

## EMPLOYMENT RATES BY GENDER

Employment rates show the percentage of persons of working age who are in employment. In the short term, these rates are sensitive to the economic cycle, but in the longer term they are significantly affected by government policies with regard to higher education and income support and by policies that facilitate employment of women.

Employment rates for men and women differ both between countries and over time in individual countries. Employment rates are here shown for total employment and for men and women separately.

### Definition

Employment rates are calculated as the ratio of the employed to the working age population. To calculate this employment rate, the population of working age is divided into two groups: those who are employed and those who are not. Employment is generally measured through household labour force surveys and, according to the ILO Guidelines, employed persons are defined as those aged 15 or over who report that they have worked in gainful employment for at least one hour in the previous week. Those not in employment consist of persons who are out of work but seeking employment, students and all others who have excluded themselves from the labour force for one reason or another, such as incapacity or the need to look after young children or elderly relatives.

### Long-term trends

Over the period shown in the tables, total employment rates (men and women) have fallen in 10 countries and risen in 21. Particularly large falls were recorded in Turkey, Poland, Czech Republic, Sweden and Slovak Republic and particularly large increases occurred in Ireland, Spain and the New Zealand.

Growth in employment rates was very different for men and women. Employment rates for men decreased in 18 countries during the period with an annual fall of more than 0.5% in Poland, Turkey and Germany. For women, on the other hand, employment rates grew in 25 countries with increases of 1.5% per year or more recorded for Spain, Ireland, Greece, Netherlands, Italy and Belgium.

Clearly, these differences in the growth of employment rates are leading to convergence in the rates for women and men although differences remain large in many countries.

Working age is generally defined as persons in the 15 to 64 age bracket although in some countries working age is defined as 16 to 64.

### Comparability

All OECD countries use the ILO Guidelines for measuring employment, but the operational definitions used in national labour force surveys vary slightly in Iceland and Turkey. Employment levels are also likely to be affected by changes in the survey design and/or the survey conduct, but employment rates are likely to be fairly consistent over time.

For the denominators – the population in each age group – the data are taken from labour force surveys.

### Source

- OECD (2006), *OECD Employment Outlook*, OECD, Paris.

### Further information

#### Analytical publications

- Durand, M., J. Simon and C. Webb (1992), *OECD's Indicators of International Trade and Competitiveness*, OECD Economics Department Working Papers, No. 120, OECD, Paris.
- Jeaumotte, F. (2003), *Female Labour Force Participation*, OECD Economics Department Working Papers, No. 376, OECD, Paris.
- OECD (2002-2004), *Babies and Bosses – Reconciling Work and Family Life*, series, OECD, Paris.

#### Statistical publications

- OECD (2004), *Quarterly Labour Force Statistics*, OECD, Paris.
- OECD (2006), *Labour Force Statistics*, OECD, Paris.

#### Online databases

- *Employment Statistics*.

#### Websites

- OECD Labour Statistics Database, [www.oecd.org/statistics/labour](http://www.oecd.org/statistics/labour).
- Putting More Women to Work: A Colloquium on Employment, Child Care and Taxes, [www.oecd.org/employment/colloquium/women](http://www.oecd.org/employment/colloquium/women).

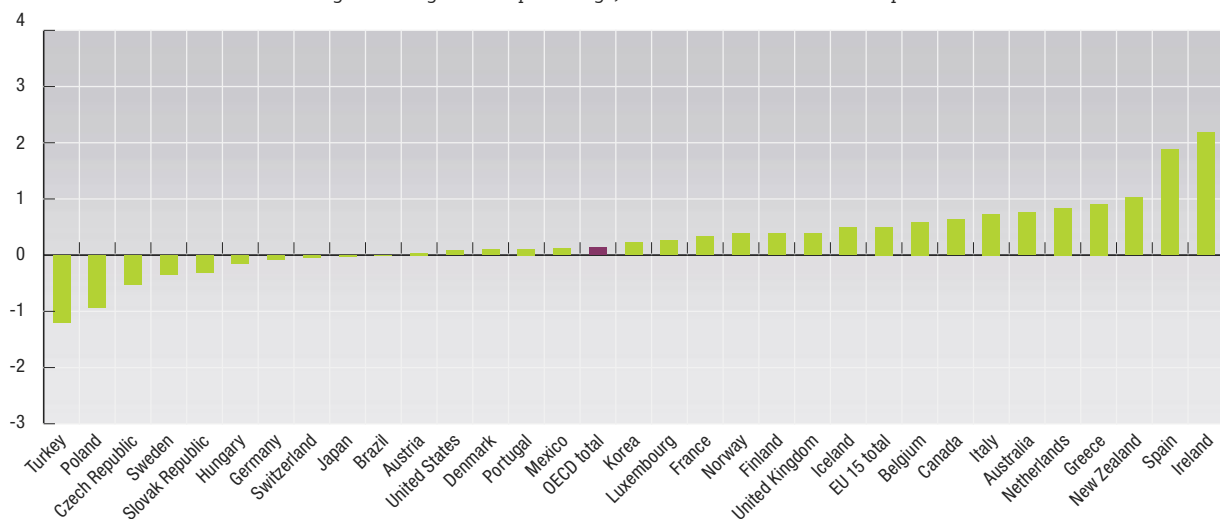

**Employment rates: total**

Share of persons of working age (15 to 64 years) in employment

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Australia	64.9	64.7	66.0	67.7	67.6	67.4	67.9	68.4	69.3	69.0	69.4	70.0	70.3	71.6
Austria	..	..	68.3	68.6	67.7	67.7	67.7	68.2	68.2	68.0	68.5	68.7	67.8	68.6
Belgium	56.5	56.0	55.7	56.3	56.3	57.0	57.3	58.9	60.9	59.7	59.7	59.3	60.5	61.0
Canada	66.8	66.5	67.0	67.5	67.3	68.0	68.9	70.0	70.9	70.8	71.4	72.2	72.5	72.5
Czech Republic	..	69.0	69.2	69.4	69.3	68.7	67.5	65.9	65.2	65.3	65.7	64.9	64.2	64.8
Denmark	74.5	72.4	72.4	73.9	74.0	75.4	75.3	76.5	76.4	75.9	76.4	75.1	76.0	75.5
Finland	64.7	60.6	59.9	61.1	61.9	62.8	64.1	66.1	67.0	67.7	67.7	67.4	67.2	68.0
France	59.7	59.1	58.4	59.1	59.2	58.9	59.4	59.8	61.1	62.0	62.2	62.5	62.4	62.3
Germany	66.2	65.1	64.5	64.6	64.3	63.8	64.7	65.2	65.6	65.8	65.3	64.6	65.0	65.5
Greece	53.6	53.5	54.1	54.5	54.9	54.8	55.6	55.4	55.9	55.6	57.7	58.9	59.6	60.3
Hungary	58.0	54.5	53.5	52.9	52.7	52.7	53.8	55.7	56.0	56.2	56.2	57.0	56.8	56.9
Iceland	79.2	78.2	78.5	80.5	80.4	80.0	82.2	84.2	84.6	84.6	82.8	84.1	82.8	84.4
Ireland	50.7	50.9	51.9	54.1	55.0	56.3	59.6	62.5	64.5	65.0	65.0	65.0	65.5	67.1
Italy	52.3	52.5	51.5	51.2	51.4	51.6	52.2	52.9	53.9	54.9	55.6	56.2	57.4	57.5
Japan	69.6	69.5	69.3	69.2	69.5	70.0	69.5	68.9	68.9	68.8	68.2	68.4	68.7	69.3
Korea	61.9	61.8	62.8	63.5	63.7	63.7	59.2	59.6	61.5	62.1	63.3	63.0	63.6	63.7
Luxembourg	61.5	60.9	60.2	58.5	59.1	59.9	60.2	61.6	62.7	63.0	63.6	62.7	62.6	63.6
Mexico	58.7	59.3	58.7	58.2	59.1	61.0	61.3	61.2	60.9	60.1	60.1	59.6	60.8	59.6
Netherlands	63.8	63.8	63.9	65.1	66.2	68.1	69.8	71.3	72.3	72.5	72.4	71.8	71.2	71.1
New Zealand	65.4	66.1	68.0	70.1	71.1	70.6	69.6	70.1	70.7	71.8	72.4	72.5	73.5	74.6
Norway	71.6	71.3	72.2	73.5	75.3	77.0	78.3	78.0	77.9	77.5	77.1	75.8	75.6	75.2
Poland	59.9	58.9	58.3	58.1	58.4	58.8	58.9	57.5	55.0	53.5	51.7	51.4	51.9	53.0
Portugal	66.5	64.9	64.0	63.2	63.6	64.7	66.8	67.4	68.3	68.6	68.1	67.1	67.8	67.5
Slovak Republic	..	..	59.8	60.2	61.9	61.1	60.5	58.1	56.8	56.9	56.9	57.7	57.0	57.7
Spain	50.5	48.0	47.4	48.3	49.3	50.7	52.4	55.0	57.4	58.8	59.5	60.7	62.0	64.3
Sweden	77.2	72.6	71.5	72.2	71.6	70.7	71.5	72.9	74.2	75.2	74.9	74.3	73.5	73.9
Switzerland	77.6	77.0	75.6	76.4	77.0	76.9	78.0	78.4	78.4	79.2	78.9	77.9	77.4	77.2
Turkey	53.7	50.0	52.4	52.4	52.5	51.3	51.4	50.8	48.9	47.8	46.7	45.5	46.1	45.9
United Kingdom	69.0	68.2	68.7	69.2	69.7	70.6	71.0	71.5	72.2	72.5	72.3	72.6	72.7	72.6
United States	70.8	71.2	72.0	72.5	72.9	73.5	73.8	73.9	74.1	73.1	71.9	71.2	71.2	71.5
EU 15 total	61.1	60.2	59.9	60.3	60.5	60.8	61.7	62.5	63.5	64.1	64.2	64.3	64.8	65.2
OECD total	64.3	63.9	64.0	64.3	64.6	65.0	65.2	65.4	65.7	65.5	65.1	64.9	65.2	65.5
Brazil	67.1	67.2	..	67.7	65.1	65.3	64.4	64.6	..	64.3	65.4	65.0	66.4	67.0

 StatLink <http://dx.doi.org/10.1787/172580205657>
**Employment rates: total**

Average annual growth in percentage, 1992-2005 or latest available period


 StatLink <http://dx.doi.org/10.1787/013607334122>