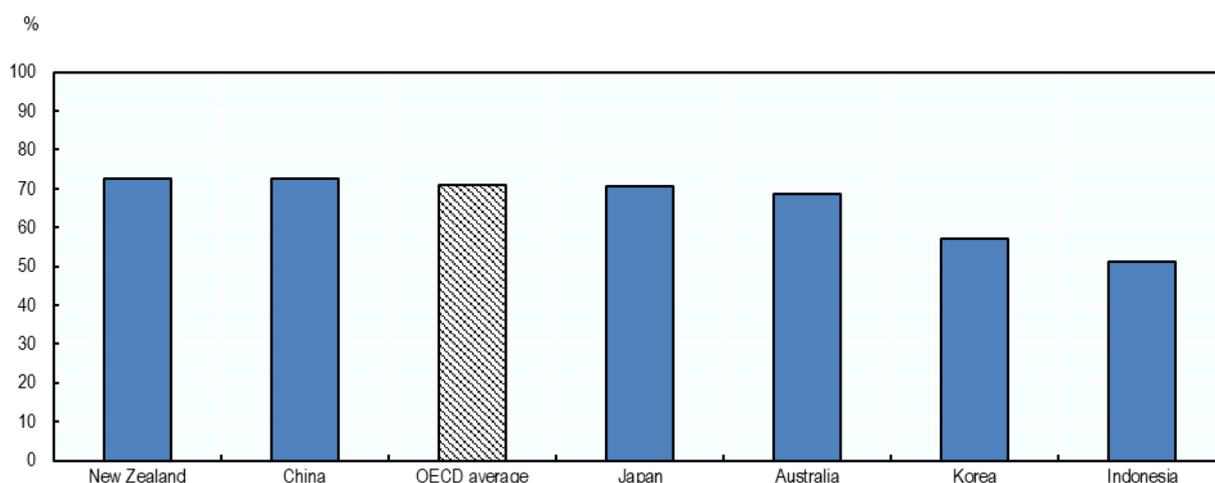
Sources: [Australia, Japan, Korea and New Zealand: OECD Employment Database](#); China: Population Census 2010; Singapore: Ministry of Manpower (2020), Labour Force in Singapore: Impact of COVID19 on the Labour Market Table 53; Thailand: Labour Force Survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2018; Mongolia: Labour Force Survey 2018; Indonesia: OECD Education at a Glance 2019.

Box LMF1.6.A: Employment rates for mothers

Parenthood often has very different effects of the labour market behaviours of men and women. Across countries, women tend to take on the lion's share of the extra unpaid work that comes with children and parenthood, and women's careers are often disproportionately hampered by childbearing and childrearing in ways that men's careers are not. While not the only factor at play, the differential effects of parenthood on men and women's patterns of employment and labour market behaviours are some of the major drivers behind the gender differences in employment outcomes seen throughout this indicator.

Comparable data and information on maternal employment are relatively scarce for Asia/Pacific countries, but those data that do exist point to considerable differences in maternal employment rates across countries (Box Chart LMF1.6.E). In New Zealand, for example, employment rates for mothers are very high: in 2019 close to three-quarters (73 %) of mothers in New Zealand with a youngest child aged 0-14 were in employment, higher than the average for OECD countries (71 %). Employment rates among mothers are generally much lower in the other Asia/Pacific countries covered here. In Australia, China, Japan and New Zealand, around 70% of mothers with children aged 0-14 are in paid work. In Indonesia, this was 51%.

Box Chart LMF1.6.E. Maternal employment rates, 2019 or latest available year
 Employment rates (%) for women (15-64 years old) with children (aged 0-14)



Notes: Data for China and Indonesia refer to 2015 and for Japan to 2018. For Australia and Japan, data cover all women aged 15 and over, and for Korea married women aged 15-54. For Korea, children aged 0-17. For Australia, women with 'at least one child aged 0-14' are those whose 'relationship in household' is classified as either 'wife or partner with children under 15' or 'lone parent with children under 15'. Women with 'no children aged 0-14' are those with any other type of 'relationship in household'. Data refer to June months. For Japan, data refer to the employment status of the (youngest) mother in households with a mother and a youngest child in the given age group, rather than to mothers as individuals. In households that contain more than one mother (e.g. some same-sex parent households and some three-generation households), the employment status of the older mother(s) is not covered.

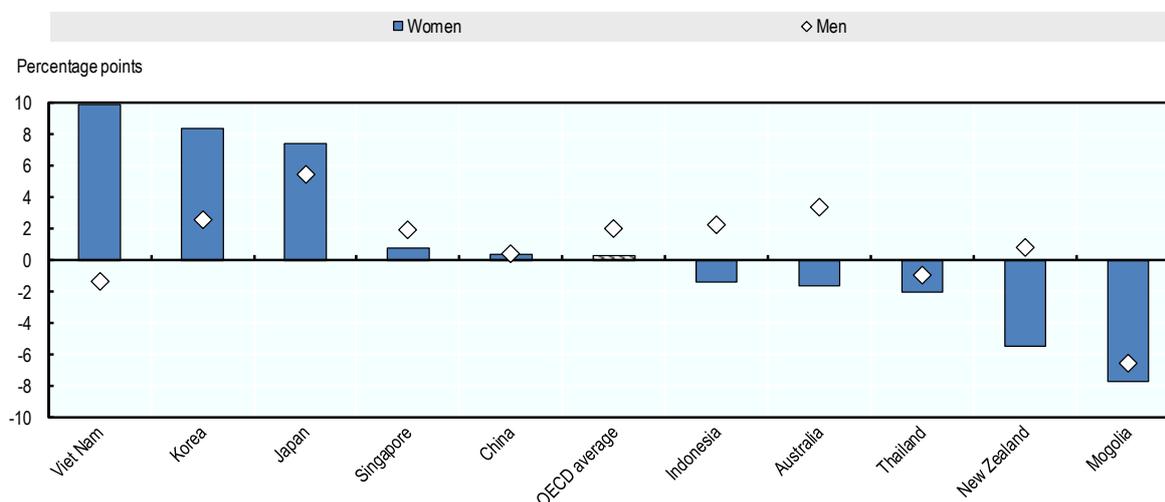
Sources: China: China Social Survey 2015; [Australia, Japan, New Zealand and the OECD average: OECD Family Database Indicator LMF1.2](#); Indonesia: National Socio-Economic Survey, 2015.

Trends in the proportion of employed women working part-time are mixed across Asia/Pacific countries (Chart LMF1.6.C). In Japan and Korea, part-time work has become more common among employed women over the past decade or so, with the share in part-time work increasing by at least 7 percentage points in both since 2005. In Viet Nam, the rate has even increased about 10 percentage points. However, in China the proportion of employed women in part-time work has remained largely stable since 2005, while in New Zealand it has fallen by over 6 percentage points over the same period. For men, part-time work has become more common across all covered Asia/Pacific countries. In Japan, the

share of employed men in part-time employment has increased by over 5 percentage points since 2005.

Chart LMF1.6.C. Evolution of gender differences in part-time employment, 2005-2020 or latest available

Percentage point change in the proportion of employed in part-time employment, by sex, all ages

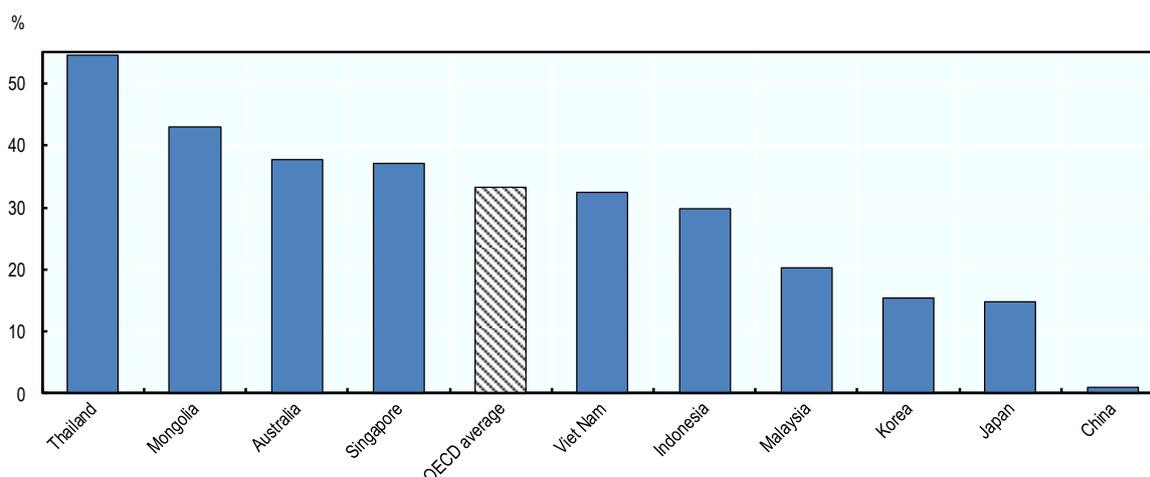


Notes: Part-time employment as a proportion of total employment. 'Part-time' here refers to persons who usually work less than 30 hours per week in their main job. For China, part-time employment refers to persons who usually work less than 40 hours in their main job. The part-time employment rate is calculated for all working people. For Mongolia, the part-time employment refers to persons who usually work less than 40 hours per week in their main job. For Japan and Korea, part-time employment is based on actual rather than usual weekly working hours. For Australia, Japan, Korea and New Zealand the jobs covered are all jobs. Data for Indonesia refer to 2005 and 2017. Data for Thailand refer to 2005 and 2018. Data for Singapore refer to 2010 and 2020. Data for Mongolia refer to 2004 and 2014. Data for Viet Nam refer to 2004 and 2018. The OECD average refers to the unweighted average across OECD member countries. See OECD Family Database Indicator LMF1.6 (<http://www.oecd.org/els/family/database.htm>) for more detail.

Sources: [Australia, Indonesia, Japan, Korea and New Zealand: OECD Employment Database](#); [OECD average: OECD Family Database Indicator LMF1.6](#); China: 1% National Population Sample Survey, 2005; census in 2010; Singapore: Ministry of Manpower (2020), Labour Force in Singapore: Impact of COVID19 on the Labour Market Table 57; Thailand: Labour Force Survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2018; Mongolia: Labour Force Survey 2007, 2018

In Asia/Pacific countries, as also in OECD countries, women remain under-represented in top positions and continue to make up less than half of all individuals employed as managers (Chart LMF1.6.D). In Japan and Korea, women appear to have great difficulty reaching managerial positions – in these two countries, women make up little more than 10% of managers. In China, representation of women in managing position remains only 1%. Several of the other covered Asia/Pacific countries perform slightly better. In Australia, Mongolia and Singapore, for example, women make up around 37-43% of managers, higher than the average for OECD countries (33%). In Thailand, women's share of managers is 54.6%, higher than men's share.

Chart LMF1.6.D. **Female share of managerial employment, 2020 or latest available**
 Proportion of persons employed as managers that are women



Notes: Percentage of the employed that hold jobs classified in International Standard Classification of Occupations (ISCO) 08 category one (as managers) that are women. For Mongolia, used ISCO-88 up to 2010 and has used ISCO-08 since 2011. For this estimation, 13 categories of ISCO-88 were used up to 2010. Data for China refer to 2015, and for Malaysia to 2016, for Australia and Viet Nam to 2018, for Indonesia, Japan, Korea, Mongolia and OECD average to 2019. The OECD average refers to the unweighted average across the OECD member countries with available and comparable data. See OECD Family Database Indicator LMF1.6 (<http://www.oecd.org/els/family/database.htm>) for more detail.

Sources: Australia, Japan, Korea, New Zealand and OECD average: OECD Employment Database; China: 1% National Population Sample Survey 2015. The data means the proportion of women in charge; Singapore: Ministry of Manpower (2020), Labour Force in Singapore: Impact of COVID19 on the Labour Market, Table 35 Thailand: Labour Force Survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2018; Malaysia: ILO (2016), "ILOSTAT Database", ILO Department of Statistics; Mongolia: Labour force survey.

Comparability and data issues

Most of the data used in this indicator are taken from or are based on information from national labour force surveys or household surveys or, in the case of China, the national population census. Organisations such as the International Labour Organization (ILO) set out and define numerous [standards and guidelines](#) that should be followed by countries when conducting labour force surveys and producing labour statistics, which should help reduce comparability issues. Still, a few issues should be noted:

- For Charts LMF1.6.B and LMF1.6.C, part-time employment rates are based on a harmonised definition of 'part-time employment' whereby all workers whose usual weekly working hours in their main job are less than 30 are considered to work 'part-time'. However, for Japan and Korea the data used are *actual* hours worked, for Australia, Japan, Korea and New Zealand the jobs covered are *all* jobs, and for China the part-time hours threshold is 35 hours per week. Relative to other countries, these differences may lead to an underestimation of the numbers working part-time in Australia, Japan, Korea, and New Zealand, and an overestimation in China.
- For Box Chart LMF1.6.E, data on maternal employment rates by age of youngest child refer to rates for mothers aged 15-64 with children aged 0-14, only. However, for Japan, data refer to mothers of all ages without restriction. To the extent that there are any mothers of children aged 0-14 that are younger than 15 or older than 64 in the sample, and to the extent that these mothers are less likely to be in employment than mothers aged 15-64, this difference may

lead to an underestimation of the maternal employment rate in Japan relative to other countries.

Sources and further reading: International Labour Organization (2020), *Asia-Pacific Employment and Social Outlook 2020: Navigating the crisis towards a human-centred future of work*, https://www.ilo.org/asia/publications/WCMS_764084/lang--en/index.htm; International Labour Organization (2021), *World Employment and Social Outlook 2021: Trends 2021*, https://www.ilo.org/global/research/global-reports/weso/trends2021/WCMS_795453/lang--en/index.htm.