

Managerial and professional posts

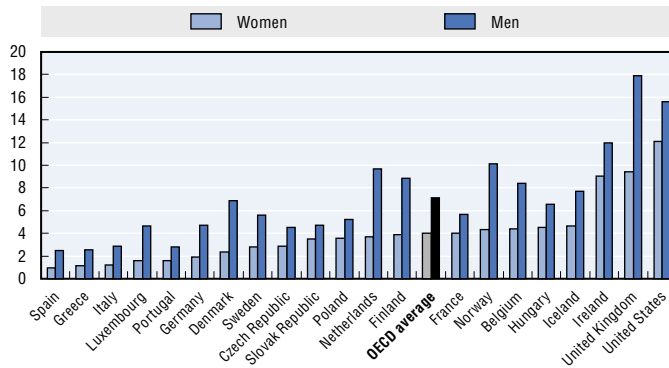
Did you know?

In all OECD countries for which data are available, higher percentages of men work as managers or directors compared to women.

On the other hand, a greater percentage of women who work do so in occupations for which a professional qualification is required than men. However, because more men work than women, this does not mean that there are more professional women than men.

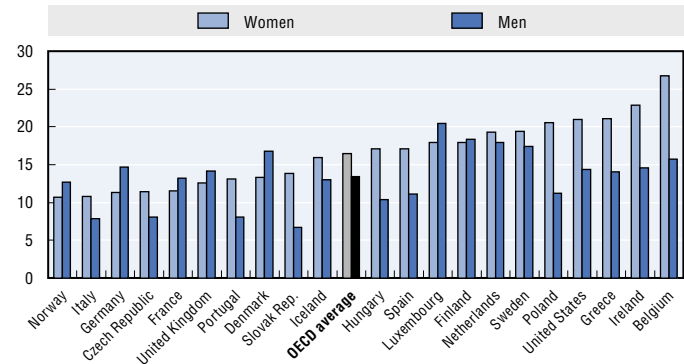
There are huge differences in the percentage of employees who are “managers” across countries, reflecting differences in how different workers see themselves in different countries. Nevertheless, there is a gender gap in managerial posts in all countries. The gender gap is particularly high in the United Kingdom, Norway, Finland, the Netherlands and Denmark. Gaps are much smaller in eastern Europe.

Percentage of employees in managerial posts
2004 or latest year available



Professional posts are those for which a formal qualification is usually required. They include most occupations in the health care and education sectors and in services such as accountancy and the law. In about two-thirds of the countries shown in the chart below, the percentages of the female labour force in professional posts exceed the percentages for males, with the gender gap in favour of women particularly high in Belgium, Ireland, Greece and Poland. Part of the explanation is the preference among women to work in the health and education sectors.

Percentage of employees in professional posts
2004 or latest year available



Source: European Labour Force Survey and March Current Population Survey for the United States.

Further reading:

OECD (2002-2004), *Babies and Bosses – Reconciling Work and Family Life*, series, OECD, Paris.