



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Confederation

Federal Department of Home Affairs FDHA
Federal Statistical Office FSO

FSO News

.....

20 Economic and social
situation of the population

Neuchâtel, 01.2008

Equal Opportunities for Women and Men: Switzerland in international comparison

Selected indicators on equal opportunities in the areas
of education, work and politics

.....

For further information:

Katja Branger, FSO, Socio-economic Analysis, phone: +41 32 713 63 03
E-Mail: Katja.Branger@bfs.admin.ch

Order:

Order number: 907-0700
Tel.: +41 32 713 60 60, Fax: +41 32 713 60 61
E-Mail: order@bfs.admin.ch

Table of contents

Introduction	3
Brief methodological discussion	4
Education	5
Economic activity	12
Salaries	24
Unpaid work	26
Political representation	30
Conclusions	32
Annex	33

Introduction

As a result of globalisation, the availability of internationally comparable indicators has gained importance. A number of international organisations – including the UN, the ILO, Eurostat and the OECD – supply databases which make comparisons between countries possible. In spring 2006, the Statistical Division of the United Nations Economic Commission for Europe (UNECE) set up an online Gender Statistics Database to provide indicators for gender equality in European, North American and Central Asian countries¹. Increased demand for international comparisons, together with the availability online of the UNECE Gender Statistics Database after a protracted development and construction phase, form the starting point for the present report. In this report, selected gender equality indicators will be used to shed light on the position of women in certain areas of life, and the situation in Switzerland will be compared with that in other countries. This makes it possible to assess how far Switzerland has progressed in terms of gender equality in an international context.

The UNECE Gender Statistics Database is managed and kept up to date by the Statistical Division of the UNECE Secretariat. The sources, definitions and characteristics of the data for the respective countries are well documented for each indicator. The selection of comparative indicators used in this report, was influenced by considerations relating to report content, as well as being guided by pragmatic decisions. The most important criteria are:

- the indicator's relevance in respect of gender equality issues,
- availability of the indicator for Switzerland,
- availability of current data, primarily for Switzerland and secondly for the other countries.

After a brief methodological discussion of the difficulties encountered when making international comparisons of statistical data, selected indicators from the areas of

education, employment, pay, hours worked (paid and unpaid) and political representation will be examined. Finally, several important features of the situation in Switzerland compared with other countries will be highlighted again in the conclusion.

Note on methodology

Procedure: Taking the most recent data available for Switzerland as the starting point, the first step is to show the current situation in an international comparison for each gender equality indicator selected. The second step is to examine how the trend has developed over the longest possible time span.

Selection of indicators: Since the availability of data differs greatly between countries, the following criteria have been applied when selecting the indicators and time periods: after the indicator's relevance to gender equality issues, the most important criteria are, firstly, the availability of data for Switzerland, and, secondly, the availability of the most up-to-date and longest-running time series data that can be obtained for both Switzerland and the majority of the other countries. For countries for which no data are available for the selected years, data from the previous or following year will be used if available (i.e. "deviate year" max. ± 1 year).

Graphical representation: The current situation will chiefly be illustrated using maps, and the trend over time in graphs. In the latter, positive values represent an increase and negative values a decrease in the respective indicator over the time span under consideration. Only those countries for which data are available will be represented in the graphics. The United States of America, Canada, Tajikistan and Kyrgyzstan could not be depicted on the maps, since they lie too far to the west or east to be included on the map layouts used. However, information on the above-mentioned countries may be found in the tables included in the Annex. The footnotes describing the particular characteristics of the individual countries (deviation from the definition used, inclusion of a different year from that specified, etc.) and the country codes may be found in the Annex.

Tables in the Annex: These give the exact figures for the maps and graphs and are also available on the statistics portal, regularly updated: www.equality-stat.admin.ch

¹ www.unece.org > Statistical Data On-Line > Gender Statistics

Brief methodological discussion

Making international comparisons using statistical data is no easy undertaking. Several problem areas will be briefly discussed below.

One of the key prerequisites for a statistical database for actual use is the availability of current data. If the data are not updated regularly, the database will lose its value and will no longer serve its intended purpose. Obtaining up-to-date data requires that the frequency and mode of data supply be agreed upon with the countries concerned. Last but not least, the organisation responsible for maintaining the database needs to have sufficient staff resources available.

The validation and interpretation of data are closely linked. In the event of implausible or deviating figures, the question arises as to whether they are caused by a methodological problem, and if not, how the deviation is to be interpreted. Numerous footnotes are provided to clarify specific features in connection with definitions and methodology. These are indispensable and must be taken into account, yet the differences specific to particular countries make processing and interpreting the data a complex procedure. In addition to a purely descriptive commentary of the data, a comparative interpretation of the differences and the points in common would be desirable. This requires a sound knowledge of the situation in each particular country, as well as the possibility of combining several indicators so as to identify cross-links with a view to possible explanations, since variations may also result from structural differences (e.g. in branches of the economy), state regulations and output, among other factors. Furthermore, differing social conditions and values are also reflected in the results.

In her book *Les mécomptes du chômage* (Paris, Bayard, 2002), Margaret Maruani describes one example of a methodological cause for differences between nations. In contrast to most countries, the United Kingdom has a lower unemployment rate for women than for men. Scrutiny of this finding reveals that the conditions for granting unemployment benefit are extremely restrictive – in other words, the claimant must be prepared to accept a job offer immediately. This is a problem, particularly for mothers who cannot organise childcare in a matter of hours or days. Thus, British unemployment statistics exclude all women who cannot make themselves available for work immediately for family reasons. Since such anomalies cannot always be conclusively clarified, country comparisons should be undertaken with great caution.

The representation of indicators for country comparisons is a methodological problem of a more technical nature. What types of graphs provide the best way of representing as many countries and as much information as possible while remaining readable and intelligible for specific groups of users? How suitable are cartographic representations?

Despite the difficulties mentioned, international databases are a very useful and important tool for a wide circle of users. This contribution is thus a first attempt at examining particular gender equality issues in an international context using a new database.

Education

Proportion of female pupils attending upper and post secondary level

Education is a crucial factor in achieving the greatest possible success in life. A good education opens doors in a number of respects: it makes everyday tasks easier and usually facilitates a relatively straightforward entry into professional life. With few exceptions, the proportion of female pupils attending upper and post secondary level² does not differ significantly from country to country.

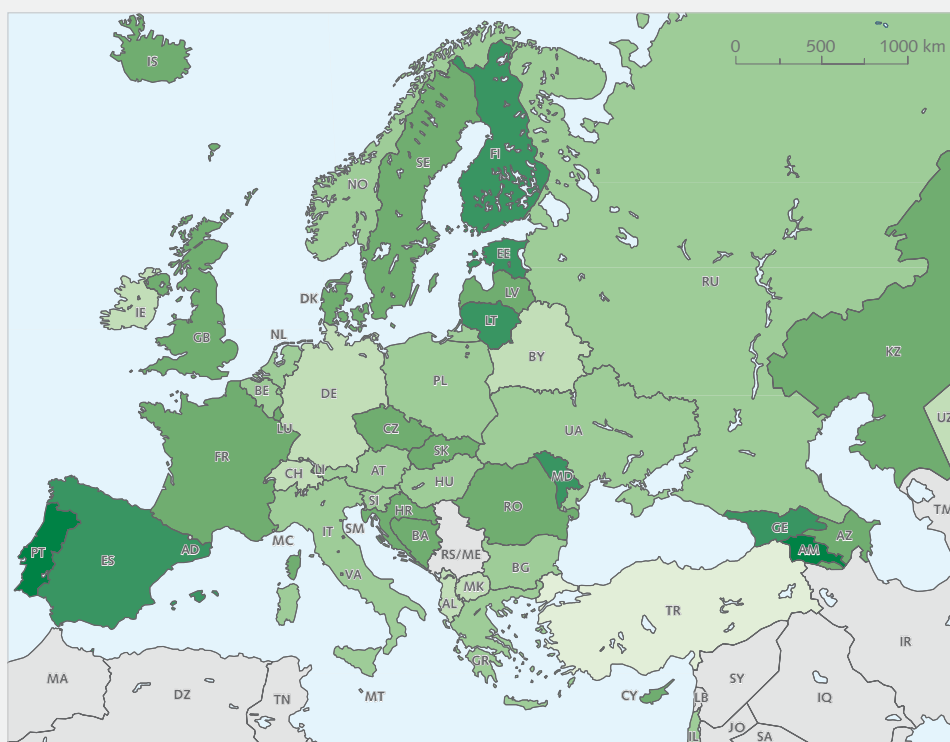
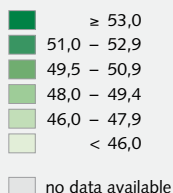
Female pupils usually account for about half of all students, varying between 47.1% and 51.0% in northern and western European countries. In Switzerland, 47.4% of the pupils attending upper and post secondary level are female.

Between the academic years 1995/96 and 2003/04, the proportion of female pupils attending upper and post secondary level progressively approached that of boys in nearly all northern and western European countries. In Switzerland the share of female pupils rose by

Female pupils at upper and post secondary level, in 2003/04

M 01

Share of girls, in %



Remarks: see annex

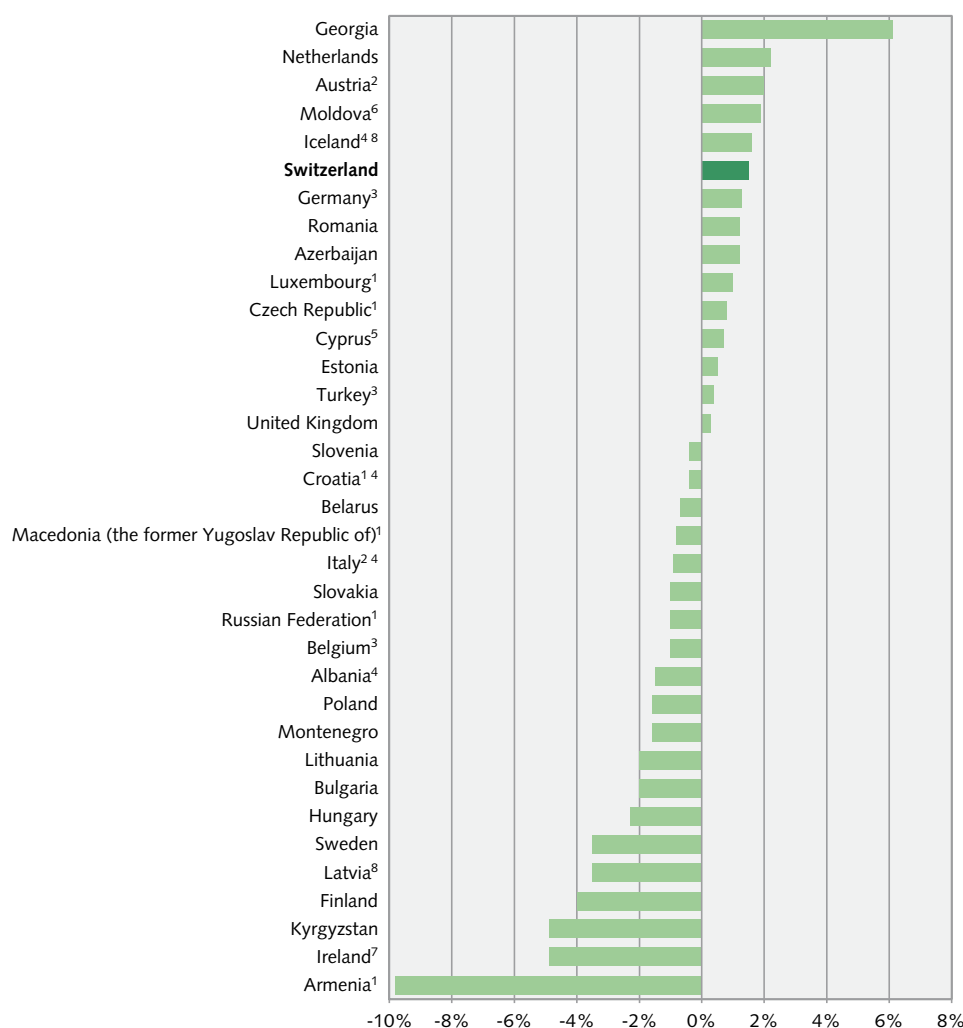
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

² Upper and post secondary level includes preparation for an academic or vocational school leaving certificate, and/or attendance at colleges of technical or vocational training.

Changes in the share of female pupils at upper and post secondary level, 1995/96–2003/04

G 1



¹ 2003/04: data refer to 2002/03.

² 1995/96: data refer to 1994/95.

³ 1995/1996: data refer to ISCED 1976 classification.

⁴ Data refer to level 3 of ISCED 1997 classification.

⁵ Data refer to the Government controlled area.

⁶ Geographical coverage: excludes Transnistria since 1993.

⁷ 1995/1996: data refer to level 3 of ISCED 1997 classification.

⁸ 1995/1996: data refer to level 3 of ISCED 1976 classification.

Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

1.5 percentage points. Germany, Austria and the Netherlands similarly showed a slight increase by between 1.3 and 2.2 percentage points. In Italy in contrast, the proportion of female pupils slightly declined by 0.9 percentage points, although the relative shares between the sexes remain balanced. More significant declines were shown by Sweden and Finland (3.5 and 4 percentage points respectively). Nonetheless, the proportion of female pupils in these two countries remains at just over the 50 per cent mark.

Definition: Upper and post secondary levels correspond respectively to levels 3 and 4 of ISCED 1997 classification: i.e. leaving school certificate level, vocational middle high school and vocational education. Tertiary level is not included.

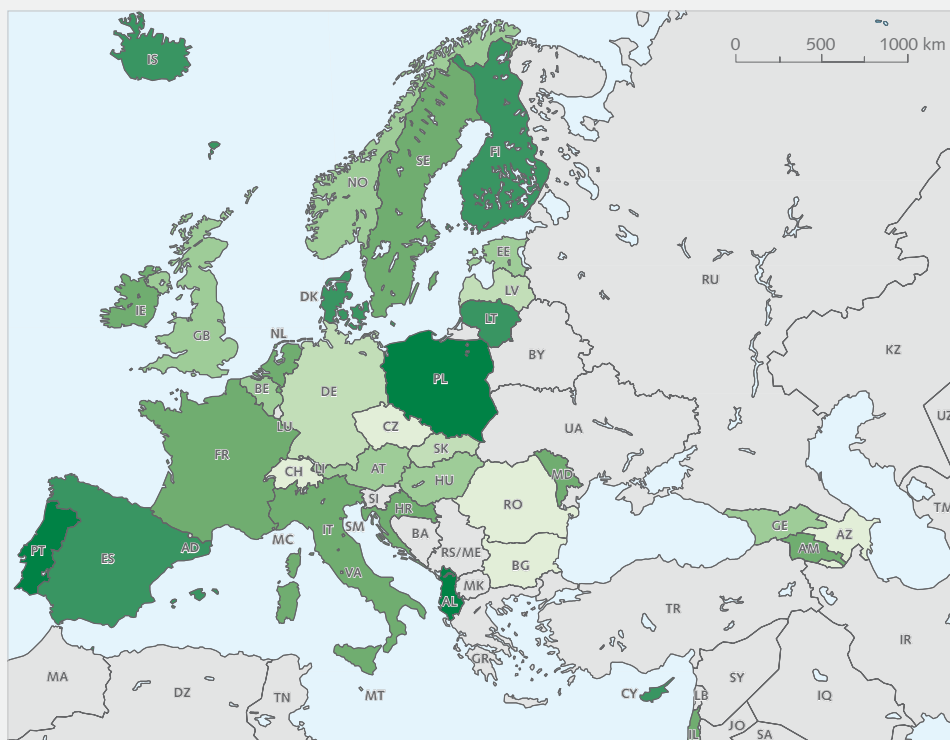
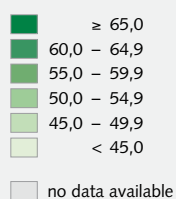
Graduation from institutes of higher education

Among the students obtaining the first qualification or degree in institutes of higher education (ISCED 5A) the proportion of women is higher than that of men in most northern and western European countries. In Sweden, Denmark and Finland between 58.5% and 63.1% of qualifications were obtained by women. In the neighbouring countries of Italy and France women were in the majority with 58.1% and 56.9% respectively. Germany and Austria show a balanced scenario with the proportion of women sitting at 49.9% and 50.3% respectively. In Switzerland the share of women among graduates from such tertiary institutes remains still relatively low at 43.9%.

Tertiary level: graduates from theoretical oriented programmes, in 2003/04

M 02

Share of women, in %



Remarks: see annex

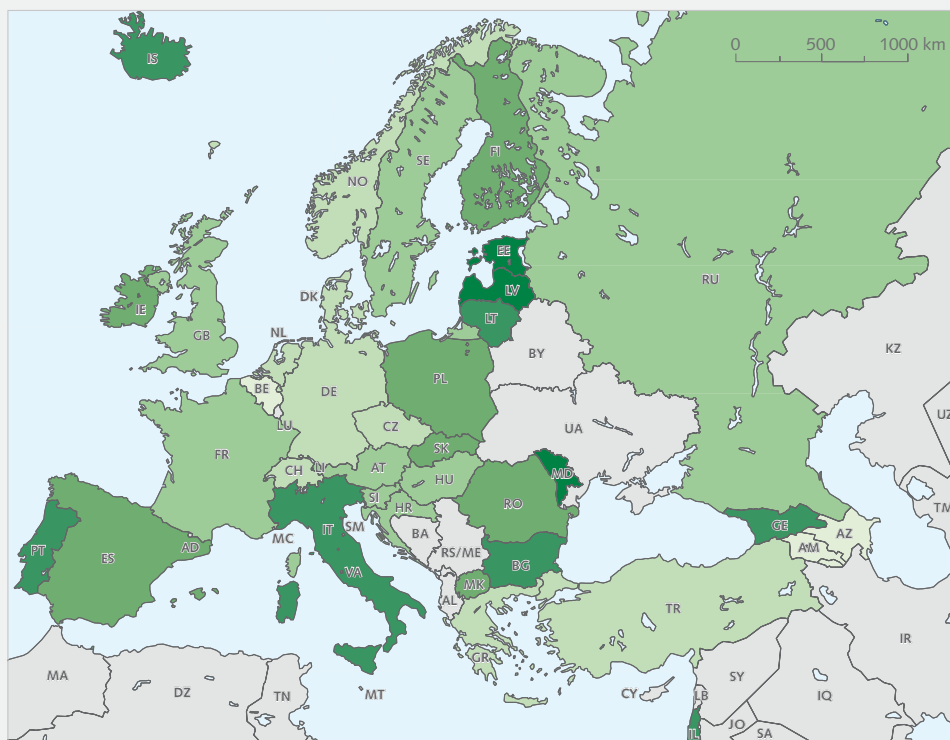
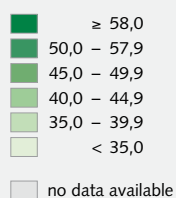
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Tertiary level: graduates from advanced research programmes, in 2003/04

M 03

Share of women, in %



Remarks: see annex

Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

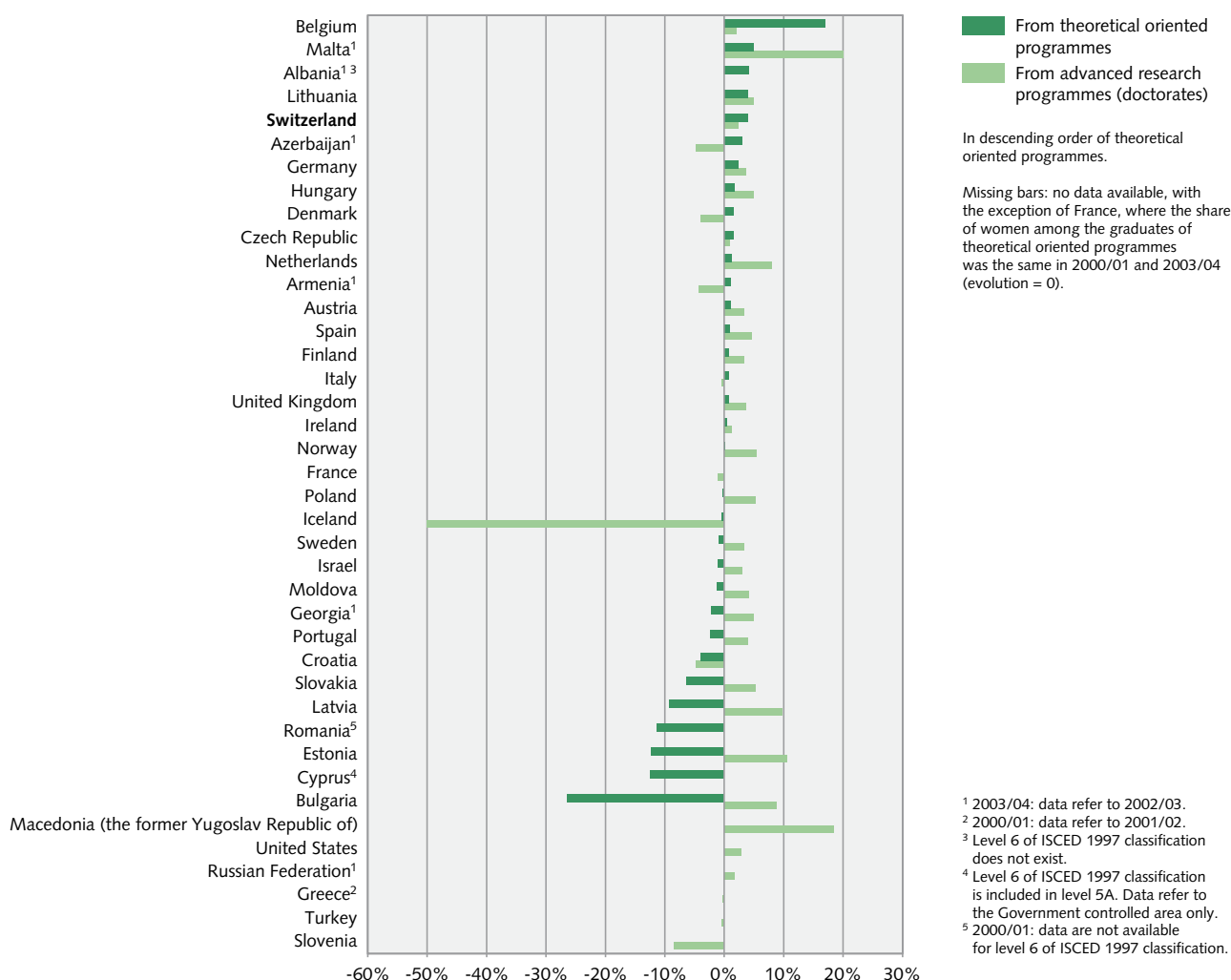
The trend in Switzerland is, however, worthy of note: in the four-year period from 2000/01 to 2003/04 the proportion of women graduating at higher education level rose slightly by 4 percentage points. After Belgium, Switzerland shows one of the highest increases in female graduates.

At doctoral level, women are still under-represented in most countries. Exceptions to this are for example Finland and Italy where one finds a balanced share between men and women. The neighbouring countries of Germany, Austria and France fall in the middle range with the proportion of women falling between 39.0% and 41.7%. With a proportion of female doctoral students of only 36.9%, Switzerland belongs to the countries with the lowest rates in Europe. Trends between 2000/01 and 2003/4 show however, that women in Switzerland are catching up – their share has

risen by 2.4 percentage points. We can observe an increase in the proportion of women engaged in doctoral level studies in the majority of northern and western European countries. Many countries, however, display a somewhat stronger increase. Only in Denmark has the proportion of women receded by 4 percentage points.

Definition: Graduates at higher education level are those students who have successfully completed level 5A – i.e. universities, universities of applied science, teaching colleges – or 6 – doctoral level – of the ISCED 1997 (International Standard Classification of Education) during the academic year. Level 5A corresponds to tertiary programmes that are largely theoretically based and are intended to provide sufficient qualifications for gaining entry into advanced research programmes and professions with high skill requirements. Level 6 is reserved for tertiary programmes leading to the award of an advanced research qualification.

Changes in the share of female graduates from tertiary level, 2000/01–2003/04 G 2



Source: UNECE Gender Statistics Database

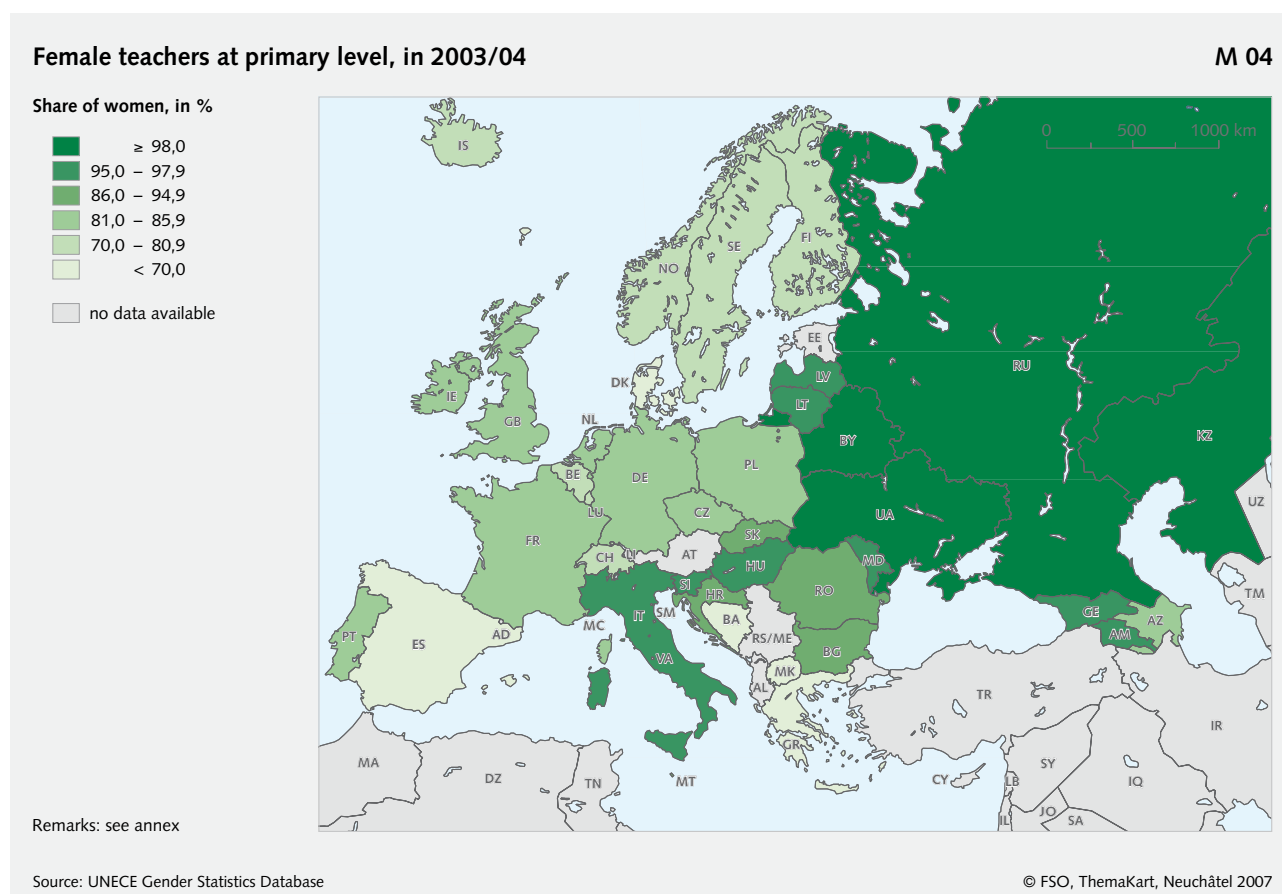
© Federal Statistical Office (FSO)

Teachers

A significant aspect of gender equality is the representation of women at different levels of the teaching profession. As is generally known, in Switzerland the proportion of women teachers falls as the level rises: women are significantly over-represented at primary level, where they account for 77.8% of teachers, whereas at university level only 27.5% of professors and lecturers are female – a clear minority. The proportion of women teachers at secondary school level is low, at 45.6%³. This observation is repeated at international level. A similar pic-

ture is found for every country that maintains figures on all three levels of education.

Of all the countries surveyed, Switzerland, at 27.5%, has the second lowest proportion of women at tertiary education level. Neighbouring countries, Italy and Germany, have a rather larger proportion of women teachers in the higher education sector, at around 32.9% and 33.7% respectively. The proportion of women lecturers among the northern and western European countries is highest in Finland and Sweden with 45.4% and 41.7% respectively. In Ireland, France and Belgium, with just under a 40% share, women are relatively well represented.

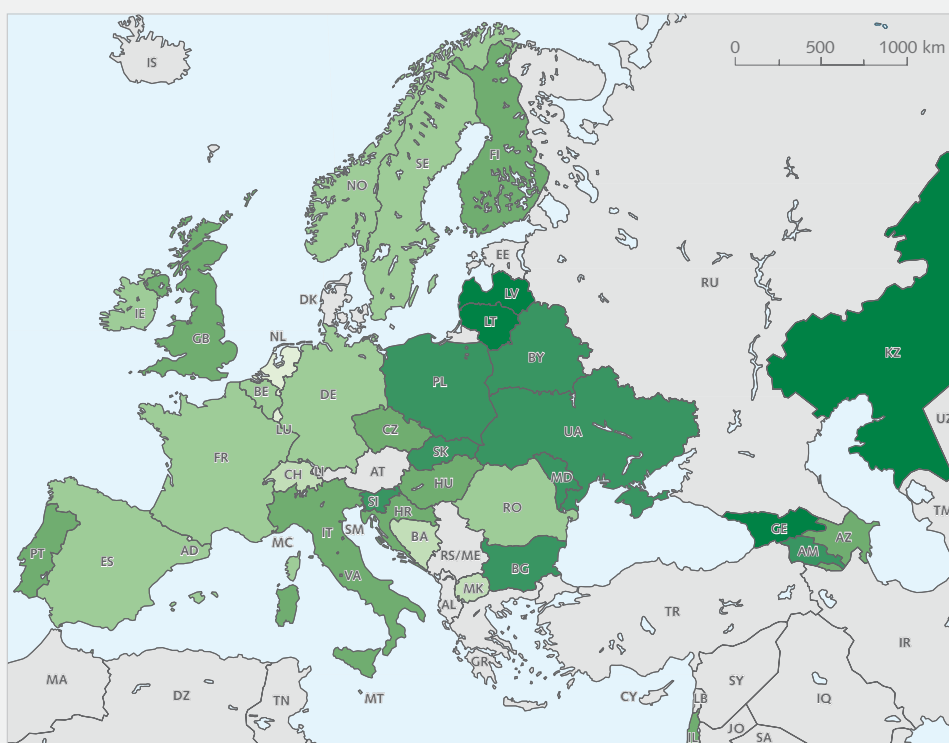
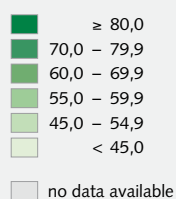


³ This is in fact an overestimate, since teachers at vocational colleges, the majority of whom are male, are not yet included in the statistics (see FSO's statistics on teachers and staff in education).

Female teachers at secondary level, in 2003/04

M 05

Share of women, in %



Remarks: see annex

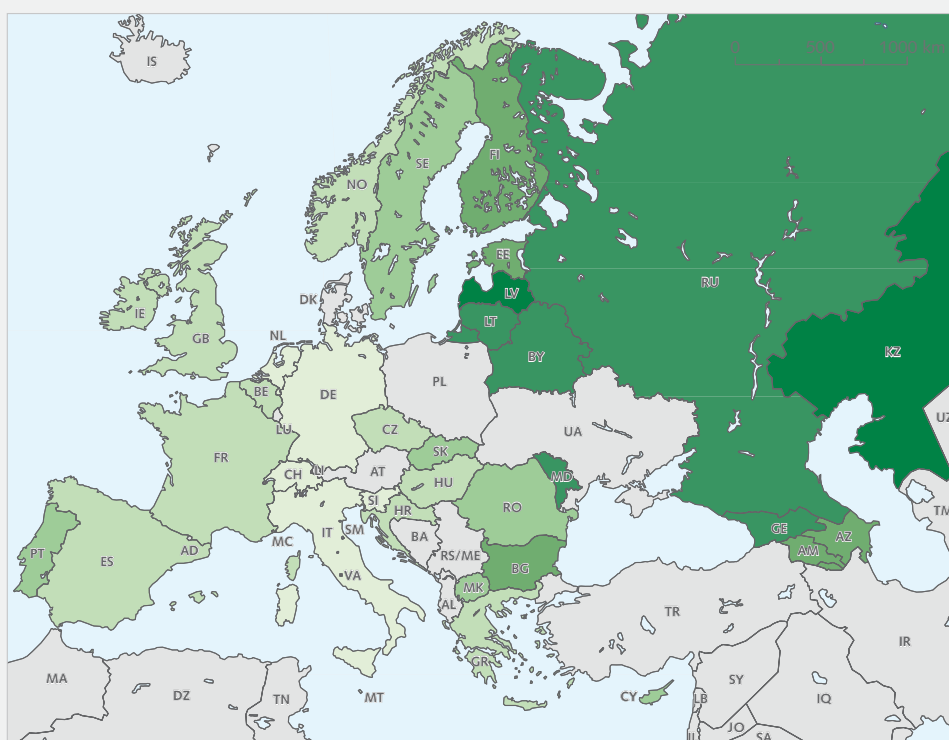
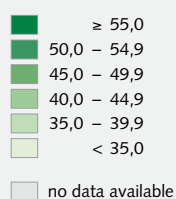
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Female teachers at tertiary level, in 2003/04

M 06

Share of women, in %



Remarks: see annex

Source: UNECE Gender Statistics Database

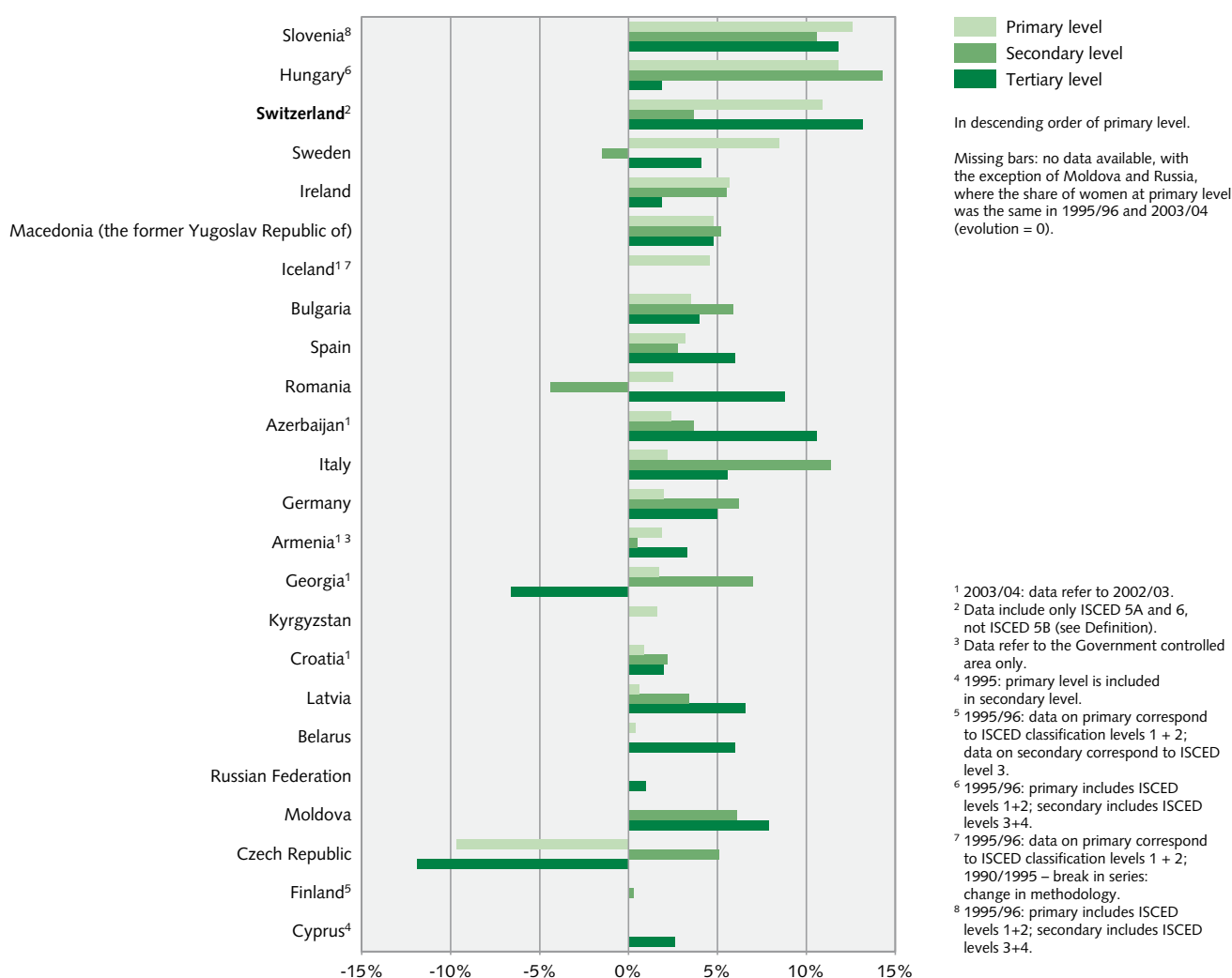
© FSO, ThemaKart, Neuchâtel 2007

The trend between 1995/96 and 2003/04 in Switzerland can be considered positive in terms of the advancement of equal opportunities: the proportion of women lecturers rose by 13.2 percentage points, which was the largest increase of any of the 21 countries for which older statistics were available. This was a result, to no mean extent, of the expansion of the universities of applied science. At the secondary level there was an increase of 3.7 percentage points, thus bringing the proportion of women close to the 50% threshold. At the primary school level in contrast, the imbalance has grown even more, with an increase in the proportion of women by 10.9 percentage points.

Definition: Teachers are classified according to levels of *ISCED 1997* (International Standard Classification of Education). Primary corresponds to level 1, secondary to levels 2, 3 and 4; tertiary to levels 5 and 6.

Switzerland: The data for tertiary level only cover ISCED 5A (universities) and ISCED 6 (advanced research), and not ISCED 5B (higher vocational training, also called non-university tertiary education).

Changes in the share of female teachers by level of education, 1995/96–2003/04 G 3



Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

Economic activity

Labour force participation rate

The participation of women in the Swiss labour market can be considered as high, and this is confirmed by the data available in the UNECE Gender Statistics Database. In 2005, the labour force participation rate of women aged 15 and over in Switzerland was 59.3%, while the figure for men was considerably higher at 75.1%, giving a difference of 15.8 percentage points. In comparison with its neighbours – Austria, Germany, France and Italy – Switzerland has the highest labour force participation rate for women. Denmark, Norway and Iceland are the only European countries where the economic participation of women is higher than in Switzerland⁴.

Compared with international figures, the increase in the percentage of economically active women in Switzerland is also remarkable: since 1990, it has risen by 10 percentage points. Only Luxembourg, Spain, the Netherlands and Ireland registered a higher increase. A fall in the proportion of economically active women was registered mainly in the countries to the east of Switzerland. In the countries of southern, western and northern Europe, the proportion either increased or remained relatively stable over the period 1990–2005.

Men, like women, have a comparatively high rate of participation in economic activity in Switzerland, although since 1990 this has fallen from 79.3% to 75.1%. The economic activity rate for men fell in most of the countries under review, too, Switzerland being in the middle group with a drop of 4.2 percentage points.

In nearly all the countries examined, the labour force participation rate for men in 2005 was slightly, or considerably, higher than that for women. Switzerland, with a discrepancy of 15.8% percentage points, is comparable with Austria and Germany. The southern countries, such

as Italy, Spain and Greece, display a much higher discrepancy between activity rates of men and women than that of Switzerland (around 22-23 percent points). With 12 percentage points, the discrepancy in France between the activity rates is lower. This gap narrowed between 1990 and 2005 in at least three quarters of the countries reviewed, with the result that the labour force participation rates of men and women are converging. Switzerland is one of the countries showing the greatest fall in the difference between male and female labour force participation rates (a drop of 14.2 percentage points).

The positive picture presented by the labour force participation rate and its trend in terms of gender equality will now be examined in more detail.

In Switzerland, the progression of the female participation rate by age group is very different from that of men. The latter register steady economic participation at a high level of over 90% between the ages of 25 and 60. In other words, almost all men aged 25 to 60 are in employment or looking for work. In the neighbouring countries – Austria, Germany, France and Italy – this consistently high level of economic participation by men is also evident. However, in some countries, such as Italy, the decrease begins at an earlier age: i.e. at between 50 and 55. Moreover, in these countries there was no marked change in the male labour force participation rate by age group between 1990 and 2005. By contrast, the labour force participation rate for women presents a completely different picture. In Switzerland, there is a decline in the rate for women aged between 30 and 44 due to maternity and the tasks associated with it (the so-called M-Curve, see pattern 1). In 1990, there was still a clear drop in the 30-34 age group, but in 2005 the fall in the female labour force participation rate was no longer as marked as in 1990, though it was still evident. In 2005, the trend in Austria was similar to that in Switzerland, although less pronounced. The trend in Germany and United Kingdom in contrast to that of Switzerland and Austria, is characterised by the fact that women withdraw less often from the workforce in the phase of establishing a family. The female labour force

⁴ The labour force participation rate (over the age of 15) is quite strongly influenced by the retirement age. In countries with a rather low retirement age the labour force participation rate is also lower than that in countries with a higher retirement age. In Switzerland the labour force participation rate for women lies between the ages of 15 and 64 at 74.3%, whereas for men it is 87.4% for the same age group.

participation rate does not recede, but rather, stagnates for a few years, until the age of around 40 from whence it again starts to rise. Even in these countries, however, there is a lower female activity rate than for men, as is the case in Switzerland. The difference between male and female labour force participation rates is the most pronounced in the southern European countries. Greece, Spain and Italy all show a similar pattern of a distinct and definite decline in the labour force participation rates of women in the ages of establishing a family (see pattern 5). The picture in the northern European countries of Sweden, Norway, Denmark and Finland is different again. There, the progression of the labour force participation rate by age reveals virtually no differences between men and women, because women have the same consistently high economic participation rates as men (see pattern 3)⁵. The Netherlands, Belgium, France and Portugal also demonstrate a similar progression of male and female labour force participation rates by age group, but at a significantly lower level for women than men (see pattern 4). The particular pattern that can be identified in Switzerland indicates that many women withdraw temporarily from the labour market for a few years because of family obligations, only to come back into it again at a later stage. This is less marked in the other European countries, either because they have a relatively low economic participation rate for women in general or because women do not give up work, thanks to the availability of longer maternity or parental leave. There are a number of reasons for the withdrawal of women, particularly mothers, from the labour market in Switzerland, not least the shortage of childcare facilities and, in general, poorer conditions for combining professional and family life.

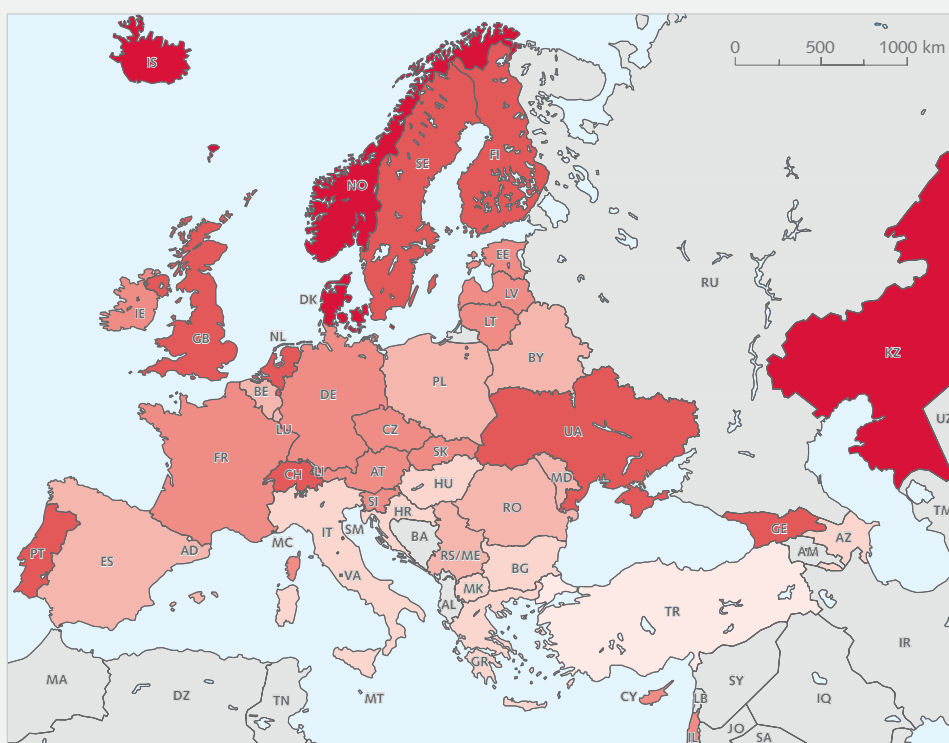
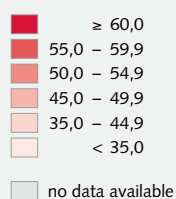
Definition: The labour force/economically active population comprises all persons who fulfil the requirements for inclusion among the employed and the unemployed. Employment: the employed comprise all persons above a specified age who during a specified brief period, either one week or one day, belong to one of the following categories: (a) paid employment: (a1) at work: persons who during the reference period performed some work for wage or salary, in cash or in kind; (a2) with a job but not at work: persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job. (b) self-employment: (b1) at work: persons who during the reference period performed some work for profit or family gain (in cash or in kind); (b2) with an enterprise but not at work: persons with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason. Unemployment: see Definition.

⁵ The fact that women in Finland show a lower labour force participation rate than for men in the years of establishing a family, is due to the fact that they are not counted as employed when they are on homecare leave, which, in the case of Finland, can be taken until the age of 3.

Economic activity rate of women, in 2005

M 07

Persons aged 15+, in %



Remarks: see annex

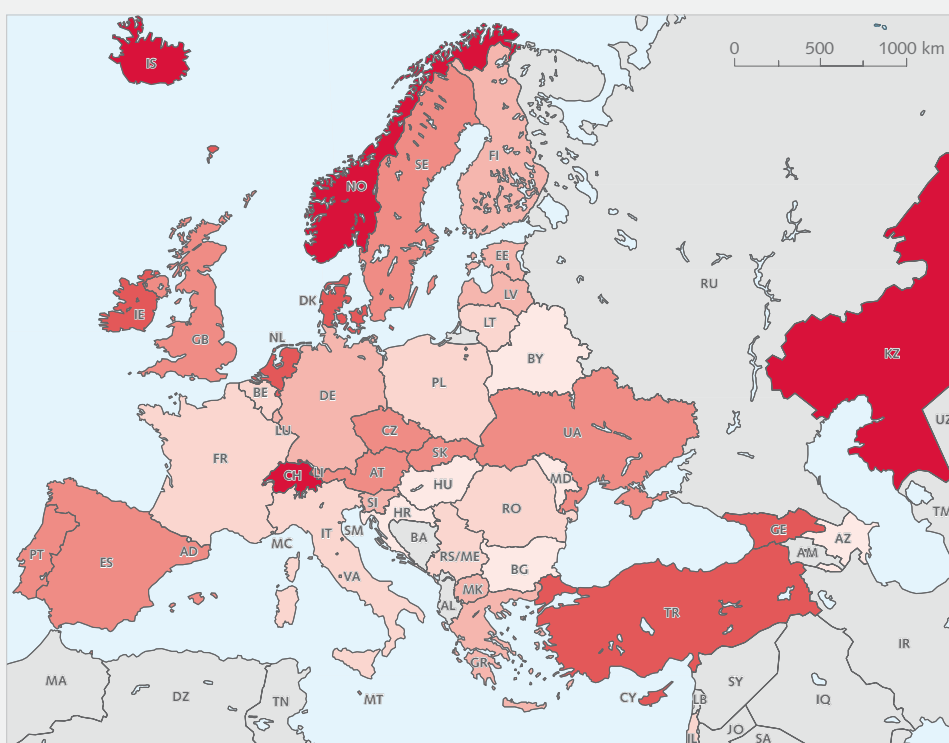
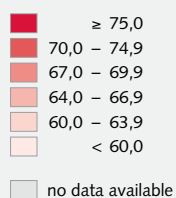
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Economic activity rate of men, in 2005

M 08

Persons aged 15+, in %



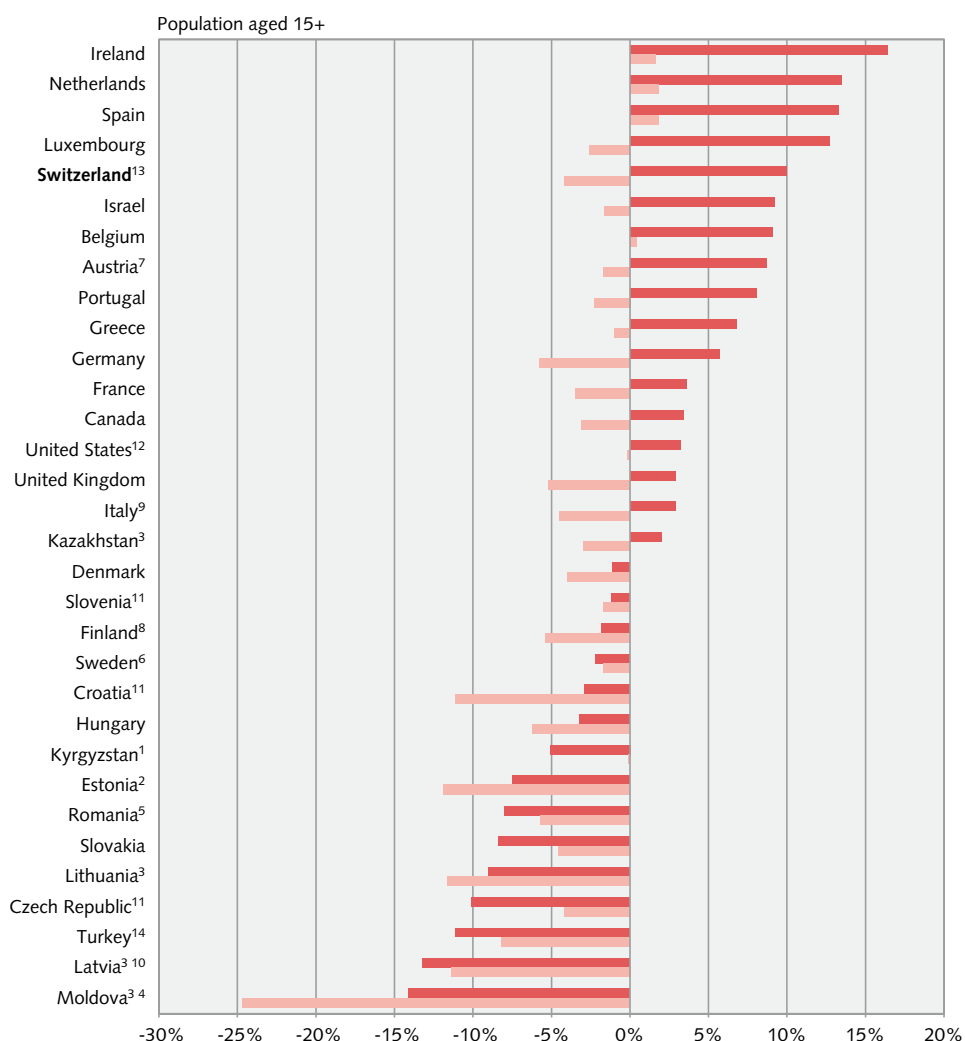
Remarks: see annex

Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Changes in the economic activity rate by sex, 1990–2005

G 4

¹ 2005: data refer to 2004.² 1990: data refer to population aged 15–69; 2005: data refer to population aged 15–74.³ 1990: data refer to population census 1989.⁴ 2005: the Transnistria region and the town of Tighina are not covered since 1997.⁵ 1990: official estimates from administrative data.⁶ 1990: data refer to population aged 16–64; 2005: data refer to population aged 16+.⁷ Break in series: since 1995, labour force data are based on ILO/EUROSTAT concepts; before 1995, the Life Subsistence Concept was used.⁸ Data refer to population aged 15–74.⁹ Break in series: at present, Italian Labour Force Survey (LFS) time series are homogeneous starting from October 1992. On that date LFS has undergone relevant methodological changes:

1) in definitions a) the active population now includes persons 15 years and over (previously it was 14 and over); b) unemployment now includes persons who actively sought employment in the last 30 days (previously it was in the last 6 months);

2) in checking procedure;

3) in sample stratification.

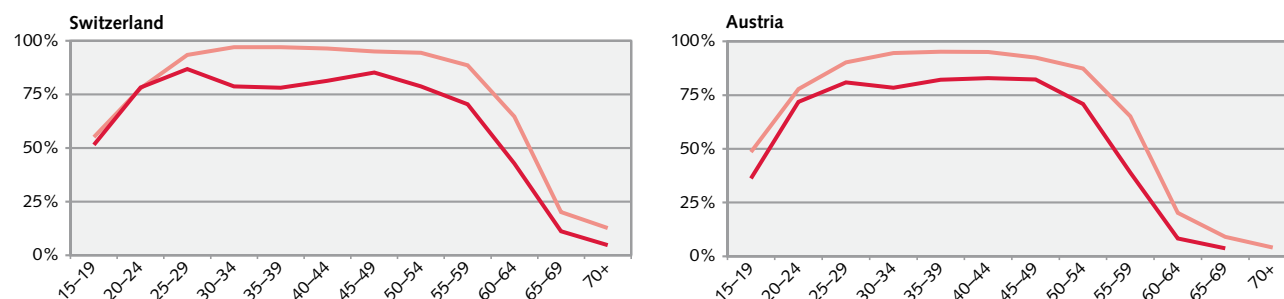
¹⁰ 2000/2001 – break in series: adjustment of population figures based on the results of the 2000 census and recalculation of labour force data.¹¹ 1990: data refer to population census 1991.¹² Data refer to population aged 16+.¹³ 1990: data come from population census.¹⁴ 1990: data refer to population aged 12+.

Source: UNECE Gender Statistics Database

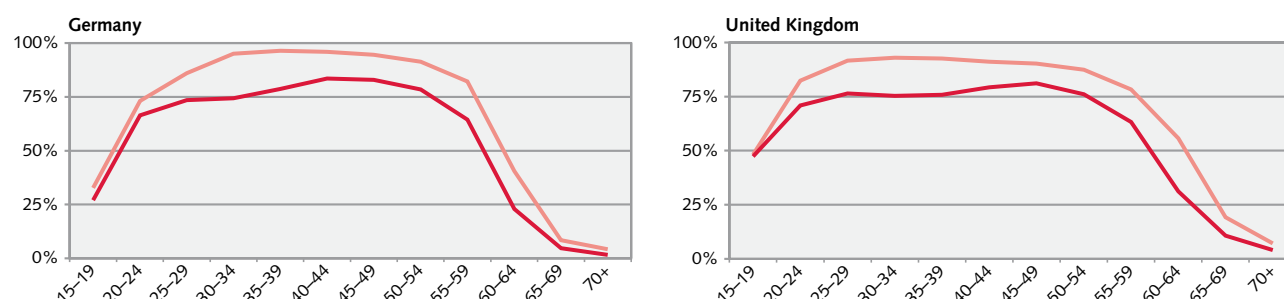
© Federal Statistical Office (FSO)

Economic activity rate by sex and age, 2005

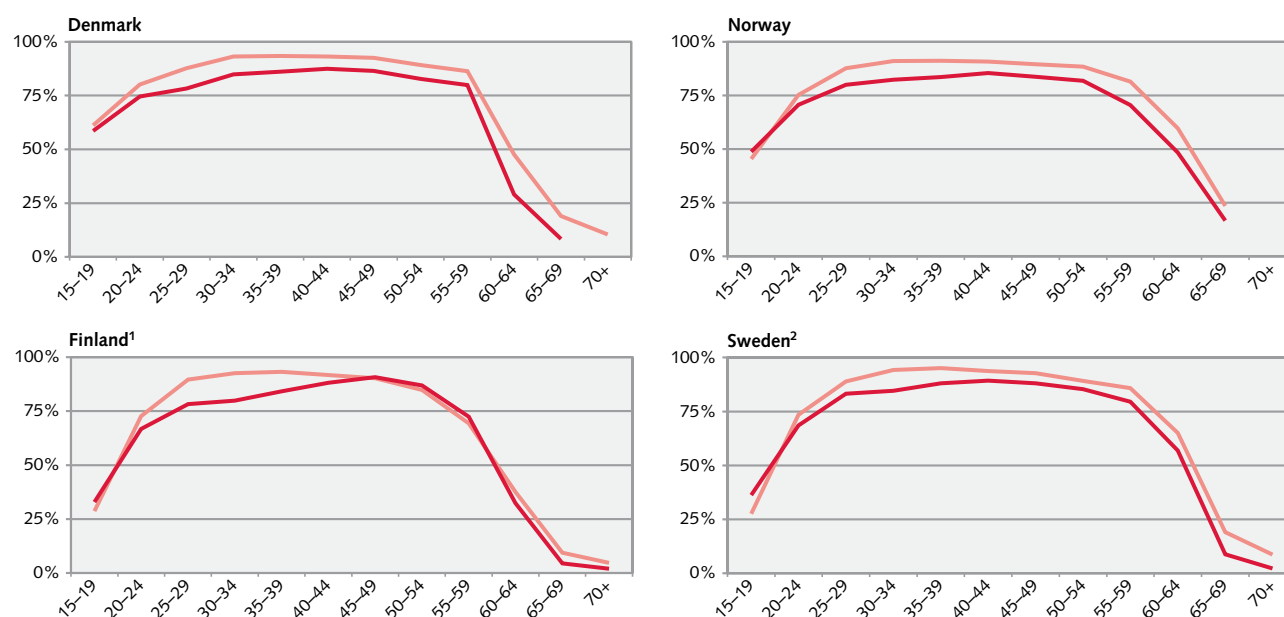
Pattern 1: a «dip», a decline in labour force participation for women in the family start-up phase, followed by a later re-entry into the workforce.



Pattern 2: the effect of the family start-up phase represents a stagnation of the female labour force participation rate, followed by a renewed climb after around 40 years of age.

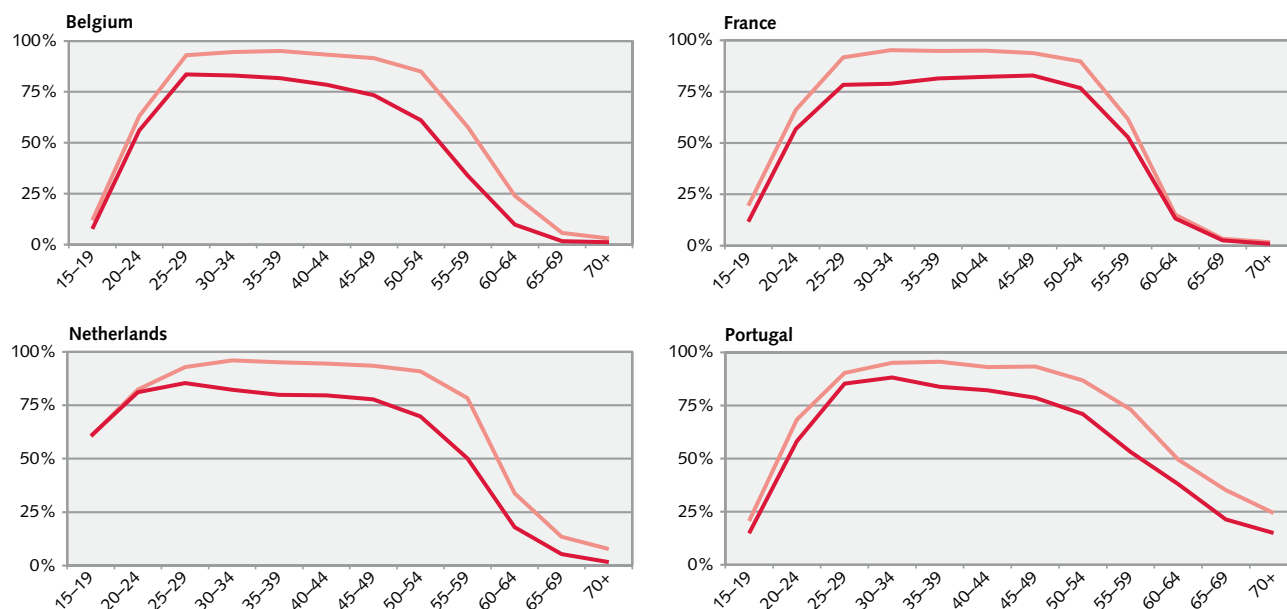


Pattern 3: parallel trend of female and male labour force participation rates, where the female participation rate is only slightly lower than that for men.

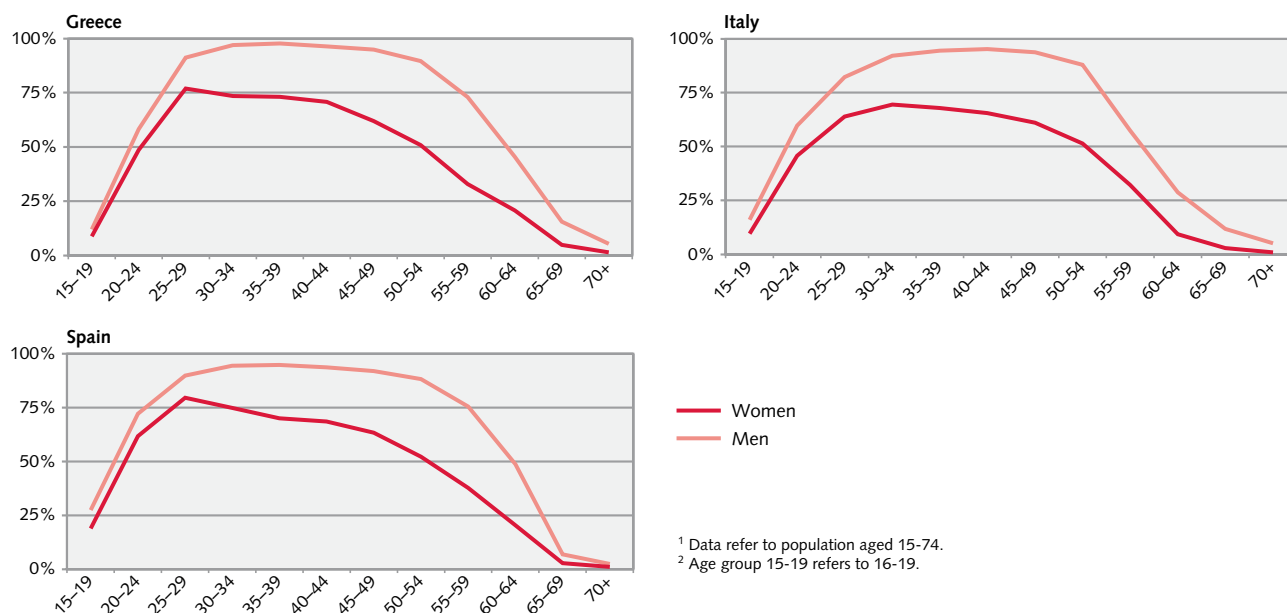


Source: UNECE Gender Statistics Database

Pattern 4: comparable trend in male and female labour force participation rates, although women from the age of 25 display a markedly lower participation rate than men.



Pattern 5: distinct and definitive decline in female labour force participation rate for women from the age of family start-up onwards.



Part-time work

Extensive part-time work is one important reason for the high labour force participation rate of women in Switzerland. In 2004, Switzerland had the second-highest percentage of women working part-time (58.8%) among the countries under consideration. The Netherlands was the only country with a higher percentage: three quarters of economically active women there work part-time. Even in 1995, the Netherlands and Switzerland led the field: two thirds and a half of economically active women were working part-time, in the Netherlands and Switzerland respectively.

In all the countries, men are far less likely to work part-time than women. In Switzerland, 11.8% of men in employment nonetheless work part-time, thus putting Switzerland with countries with the most men working part-time, though the difference compared with the other countries is smaller than that for women. The Netherlands leads the way as it does for women, with a rate of 22.3%. Part-time work is also very widespread in

Norway and the United Kingdom in general, whereas the eastern European countries, for the most part, have a lower proportion of men and women working part-time.

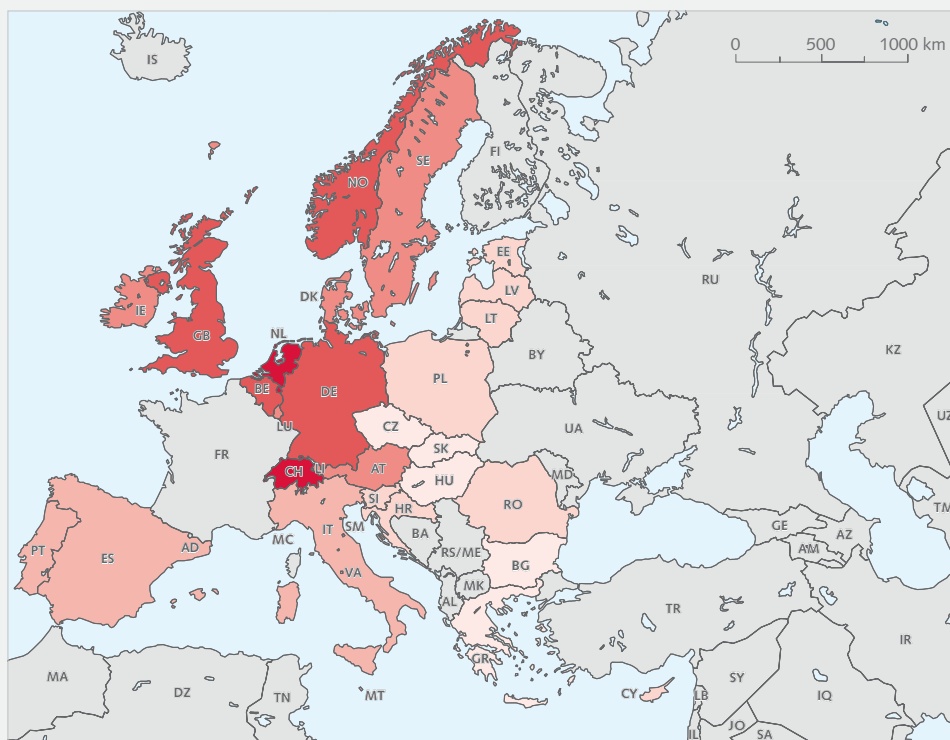
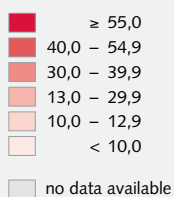
With few exceptions, the ten-year trend between 1995 and 2004 shows a general increase in part-time work which was more pronounced among women than men. This can be interpreted as a positive sign for better reconciliation of professional and private life, but it does not mean that the spread of part-time work has positive repercussions only. This is because working part-time may also be accompanied by job insecurity, poor social welfare provision (e.g. in old age) and fewer opportunities to undertake vocational training or build a career.

Definition: Part-time employed persons usually perform paid work for less than 30 hours per week. Data come from Labour Force Surveys unless otherwise specified. Data from Labour Force Surveys and Population Censuses normally comply with the definition above.

Part-time employed women, in 2004

M 09

As % of employed women



Remarks: see annex

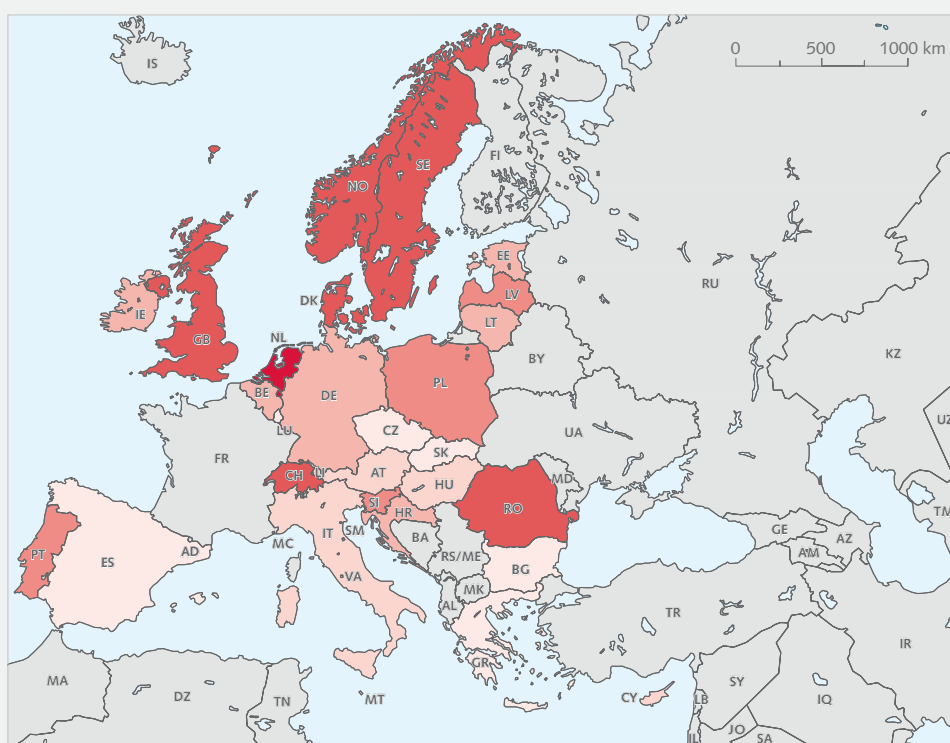
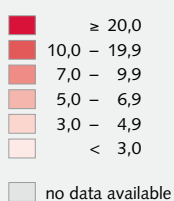
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Part-time employed men, in 2004

M 10

As % of employed men



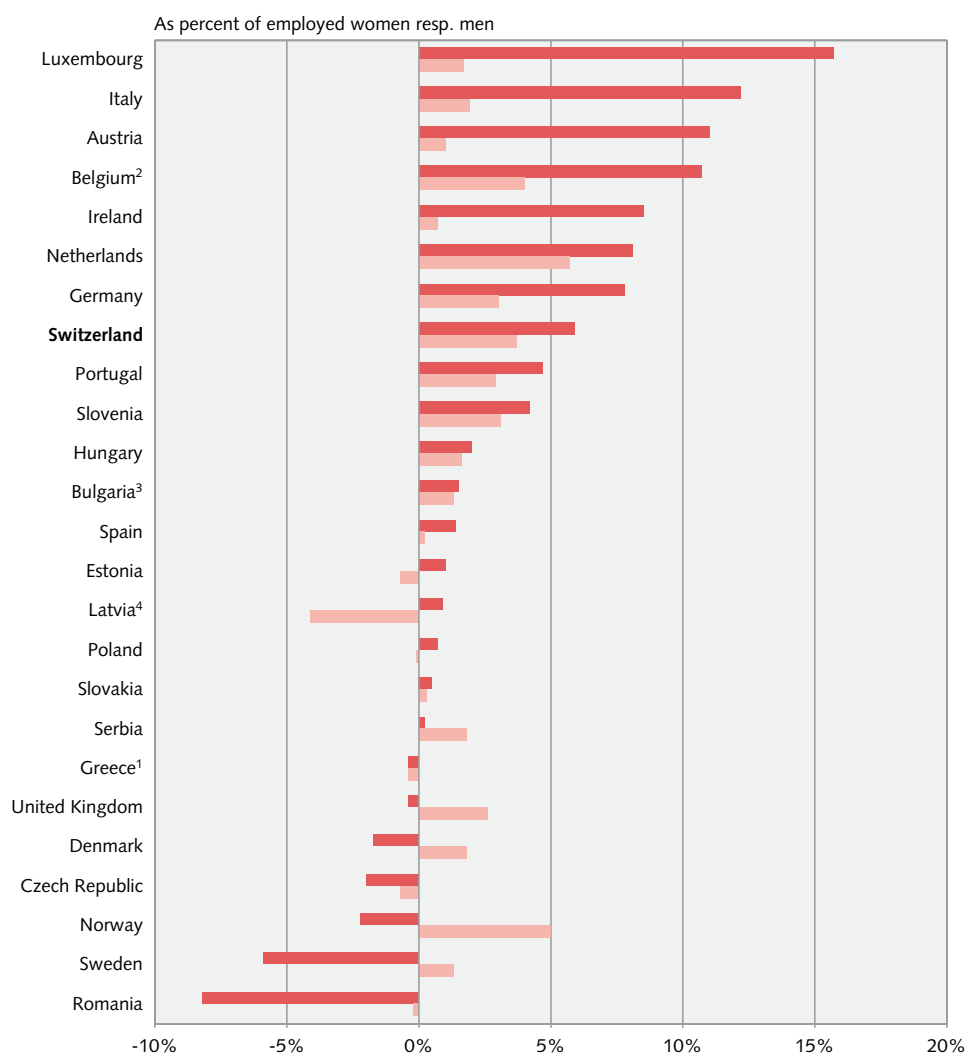
Remarks: see annex

Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Changes in the share of part-time employed by sex, 1995–2004

G 6



¹ 2004: data refer to 2003.

² 2000/2001 – break in series: until 2000 employees only, from 2001 all status of employment.

³ Up to 2000 as part-time employed are considered persons usually performing paid work less than 30 hours per week; since 2001 according to persons self-perception.

⁴ 1995: data refer to 1996.
2000/2001 – break in series: adjustment of population figures based on the results of the 2000 census and recalculation of labour force data.

Unemployment rate

The problem described in the methodological discussion with reference to the unemployment rate does not arise when comparing data on job seekers, since – in contrast to Maruani's example, where the figures relate to the number of people officially registered as unemployed – instead the figures here relate to those who declare themselves as unemployed or seeking work and are gathered by carrying out surveys in the countries under review (see *Definition*).

Switzerland is known to have a low unemployment rate compared with other countries, both for women and men (2005: 5.1% and 3.9% respectively). Among neighbouring countries, Austria, at 5.4%, has a similar rate to that of Switzerland. The unemployment rate for women is, in contrast however, much higher in Italy, France and Germany, falling between 10.0% and 10.9%. Whereas in Germany and Austria the unemployment rate for men and women is comparable, in Italy, the discrepancy is comparatively high with a difference of 3.8% between the rates for male and female unemployment. Also in France and Switzerland women are more frequently unemployed than men, although the difference is less marked than in Italy.

In every year since 1990, apart from 1997, Switzerland has had a higher unemployment rate for women⁶. There have been large differences in the progression of the female unemployment rate: it has declined in nearly half the countries. The decline was particularly marked in Spain, Ireland, Italy and in the Netherlands. In the other countries, including Switzerland, the unemployment rate for women increased. Whether it concerned a decline or a rise in the unemployment rate, as a general rule, the same pattern followed for women as for men.

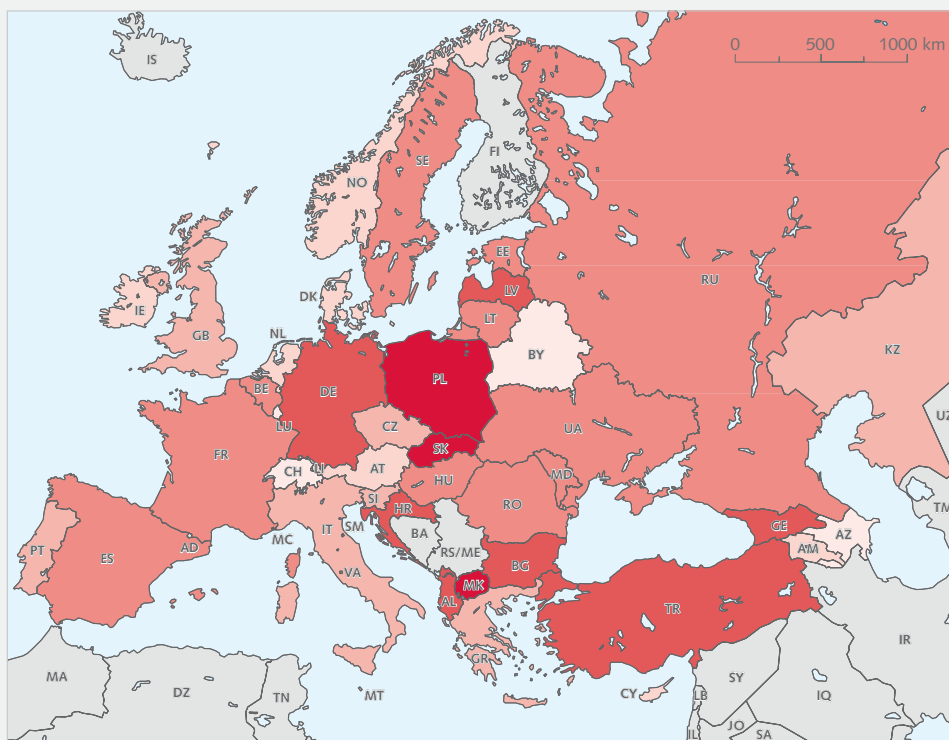
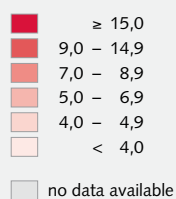
Definition: Unemployment: the unemployed comprise all persons above a specific age who during the reference period were: (a) without work – i.e. were not in paid employment or self-employment; and (b) currently available for work – i.e. were available for paid employment or self-employment during the reference period; and (c) seeking work – i.e. had taken specific steps in a specified reference period to seek paid employment or self-employment. The unemployment rate is calculated by relating the number of workers in the population who are unemployed (during the reference period) to the labour force (employed and unemployed) at the same date.

⁶ In 1997 the rise in unemployment had a particularly marked impact on men, since they were primarily affected by a fall in full-time employment at that time. That year saw an increase in the number of women working part time.

Unemployment rate of men, in 2005

M 12

Persons aged 15+, in %



Remarks: see annex

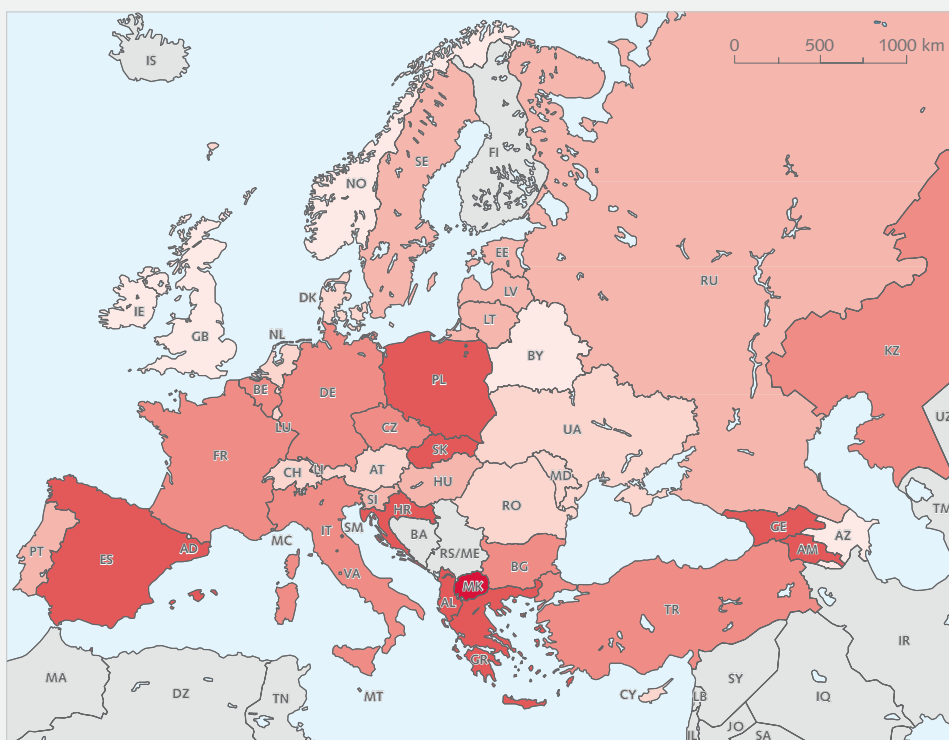
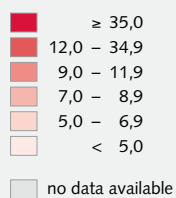
Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Unemployment rate of women, in 2005

M 11

Persons aged 15+, in %



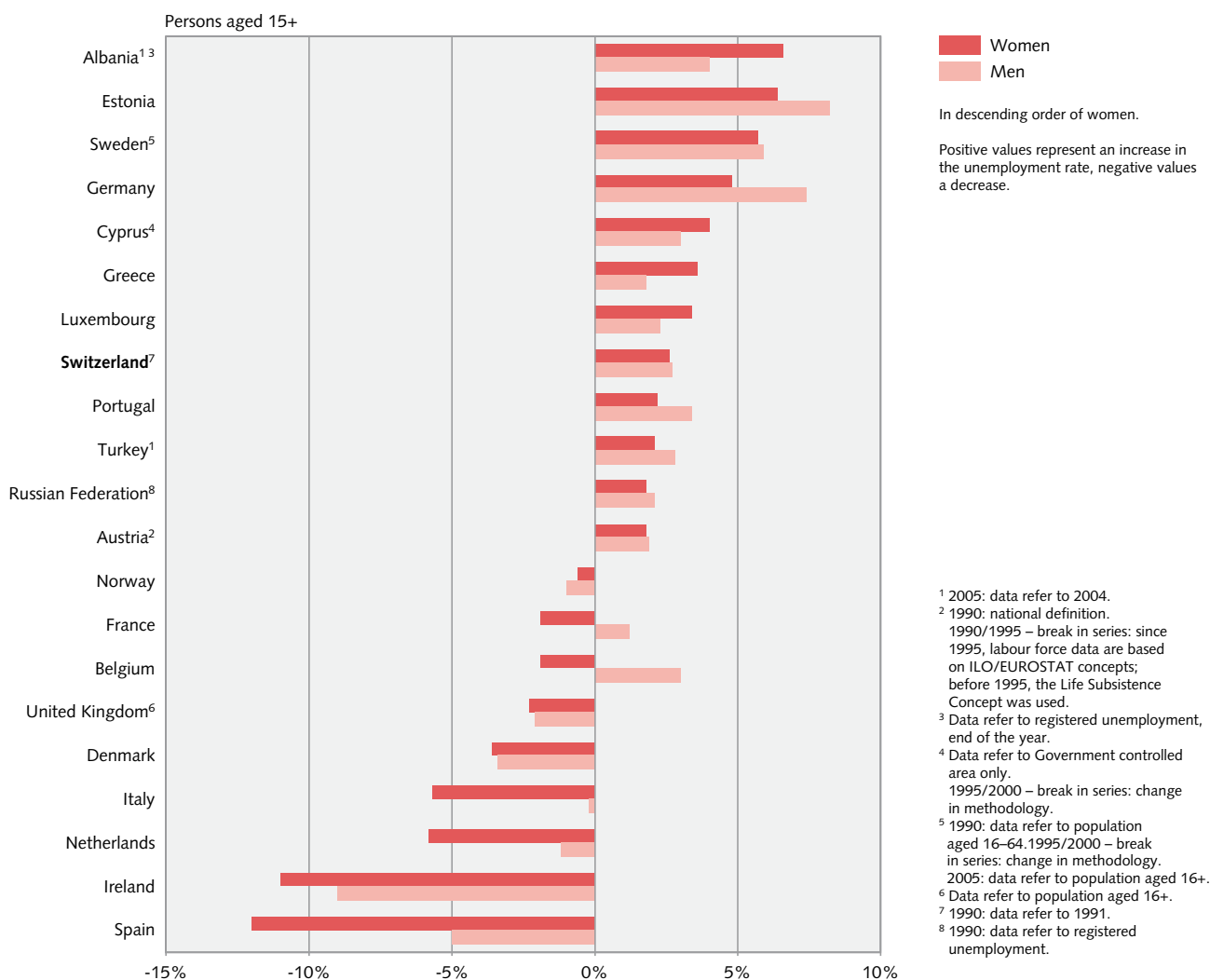
Remarks: see annex

Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

Changes in unemployment rate by sex, 1990–2005

G 7



Salaries

As was to be expected, comparison of wage differences shows that, in all countries, women earn less than men. Various reasons for this can be adduced: differences in education, age, seniority, branch of the economy, job requirements etc. However, part of the pay gap is due to discrimination. A study⁷ was conducted in Switzerland for the second time on the basis of the Swiss Earnings Structure Survey for 1998 to 2004, and this showed that 60% of the pay gap was due to objective factors such as those mentioned above: women, in general, are under-represented in management and in positions with a high

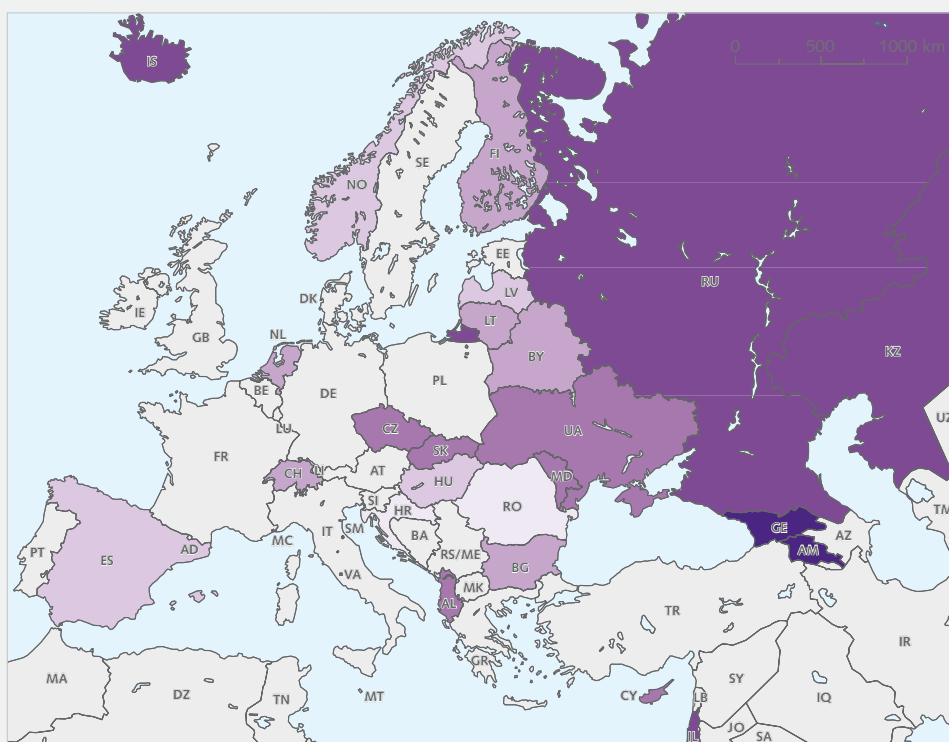
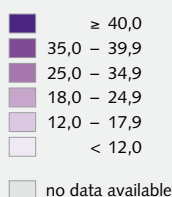
job profile, are more often employed in low-paid sectors, have a lower standard of education, are younger and have less professional experience than men. The remaining 40% of the pay gap is due to unknown factors and can therefore be identified as wage discrimination. In comparable studies, France was found to have an unexplained pay gap of 25% during the period 1990-2002, and in Austria the gap was as high as 65% in 2002⁸.

In 2004, women in Switzerland earned 19.7% less than men. This difference puts Switzerland in the middle group of countries investigated. Among northern and

Gender pay gap, in 2004

M 13

Gap, in %



Remarks: see annex

Source: UNECE Gender Statistics Database

© FSO, ThemaKart, Neuchâtel 2007

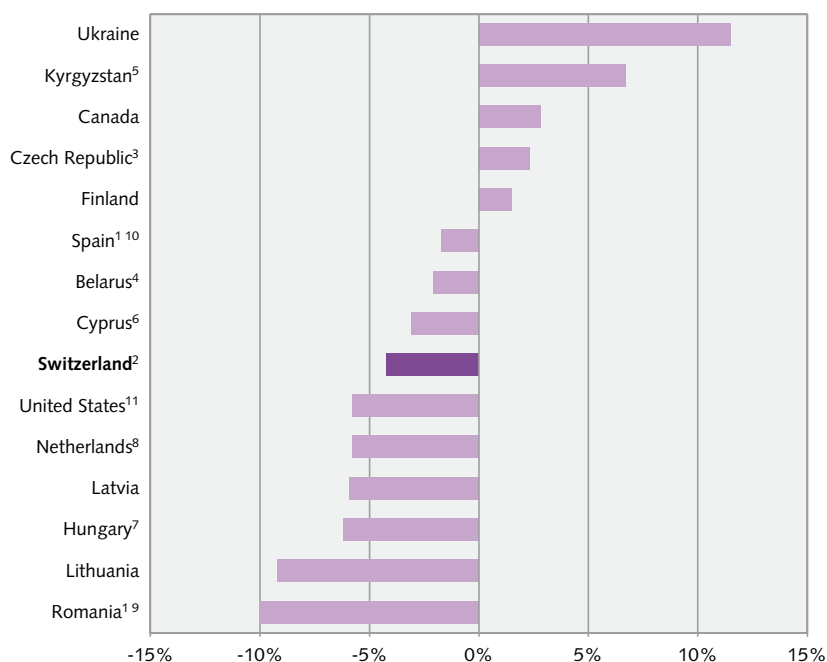
⁷ Comparative analysis of the salaries of women and men based on the Swiss Earnings Structure Survey for 1998 to 2004. BASS and the University of Bern. To be published shortly.

⁸ *L'écart des salaires entre les hommes et les femmes peut-il encore baisser?* Economie et statistique No 398-399, published by INSEE, March 2007. *Geschlechtsspezifische Lohn- und Gehaltsunterschiede*. Statistische Nachrichten 7/2007, Statistik Austria.

Changes in the gender pay gap, 1995–2004

G 8

Positive values represent an increase in the gender pay gap, negative values a decrease.



Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

¹ 2004: data refer to 2003.
² Data for 2004 aren't included in the UNECE Gender Statistics Database yet. 1995: data refer to 1994. Earnings components: basic gross salary, allowances for Sunday, night or shift work, 1/2 of 13th salary and 1/2 of annual irregular payments.

³ 1995: data refer to 1996.

⁴ Collection method: enterprises-based data (non-state enterprises are excluded).

⁵ Collection method: enterprise-based data.

⁶ Data include family allowances and the value of payments in kind. Data refer to Government controlled areas only.

⁷ 2004: data refer to enterprises with 5 or more employees. 1995: enterprises with more than 20 employees.

⁸ Overtime payments are excluded.

⁹ The average gross wage and salary contains the total remuneration in cash and in kind.

¹⁰ Data refer to net income amounts.

¹¹ Data refer to median usual weekly earnings.

western European countries, figures are available for Finland, Norway and the Netherlands. The wages gap in Finland and in the Netherlands, at 19.5% and 18.3% respectively, is at a comparable level to that of Switzerland. The gap in Norway is somewhat smaller at 13.4%. Of Switzerland's neighbouring countries, only France and Germany can provide somewhat dated data on this variable, for which reason this is only mentioned in passing here, however the data will not be presented. In France, women earned 16.1% less than men in 2002, while in Germany the difference in 2001 was 22.4% (Switzerland 2002: 20.7%).

In most of the countries where comparisons with the past are possible (only 15 out of 52 countries), the pay gap has shrunk since 1995. The size of the decrease varies from country to country, but by no more than 10 percentage points. In the ten years between 1994 and 2004, the pay gap in Switzerland fell by 4.2 percentage points – a slow but steady decrease. In Finland and in the Netherlands differing trends can be observed: namely, whereas the wage gap in the Netherlands declined by 5.8%, in Finland it rose by 1.5% to detriment of women.

Definition: Gender pay gap is the difference between average monthly earnings of male employees and that of female employees expressed as a percentage of average monthly earnings of male employees. Average gross monthly earnings refer to remuneration, usually in cash, paid to full time employees.

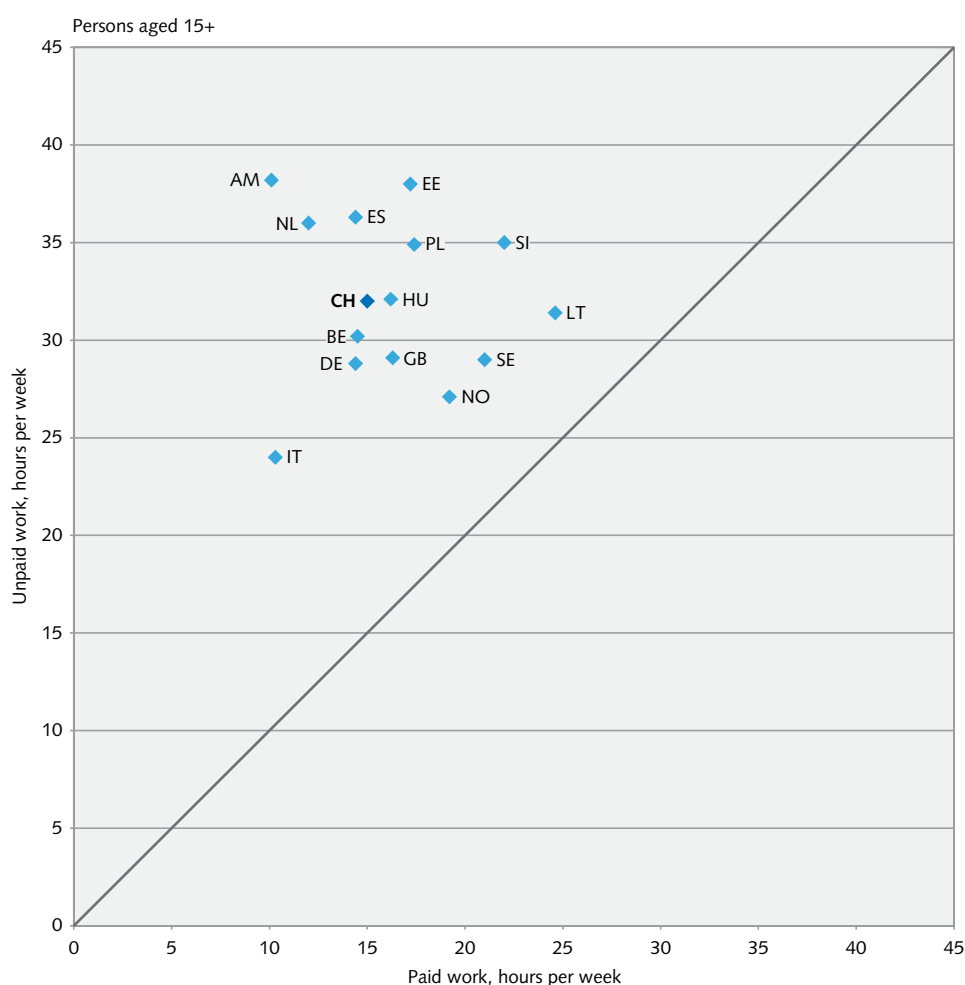
Unpaid work

The amount of time spent performing unpaid work, as well as paid work, is of great interest from the perspective of gender equality. This category includes caring for the home and family, as well as voluntary work. In most countries, women shoulder a greater total workload of both paid and unpaid work, apart from the Netherlands, Norway, Sweden and Switzerland, where the burden is equally shared between the sexes. On the other hand,

the unequal distribution of paid and unpaid work between women and men follows the same pattern in all the countries without exception: men invest more time in paid work and women more in unpaid work. In Switzerland in 2004⁹ women spent an average of 15 hours and men 30 hours per week carrying out paid work. Men invest only 19 hours per week in unpaid work, while women do 32 hours.

Time spent in paid and unpaid work by women, 2000–2004¹

G 9



BE, DE, GB, HU, PL:
Data refer to persons aged 20–74;
paid work: including time spent on study
at school and during free time.

LT:
Data refer to persons aged 20–74.

NL:
Data refer to persons aged 25+.

SE:
Data refer to age group 16–64.

SI:
Paid work includes also studying and
learning.

¹ Data refer to different years depending
on country. They aren't collected yearly
and do not change substantially in a
time period of 5 years.

Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

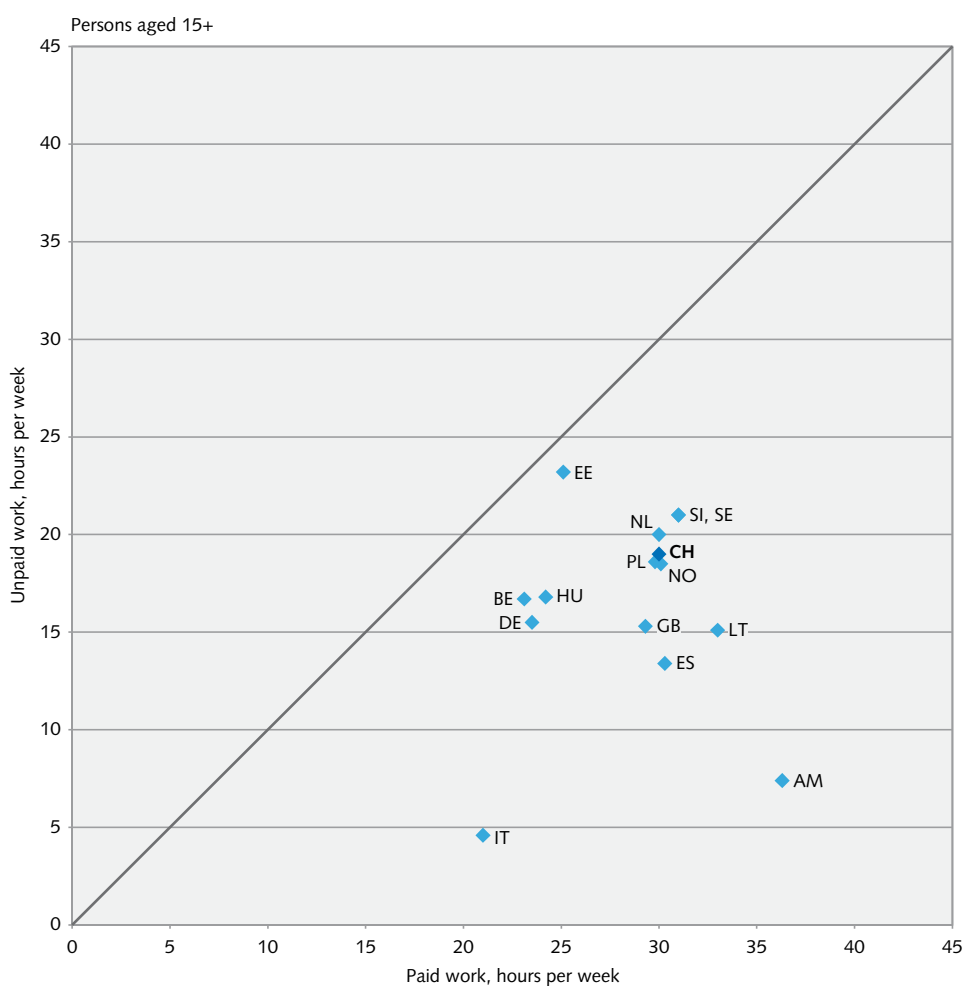
⁹ Figures for 2004 not yet available on the Gender Statistics Database.

The average amount of time per week spent carrying out paid work may seem low. The explanation for this is that the figures are based on the total population aged 15 or more, including people of retirement age. The statutory retirement age thus has quite an important influ-

ence on the average number of hours spent doing paid work. The low total workload of Italian women and men, for example, is at least partially attributable to this cause.

Time spent in paid and unpaid work by men, 2000–2004¹

G 10



BE, DE, GB, HU, PL:
Data refer to persons aged 20–74;
paid work: including time spent on study
at school and during free time.

LT:
Data refer to persons aged 20–74.

NL:
Data refer to persons aged 25+.

SE:
Data refer to age group 16–64.

SI:
Paid work includes also studying and
learning.

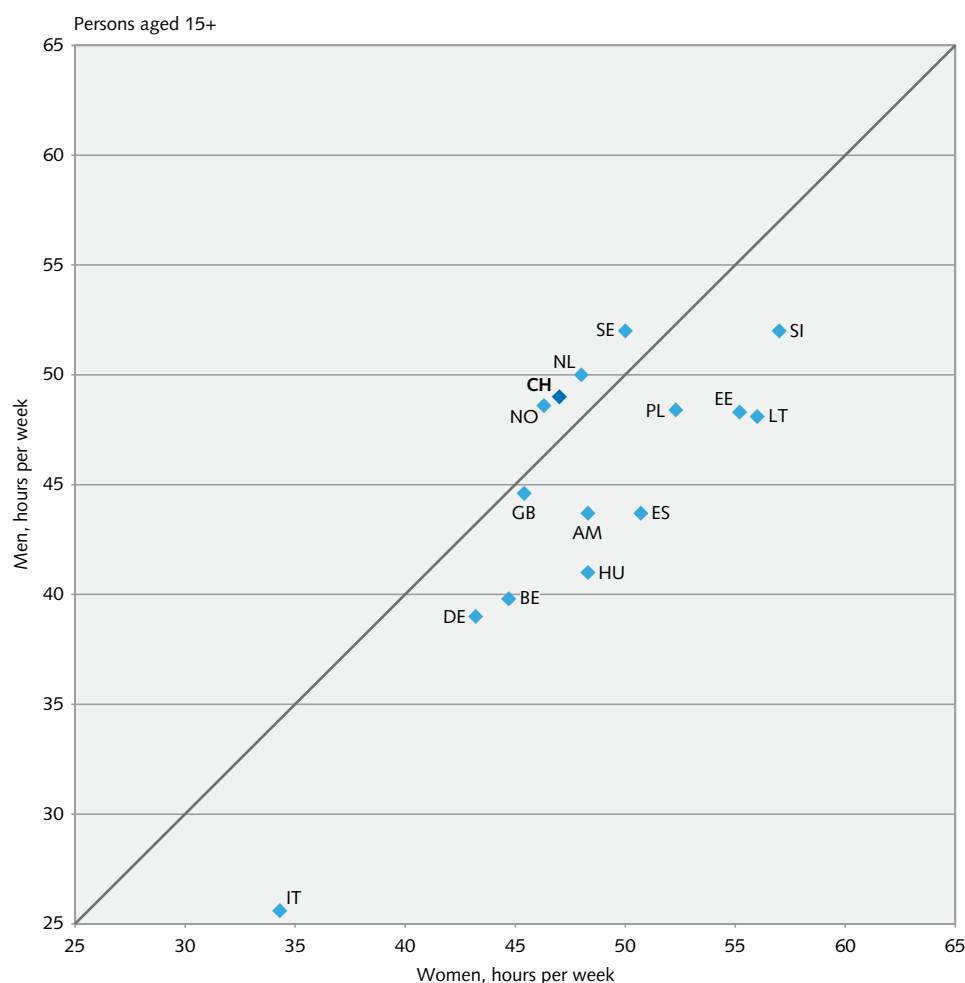
¹ Data refer to different years depending on country. They aren't collected yearly and do not change substantially in a time period of 5 years.

Definition: Time use is measured in relation to a reference week of seven days. *Paid work* comprises production and related activities which are done within the SNA (i.e. System of National Accounts) production boundaries. This comprises work in the formal sector (i.e. in corporations, health and education sector, government and administration), and work for household enterprises (primary and raw materials production activities, manufacturing, construction, formal and informal production activities, do-it-yourself or services for other households). The work in the formal sector also comprises training and studies in relation to work and short breaks and interruptions from work. All paid work includes activities to do with looking for work and setting up in business. *Unpaid work* is defined as production and related activities which are done within the general production bound-

ary but outside the SNA production boundary. The categories comprised are: (a) work providing unpaid domestic services for own final use within the household; this includes preparing and serving food, cleaning, sweeping, etc. of dwelling and surroundings, clothes care, all aspects of household management, shopping; (b) work providing unpaid care – giving services to household members; this includes all activities in relation to unpaid services for the care of children and adults of one's household including care provided to members of the household who are sick or disabled; (c) work providing community services and help to other households; this includes both voluntary and obligatory services for the benefit of members of the community as well as unpaid help extended to other households (such as households of relatives, friends and neighbours).

Total time spent in paid and unpaid work by sex, 2000–2004¹

G 11



BE, DE, GB, HU, PL:
Data refer to persons aged 20–74;
paid work: including time spent on study
at school and during free time.

LT:
Data refer to persons aged 20–74.

NL:
Data refer to persons aged 25+.

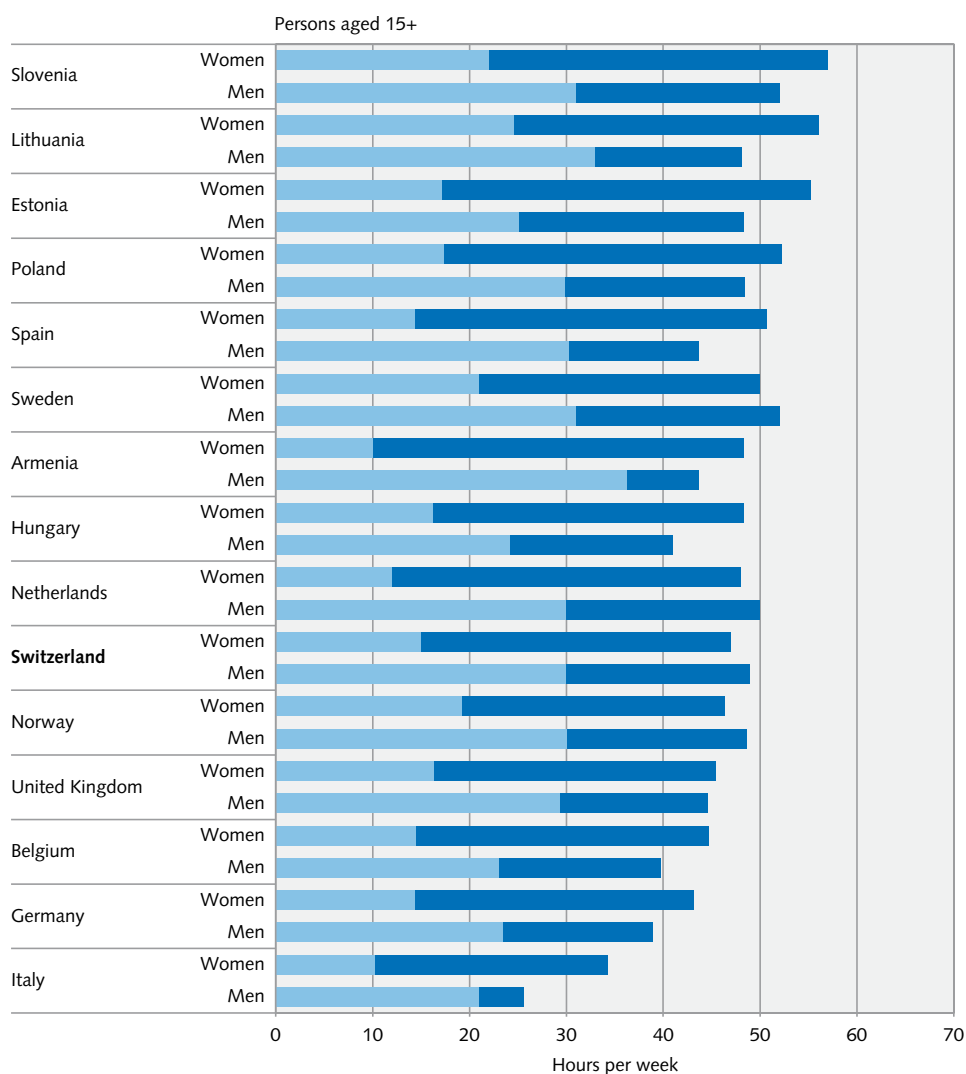
SE:
Data refer to age group 16–64.

SI:
Paid work includes also studying and
learning.

¹ Data refer to different years depending
on country. They aren't collected yearly
and do not change substantially in a
time period of 5 years.

Time spent in paid and unpaid work by sex, 2000–2004¹

G 12



■ Paid
■ Unpaid

In descending order of women.

BE, DE, GB, HU, PL:
Data refer to persons aged 20–74;
paid work: including time spent on study
at school and during free time.

LT:
Data refer to persons aged 20–74.

NL:
Data refer to persons aged 25+.

SE:
Data refer to age group 16–64.

SI:
Paid work includes also studying and
learning.

¹ Data refer to different years depending
on country. They aren't collected yearly
and do not change substantially in a
time period of 5 years.

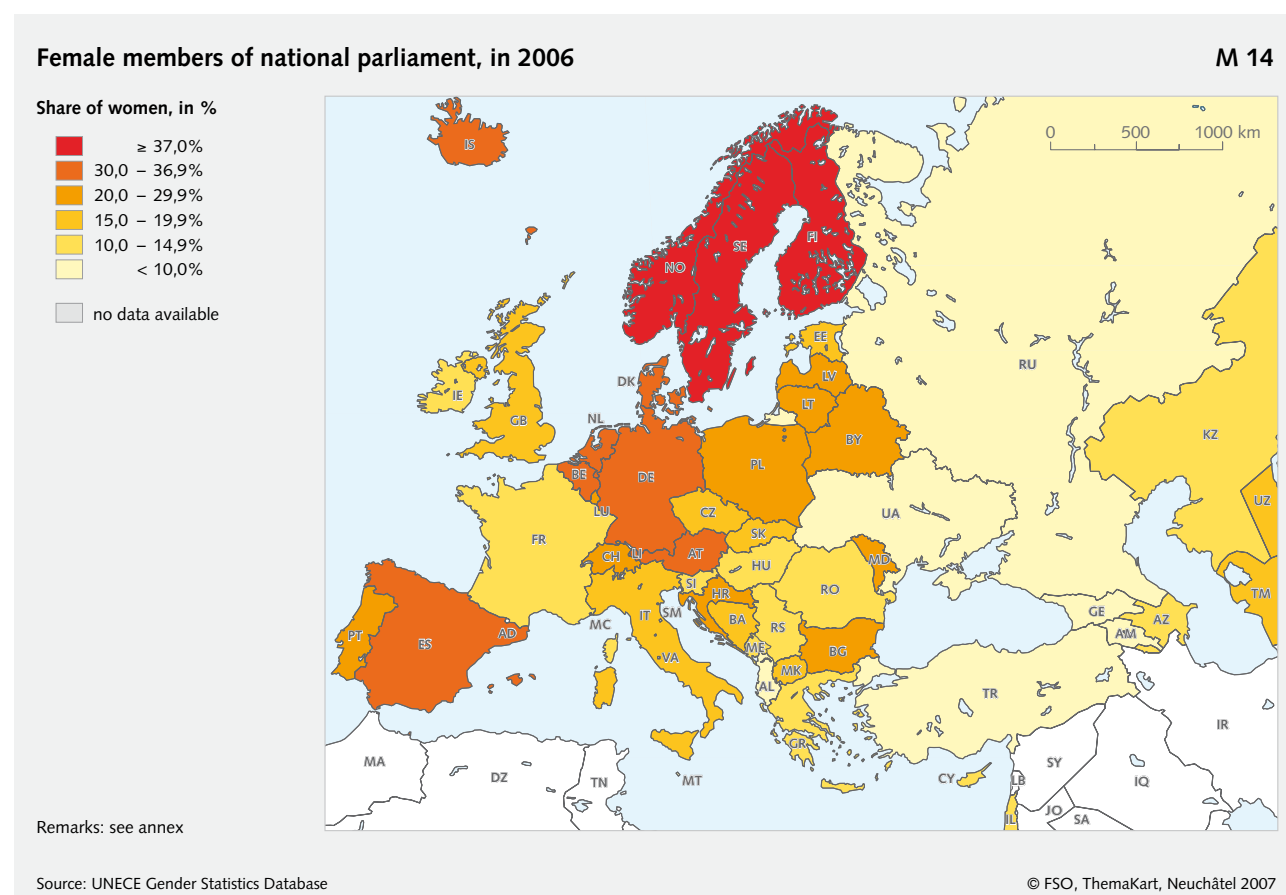
Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

Political representation

The representation of women in national parliaments indicates how far they are able to participate in the decision-making processes of a country. However, the proportion of women in parliament and the related trend depend in part on whether there are legally imposed quotas in the country concerned. In none of the countries under review are women equally represented in the

national parliaments, let alone in the majority. Women are best represented in the Scandinavian countries, with around 38% of seats. Sweden has the highest proportion of women in parliament, with 45.3% in 2006. In international comparison, Switzerland belongs to the upper middle range, with 26% of seats held by women¹⁰. Its neighbours Germany and Austria have more women



¹⁰ This proportion rose further following the national elections at the end of October 2007 settling at 29.5%.

in parliament than Switzerland (with 31.8% and 33.9% respectively). Italy, with 17.3%, and France, with only 12.2%, are doing considerably worse¹¹.

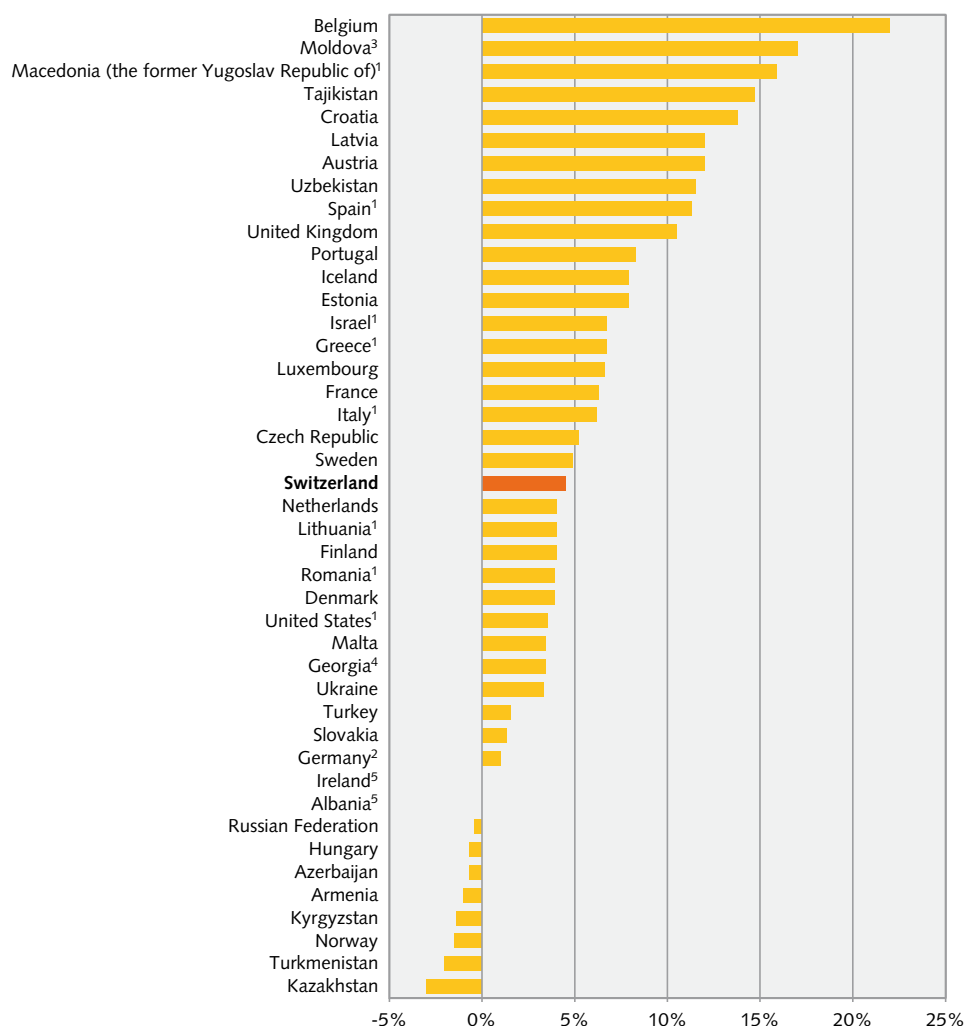
Differences in how the representation of women has progressed since 1995 is a point worth mentioning. In most northern and western European countries the proportion of women in national parliaments has significantly risen. In comparison, Switzerland showed a relatively sharp increase in the proportion of women – between 1995 and 2006 the share of women in parliament rose by 4.5 percentage points and in the case of the most recent national election in 2007, this rose again

by 3.5 percentage points. Belgium shows the strongest increase with 22 percentage points. This is in no small part due to the introduction of a statutory quota for the election list¹².

Definition: Members of parliament are the persons elected to the lower or single house by the persons entitled to vote in the country. The parliament is the legislative or deliberative assembly; one or more chambers or assemblies that form (or form part of) the legislature of a country. Data refer to the lower or single house. Data reflect results of the most recent election.

Changes in the share of female members of national parliament, 1995–2006

G 13



Source: UNECE Gender Statistics Database

© Federal Statistical Office (FSO)

¹¹ The newest election results from 2007 do not yet figure in the UNECE Gender Statistics Database. However, they are available on the Database of the Inter-parliamentary Union IPU (www.ipu.org/english/home.htm), where the data is continuously updated. According to the most recent results the current proportion of women in parliament in Switzerland is 29.5%, in Sweden 47.3%, in Austria 32.2% and in France 18.5%.

¹² European Database Women in Decision-making. Country Report Belgium: www.db-decision.de/CoRe/Belgien.htm.

Conclusions

International comparisons of gender equality based on statistical indicators provide a mixed picture for Switzerland. Depending on the area being examined, Switzerland comes out well, or less well, compared with other, mainly European, countries. As regards education, there is a relatively balanced ratio between male and female pupils at upper and post secondary level, but there is still considerable scope for improvement at tertiary level: comparatively fewer women graduate from higher education and there is a lower proportion of women lecturers. A positive trend that should be highlighted is that the share of female lecturers in institutes of tertiary education has significantly risen in recent years and also in graduating, women have caught up. At secondary level, Switzerland has a low proportion of women teachers compared with other countries, but the ratio almost reflects the actual balance between the sexes, which is the case in few other countries. Women teachers are significantly over-represented however, at primary school level in Switzerland, although, in international comparison, the proportion is lower than in three quarters of the countries under review.

In international comparison Switzerland has a high percentage of women in paid work¹³. Moreover, this figure has significantly increased in the last 15 years. Specific to Switzerland is the fact that the labour force participation rate is marked by a very high proportion of women in part-time work. These findings cannot be interpreted unequivocally, either positively or negatively, in terms of gender equality. On the one hand, part-time work may be accompanied by job insecurity, a lack of social welfare provision (e.g. pension funds) and fewer opportunities to undertake vocational training or build a career. On the other hand, it allows both women and men the opportunity to carry out other work in addition to paid work, such as childcare, informal support and

domestic work. As regards unemployment, Switzerland displays gratifyingly low levels compared with the majority of the countries under review. The gender gap, with regard to unemployment, is not particularly great, although women tend to be affected somewhat more frequently than men.

With a gender pay gap of about 20% – again to the detriment of women – Switzerland shows a similar value to those western and northern European countries for which figures are available. This is another element which offers considerable scope for improvement.

It is positive to mention that seen overall, Switzerland shows a relatively balanced total share of burden in terms of the amount of paid and unpaid work: overall, work is shared evenly between men and women (women: 47 hours per week, men: 49). Women however, more frequently carry out unpaid work, while men do more paid work. This unequal distribution of work indicates that the division of labour according to traditional roles is still common in Switzerland, as it is in nearly all the countries under review. In Switzerland it can be assumed that the persistence of an unequal division of labour is, among other factors, due to the insufficient provision of childcare.

Not one of the countries has as yet achieved equality between the sexes in their national parliament. The representation of women in the Swiss parliament is, with over a quarter, relatively high in international terms. What is more, in the latest national elections in October 2007, the proportion of women again rose reaching 29.5%. In neighbouring Germany and Austria, the proportion of women in parliament is significantly higher than in Switzerland, although the figure is lower in Italy and France. All the countries, therefore, still have much to do before gender equality is achieved in the political arena.

The updating and expansion of the UNECE Gender Statistics Database will, in future, allow international comparisons to be made in other fields, too, as well as permitting deeper analysis of the material presented here.

¹³ In making international comparisons, it should be kept in mind that the labour force participation rate (over the age of 15) is influenced by the retirement age in a particular country

Annex

<u>Tables in annex T1 and T2</u>	<u>34</u>
<u>Remarks on the graphs</u>	<u>38</u>
<u>Remarks on the maps</u>	<u>40</u>
<u>List of country codes</u>	<u>42</u>

T1 Indicators on equal opportunities in international comparison

Title		Female pupils at upper and post secondary level	Changes in the share of female pupils at upper and post secondary level	Share of female graduates from tertiary level		Changes in the share of female graduates from tertiary level		Share of female teachers by level of education			Changes in the share of female teachers by level of education			Economic activity rate by sex		Changes in the economic activity rate by sex	
Subtitle		Share of girls in %	In %	In %		In %		In %			In %			Persons aged 15+ in %		Population aged 15+ in %	
Year / Time period		2003/04	1995/96–2003/04	2003/04		2000/01–2003/04		2003/04			1995/96–2003/04			2005		1990–2005	
Corresponds to map/graph	M1	G1	M2	M3	G2		M4	M5	M6	G3			M7	M8	G4		
Criterion				From theoretical oriented programmes	From advanced research programmes (doctorates)	From theoretical oriented programmes	From advanced research programmes (doctorates)	Primary level	Secondary level	Tertiary level	Primary level	Secondary level	Tertiary level	Women	Men	Women	Men
Albania	AL	47,2	-1,5	71,8		4,2											
Armenia	AM	56,0	-9,8	57,4	27,6	1,1	-4,3	95,9	79,5	46,3	1,9	0,5	3,3				
Austria	AT	48,6	2,0	50,3	40,5	1,1	3,4							51,8	67,5	8,7	-1,7
Azerbaijan	AZ	50,1	1,2	44,3	29,4	3,1	-4,8	85,0	64,9	46,1	2,4	3,7	10,6	43,5	49,2		
Belarus	BY	46,9	-0,7					99,2	79,5	54,9	0,4		6,0	45,3	45,5		
Belgium	BE	48,8	-1,0	52,7	33,9	17,0	2,0	78,1	57,7	39,9				45,7	61,4	9,1	0,4
Bosnia and Herzegovina	BA	49,5						64,7	49,0								
Bulgaria	BG	48,3	-2,0	37,2	50,8	-26,4	8,8	92,6	77,1	45,2	3,5	5,9	4,0	44,4	55,4		
Canada	CA													61,8	72,8	3,4	-3,1
Croatia	HR	50,2	-0,4	55,7	42,0	-3,9	-4,8	89,9	65,7	37,2	0,9	2,2	2,0	43,2	57,5	-2,9	-11,1
Cyprus	CY	50,0	0,7	64,1		-12,4				41,5			2,6	53,3	73,9		
Czech Republic	CZ	50,2	0,8	40,3	35,6	1,5	0,9	83,7	66,5	39,9	-9,7	5,1	-11,9	50,7	68,7	-10,1	-4,2
Denmark	DK	50,2		62,0	35,9	1,6	-4,0	65,3						60,4	71,1	-1,1	-4,0
Estonia	EE	52,9	0,5	51,1	62,2	-12,3	10,5			48,8				53,1	65,2	-7,5	-11,9
Finland	FI	51,0	-4,0	63,1	49,2	0,7	3,4	75,5	64,4	45,4		0,3		56,8	65,0	-1,8	-5,4
France	FR	49,7		56,9	41,7	0,0	-1,0	81,2	58,6	39,3				50,3	62,4	3,6	-3,5
Georgia	GE	52,1	6,1	53,4	56,6	-2,1	5,0	95,9	80,3	52,6	1,7	7,0	-6,6	55,9	73,5		
Germany	DE	47,5	1,3	49,9	39,0	2,3	3,7	82,9	55,1	33,7	2,0	6,2	5,0	51,1	66,2	5,7	-5,8
Greece	GR	49,2		..	38,1	-0,3		62,2	36,5					42,2	64,8	6,8	-1,0
Hungary	HU	48,6	-2,3	54,5	42,9	1,7	4,9	95,9	69,8	38,6	11,8	14,3	1,9	43,1	58,3	-3,2	-6,2
Iceland	IS	49,9	1,6	60,8	50,0	-0,4	-5,0	78,2			4,6			77,1	85,5		
Ireland	IE	47,1	-4,9	59,6	45,7	0,4	1,3	83,6	59,9	39,0	5,7	5,5	1,9	51,8	72,3	16,4	1,6
Israel	IL	48,6		59,9	50,1	-1,0	3,0		65,5					50	60,7	9,2	-1,6
Italy	IT	49,0	-0,9	58,1	51,7	0,7	-0,4	95,4	66,3	32,9	2,2	11,4	5,6	37,9	61,2	2,9	-4,5
Kazakhstan	KZ	49,9						98,2	91,6	60,3				64,3	75,2	2,0	-3,0
Kyrgyzstan	KG	51,7	-4,9					96,0	72,7	50,3	1,6			53,5	74,4	-5,1	-0,1
Latvia	LV	50,6	-3,5	46,8	58,3	-9,2	9,7	97,2	81,9	55,4	0,6	3,4	6,6	50,9	66,1	-13,2	-11,4
Lithuania	LT	51,6	-2,0	63,6	57,5	4,0	5,0	97,7	80,5	52,9				51,2	63,1	-9,0	-11,6
Luxembourg	LU	50,5	1,0					70,6	43,7					46,3	65,1	12,7	-2,6
Macedonia (the former Yugoslav Republic of)	MK	47,9	-0,8		47,8		18,4	69,2	52,0	43,6	4,8	5,2	4,8	43,2	64,9		
Malta	MT	41,1		45,7	20,0	4,9	20,0	86,8	53,3	22,6				30,6	69,2		
Moldova	MD	52,6	1,9	57,8	59,2	-1,2	4,1	97,7	74,6	53,6	0,0	6,1	7,9	47,5	50,2	-14,1	-24,7
Montenegro	ME	49,3	-1,6											57,4	42,9		
Netherlands	NL	49,2	2,2	56,6	39,4	1,3	7,9	81,5	44,3	34,3				57,4	72,6	13,5	1,8
Norway	NO	49,1		54,3	39,8	0,1	5,4	72,6	58,4	37,4				68,5	75,8		
Poland	PL	48,7	-1,6	65,7	46,9	-0,2	5,3	84,7	71,0					47,7	62,8		
Portugal	PT	53,0		65,4	54,7	-2,4	4,0	81,8	69,1	41,9				55,6	69,4	8,1	-2,3
Romania	RO	50,6	1,2	42,4	49,3	-11,4		86,9	58,5	42,5	2,5	-4,4	8,8	46,9	61,5	-8,0	-5,7
Russian Federation	RU	49,2	-1,0		42,5		1,8	98,5		53,5	0,0		1,0				
Serbia	RS													44,6	63,0		
Slovakia	SK	50,1	-1,0	45,7	45,0	-6,4	5,2	91,7	76,4	40,2				51,3	68,4	-8,4	-4,6
Slovenia	SI	49,4	-0,4		40,6		-8,4	97,3	70,6	32,9	12,6	10,6	11,8	52,9	66,0	-1,2	-1,7
Spain	ES	52,4		60,0	47,5	1,0	4,6	69,0	55,1	38,4	3,2	2,8	6,0	45,9	67,9	13,3	1,8
Sweden	SE	50,3	-3,5	58,5	42,6	-0,9	3,4	80,8	56,9	41,7	8,5	-1,5	4,1	59,1	67,5	-2,2	-1,7
Switzerland	CH	47,4	1,5	43,9	36,9	4,0	2,4	77,8	45,6	27,5	10,9	3,7	13,2	59,3	75,1	10,0	-4,2
Tajikistan	TJ	40,2						63,6	46,7	32,5							
Turkey	TR	39,7	0,4		38,0		-0,4							24,8	72,2	-11,1	-8,2
Turkmenistan	TM																
Ukraine	UA	48,3						98,3	78,6					57,0	67,9		
United Kingdom	GB	49,8	0,3	54,8	43,1	0,7	3,6	81,5	60,2	38,5				55,4	69,2	2,9	-5,2
United States	US	49,4			47,7		2,8	88,6	63,4	43,4				59,2	73,3	3,2	-0,2
Uzbekistan	UZ	46,9															

¹ Depending on the country the data refers to different years. The data is not collected yearly, nor does it change substantially within a five year period.

Remarks regarding the country specifics of data can be found in the separate annex (Remarks on the maps and Remarks on the graphs).

Source: UNECE Gender Statistics Database

Part-time employed by sex		Changes in the share of part-time employed by sex		Unemployment rate by sex		Changes in unemployment rate by sex		Gender pay gap	Changes in the gender pay gap	Time spent in paid and unpaid work by sex						Share of female members of national parliament	Changes in the share of female members of national parliament
As % of employed women resp. men		As % of employed women resp. men		Persons aged 15+ in %		Persons aged 15+ in %		In %	In %	Persons aged 15+ hours per week						In %	In %
2004		1995–2004		2005		1990–2005		2004	1995–2004	2000–2004 ¹						2006	1995–2006
M9	M10	G6		M11	M12	G7		M13	G8	G9–G12						M14	G13
Women	Men	Women	Men	Women	Men	Women	Men			Women: Paid	Women: Unpaid	Women: Total workload	Men: Paid	Men: Unpaid	Men: Total workload		
				17,5	12,4	6,6	4,0	34,6								7,1	0,0
				12,0	4,6			46,6								5,3	-1,0
37,8	4,8	11,0	1,0	5,4	4,9	1,8	1,9			10,1	38,2	48,3	36,3	7,4	43,7	33,9	12,0
				1,6	1,3											11,3	-0,7
				2,0	1,0			18,8	-2,1							29,1	
40,5	6,8	10,7	4,0	9,5	7,6	-1,9	3,0			14,5	30,2	44,7	23,1	16,7	39,8	34,7	22,0
																16,7	
2,5	2,0	1,5	1,3	11,5	12,5			18,8								22,1	
								30,1	2,8							20,8	
11,2	6,3			13,8	11,6			10,7		39,3		39,3	41,6		41,6	21,7	13,8
13,4	4,8			6,5	4,4	4,0	3,0	26,9	-3,1							14,3	
8,3	2,3	-2,0	-0,7	9,8	6,5			25,1	2,3	35,7		35,7	40,6		40,6	15,5	5,2
33,7	12,1	-1,7	1,8	5,3	4,4	-3,6	-3,4									36,9	3,9
10,7	5,3	1,0	-0,7	7,1	8,8	6,4	8,2			17,2	38,0	55,2	25,1	23,2	48,3	18,8	7,9
								19,5	1,5							37,5	4,0
								46,2								12,2	6,3
				10,1	8,2	-1,9	1,2									9,4	3,4
41,6	6,6	7,8	3,0	10,9	11,4	4,8	7,4			14,4	28,8	43,2	23,5	15,5	39,0	31,8	1,0
8,0	2,4	-0,4	-0,4	15,3	6,1	3,6	1,8									13,0	6,7
6,3	3,2	2,0	1,6	7,4	7,0			13,7	-6,2	16,2	32,1	48,3	24,2	16,8	41,0	10,4	-0,7
								36,9								33,3	7,9
31,5	6,2	8,5	0,7	4,0	4,6	-11,0	-9,0			32,1		32,1	41,3		41,3	13,3	0,0
								36,7								14,2	6,7
25,0	4,8	12,2	1,9	10,0	6,2	-5,7	-0,2			10,3	24,0	34,3	21,0	4,6	25,6	17,3	6,2
				9,6	6,7			38,1								10,4	-3,0
				9,1	7,4			33,4	6,7							0,0	-1,4
13,2	7,7	0,9	-4,1	8,8	9,0			15,6	-5,9							21,0	12,0
10,4	6,5			8,4	8,2			18,7	-9,2	24,6	31,4	56,0	33,0	15,1	48,1	22,0	4,0
36,4	2,7	15,7	1,7	5,8	3,5	3,4	2,3									23,3	6,6
				37,8	36,7											19,2	15,9
19,1	4,1			8,8	6,6											9,2	3,4
				6,0	8,7			28,7								21,8	17,0
				26,2	35,5											12,5	
74,7	22,3	8,1	5,7	5,1	4,4	-5,8	-1,2	18,3	-5,8	12,0	36,0	48,0	30,0	20,0	50,0	36,7	4,0
45,4	14,6	-2,2	5,0	4,2	4,6	-0,6	-1,0	13,4		19,2	27,1	46,3	30,1	18,5	48,6	37,9	-1,5
14,0	8,2	0,7	-0,1	19,1	16,6					17,4	34,9	52,3	29,8	18,6	48,4	20,4	
16,3	7,1	4,7	2,9	8,7	6,7	2,2	3,4									21,3	8,3
11,2	10,2	-8,2	-0,2	6,4	7,8			11,0	-10,0							11,2	3,9
				7,0	7,3	1,8	2,1	35,5								9,8	-0,4
11,3	8,8	0,2	1,8													12,0	
4,2	1,4	0,5	0,3	17,2	15,5			27,6		40,9		40,9	42,9		42,9	16,0	1,3
10,9	7,9	4,2	3,1	7,0	6,0					22,0	35,0	57,0	31,0	21,0	52,0	12,2	
17,9	2,8	1,4	0,2	12,2	7,0	-12,0	-5,0	15,9	-1,7	14,4	36,3	50,7	30,3	13,4	43,7	36,0	11,3
36,1	12,0	-5,9	1,3	7,4	7,6	5,7	5,9			21,0	29,0	50,0	31,0	21,0	52,0	45,3	4,9
58,8	11,8	5,9	3,7	5,1	3,9	2,6	2,7	19,7	-4,2	15,0	32,0	47,0	30,0	19,0	49,0	26,0	4,5
				9,7	10,5	2,1	2,8									17,5	14,7
																4,4	1,5
				6,8	7,5			31,4	11,5							16,0	-2,0
43,8	10,3	-0,4	2,6	4,3	5,1	-2,3	-2,1			16,3	29,1	45,4	29,3	15,3	44,6	7,1	3,3
								21,4	-5,8							19,7	10,5
																15,2	3,5
																17,5	11,5

T2 Economic activity rate by sex and age, 2005, in %

	15–19		20–24		25–29		30–34		35–39	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Austria	36,2	48,5	71,8	77,8	80,9	90,2	78,4	94,6	82,2	95,2
Belgium	7,7	11,9	56,1	63,1	83,6	93,0	83,0	94,6	81,7	95,1
Bulgaria	7,8	7,7	44,1	58,3	64,4	81,1	75,9	86,6	82,1	86,5
Canada ²	54,9	51,8	76,1	79,8	81,2	90,3	81,5	93,1	81,4	93,2
Croatia ¹	14,1	18,2	54,4	68,2	74,4	91,3	83,7	92,3	80,3	90,6
Cyprus ³	7,5	12,6	68,5	74,9	81,5	95,8	80,5	96,3	76,8	97,0
Czech Republic	7,7	10,2	48,6	65,6	65,3	93,7	73,5	97,3	86,2	97,0
Denmark	58,6	61,2	74,5	80,1	78,3	87,7	84,8	93,2	86,1	93,4
Estonia ⁴			52,8	70,0	70,2	91,9	76,4	93,6	81,7	90,1
Finland ⁴	32,9	28,7	66,8	72,7	78,3	89,6	79,9	92,6	84,2	93,2
France	11,6	19,4	56,7	66,1	78,4	91,7	78,9	95,2	81,4	94,9
Georgia	14,3	23,6	35,6	59,3	53,3	87,2	67,8	88,7	72,5	92,1
Germany	27,0	32,7	66,5	73,1	73,5	86,0	74,4	95,0	78,7	96,4
Greece	8,8	12,0	48,6	58,2	76,9	91,2	73,5	97,1	73,1	97,8
Hungary	4,1	6,5	42,0	52,8	66,0	88,2	65,9	92,7	75,2	90,5
Ireland	25,5	31,0	70,5	79,1	79,8	92,0	74,4	93,8	66,3	94,2
Italy	9,6	16,0	45,7	59,7	63,8	82,1	69,4	92,1	67,8	94,5
Kazakhstan ¹	25,4	30,6	70,2	78,7	85,5	95,4	88,4	95,8	90,0	96,0
Latvia	10,7	16,3	53,0	73,3	74,8	90,3	78,8	89,2	82,2	91,7
Lithuania		5,2	39,6	56,1	79,5	89,8	85,4	93,0	88,2	91,6
Luxembourg	5,2	10,3	46,4	54,4	81,6	89,1	77,5	98,8	74,0	98,7
Macedonia (the former Yugoslav Republic of)	11,9	16,8	42,2	59,1	62,0	83,3	65,5	90,0	66,0	91,3
Malta ⁶	32,4	33,0	73,0	80,6	64,0	96,6	47,4	96,2	34,7	95,5
Netherlands	60,7	60,4	81,1	82,4	85,3	92,8	82,2	95,9	79,8	95,1
Norway	48,7	45,4	70,7	75,3	80,0	87,7	82,4	91,1	83,6	91,2
Poland	7,8	11,3	53,0	65,0	76,7	92,5	79,5	95,0	83,9	94,2
Portugal	14,8	20,6	58,2	68,3	85,3	90,3	88,1	95,0	83,8	95,5
Romania	11,5	18,2	42,4	55,2	69,3	82,6	73,3	89,3	77,3	91,3
Serbia	15,4	22,5	45,3	58,9	68,6	83,8	80,3	96,1	82,2	94,2
Slovakia	7,6	8,8	55,5	70,7	68,1	93,9	77,6	95,9	85,9	97,1
Slovenia	13,6	19,0	56,4	67,1	86,2	89,6	92,1	96,6	93,5	96,3
Spain	18,9	27,4	61,8	72,1	79,6	89,9	74,9	94,5	70,1	94,8
Sweden ⁵	36,2	27,6	68,5	73,4	83,2	88,9	84,6	94,2	88,1	95,1
Switzerland	51,5	55,1	78,2	77,8	86,8	93,3	78,7	97,0	78,1	97,0
Turkey ²	18,0	36,0	32,0	73,2	31,4	92,9	29,0	94,9	30,3	95,0
Ukraine	14,8	18,1	55,8	71,1	73,5	89,2	77,3	88,6	82,4	89,0
United Kingdom	47,3	48,2	70,9	82,4	76,5	91,6	75,3	93,0	75,8	92,6

¹ Data refer to 2004.² Data in age group 65–69 refer to age group 65+.³ Data refer to the Government controlled area.⁴ Data refer to population aged 15–74.⁵ Age group 15–19 refers to 16–19.⁶ Data in age group 60–64 refer to age group 60+.

Source: UNECE Gender Statistics Database

40–44		45–49		50–54		55–59		60–64		65–69		70+	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
82,9	95,1	82,3	92,5	70,9	87,4	39,0	65,2	8,3	20,2	3,7	9,0		4,1
78,5	93,3	73,3	91,6	61,0	85,0	33,8	57,6	9,8	24,0	1,7	5,7	1,1	3,0
84,2	84,4	80,6	82,8	73,7	77,8	45,1	63,6	7,7	32,6	2,8	7,5		3,4
83,1	92,6	82,2	91,4	77,1	88,0	60,4	76,2	35,0	53,9	5,0	12,1		
79,6	86,8	75,4	85,4	57,0	79,6	31,4	60,2	14,3	28,3	10,4	15,0	4,3	6,5
79,9	94,7	73,3	94,9	65,0	92,6	42,7	84,5	20,9	59,4	8,8	30,4	5,3	17,4
90,9	95,8	91,6	94,6	87,3	90,8	48,7	82,7	12,9	34,3	6,0	11,3	1,7	5,6
87,4	93,2	86,4	92,5	82,8	89,2	79,9	86,3	29,1	47,6	8,4	19,0		10,5
90,4	90,5	92,6	87,2	85,8	80,9	72,9	73,9	39,7	51,6	19,4	27,3		
88,2	91,8	90,7	90,3	86,9	84,8	72,5	69,3	32,4	37,6	4,5	9,4	2,0	4,7
82,3	95,0	82,9	93,8	76,8	89,8	52,9	61,7	13,2	15,0	2,6	3,3	0,9	1,7
77,1	92,6	74,6	91,7	73,2	90,9	72,4	85,2	58,4	81,2	54,6	63,0		
83,5	95,9	82,9	94,6	78,4	91,3	64,5	82,2	22,9	40,6	4,8	8,5	1,7	4,3
70,7	96,4	61,9	95,0	50,8	89,5	32,9	73,0	20,7	45,4	4,9	15,5	1,4	5,3
79,1	87,2	78,4	81,1	70,3	73,6	43,4	59,6	9,8	21,2	2,3	6,0		2,1
66,8	93,1	66,1	91,9	59,6	86,5	46,5	74,8	27,7	58,6	7,4	23,5		12,8
65,4	95,2	61,0	93,8	51,4	87,8	32,2	57,4	9,4	28,8	2,9	11,8	0,9	5,1
91,5	95,5	88,8	93,6	82,6	91,8	61,9	84,9	23,4	50,7	13,6	19,5	3,4	6,0
88,2	89,8	85,3	89,6	81,8	85,5	64,8	77,8	33,0	43,3	13,7	28,4		13,6
90,7	91,8	87,3	87,9	82,0	84,9	66,6	73,0	22,6	54,0	6,6	11,9		
71,9	97,4	69,9	94,6	57,6	92,5	36,7	58,2	11,0	15,1				
68,2	90,9	66,4	90,4	53,4	83,7	30,3	66,6	10,6	37,2	4,5	9,6	2,3	5,3
32,5	95,6	31,4	89,7	22,8	87,4	18,9	72,2		26,7				
79,6	94,4	77,7	93,4	69,8	90,8	50,1	78,3	18,0	33,8	5,4	13,5	1,6	7,8
85,4	90,8	83,7	89,5	81,8	88,5	70,5	81,5	48,4	59,7	16,6	23,5		
84,0	91,8	79,2	85,5	58,9	75,0	26,6	49,7	13,6	26,2	7,0	14,8	3,8	8,4
82,1	93,0	78,6	93,3	70,9	86,8	53,1	73,1	37,9	49,5	21,4	35,2	14,9	24,4
73,7	88,6	71,1	85,5	59,2	76,8	39,1	58,2	26,8	35,8	22,8	27,2	19,7	23,5
80,7	95,3	75,0	91,1	59,9	82,3	32,0	69,0	13,3	36,7	10,7	18,4	6,8	14,5
91,6	95,7	89,6	92,1	82,5	88,2	26,9	80,0	7,6	22,0		4,8		
90,5	94,6	86,7	90,6	70,3	79,3	27,3	62,7	9,8	22,9	8,9	15,3	6,6	12,8
68,5	93,7	63,3	91,9	52,2	88,3	37,7	75,5	20,4	48,8	2,8	6,9	1,1	2,4
89,3	93,7	88,1	92,7	85,3	89,1	79,5	85,8	56,9	65,1	8,8	19,1	2,2	8,6
81,3	96,4	85,2	95,0	78,7	94,3	70,4	88,5	42,8	64,7	11,2	20,2	4,8	12,7
28,7	93,5	25,8	82,6	21,9	65,6	18,4	53,0	15,3	40,1	11,8	33,1		
84,7	87,4	81,1	84,3	72,9	79,1	37,6	67,6	24,7	32,2	17,3	22,7		
79,3	91,1	81,1	90,3	76,1	87,4	63,2	78,3	31,2	55,7	10,7	19,2	4,0	7,1

Remarks on the graphs

Graph 1 AL, HR, IS, IT: data refer to level 3 of ISCED 1997 classification.
 AM, BA, CZ, HR, LU, MK, RU: 2003/04: data refer to 2002/03.
 AT, IT: 1995/96: data refer to 1994/95.
 BE, DE, TR: 1995–1996: data refer to ISCED 1976 classification.
 CY: data refer to the Government controlled area.
 IE: 1995/1996: data refer to level 3 of ISCED 1997 classification.
 IS, LV: 1995/1996: data refer to level 3 of ISCED 1976 classification.
 MD: geographical coverage: excludes Transnistria since 1993.

Graph 2 AL: level 6 of ISCED 1997 classification does not exist.
 AL, AM, AZ, GE, MT, RU: 2003/04: data refer to 2002/03.
 CY: level 6 of ISCED 1997 classification is included in level 5A. Data refer to the Government controlled area only.
 GR: 2000/01: data refer to 2001/02.
 RO: 2000/01: data are not available for level 6 of ISCED 1997 classification.

Graph 3 AM: 1995/2000 – break in series: data since 2000 include both public and private schools.
 AZ: 2003/04: data refer to 2002/03.
 CH: data include only ISCED 5A and 6, not ISCED 5B (see Definition).
 CY: data refer to the Government controlled area only.
 FI: 1995: primary level is included in secondary level.
 HU: 1995/96: data on primary correspond to ISCED classification levels 1 + 2; data on secondary correspond to ISCED level 3.
 IS: 1995/96: data on primary correspond to

ISCED classification levels 1+2; 1990/1995 – break in series: change in methodology.

SI: 1995/96: primary includes ISCED levels 1+2; secondary includes ISCED levels 3+4.

Graph 4 AT: break in series: since 1995, labour force data are based on ILO/EUROSTAT concepts; before 1995, the Life Subsistence Concept was used.
 CH: 1990: data come from population census.
 CZ, HR, SI: 1990: data refer to population census 1991.
 EE: 1990: data refer to population aged 15–69; 2005: data refer to population aged 15–74.
 FI: data refer to population aged 15–74.
 IT: break in series: at present, Italian Labour Force Survey (LFS) time series are homogeneous starting from October 1992. On that date LFS has undergone relevant methodological changes: 1) in definitions a) the active population now includes persons 15 years and over (previously it was 14 and over); b) unemployment now includes persons who actively sought employment in the last 30 days (previously it was in the last 6 months); 2) in checking procedure; 3) in sample stratification.
 KG: 2005: data refer to 2004.
 KZ, LT, LV, MD: 1990: data refer to population census 1989.
 LV: 2000/2001 – break in series: adjustment of population figures based on the results of the 2000 census and recalculation of labour force data.
 MD: 2005: the Transnistria region and the town of Tighina are not covered since 1997.
 RO: 1990: official estimates from administrative data.
 SE: 1990: data refer to population aged 16–64; 2005: data refer to population aged 16+.
 TR: 1990: data refer to population aged 12+.
 US: data refer to population aged 16+.

Graph 5 CA, TR: data in age group 65–69 refer to age group 65+.

CY: data refer to the Government controlled area.

EE, FI: data refer to population aged 15–74.

HR, KZ: data refer to 2004.

MT: data in age group 60–64 refer to age group 60+.

SE: age group 15–19 refers to 16–19.

Graph 6 BE: 2000/2001 – break in series: until 2000 employees only, from 2001 all status of employment.

BG: up to 2000 as part-time employed are considered persons usually performing paid work less than 30 hours per week; since 2001 according to persons self-perception.

GR: 2004: data refer to 2003.

LV: 1995: data refer to 1996. 2000/2001 – break in series: adjustment of population figures based on the results of the 2000 census and recalculation of labour force data.

Graph 7 AL: data refer to registered unemployment, end of the year.

AL, BG, TR: 2005: data refer to 2004.

AT: 1990: national definition. 1990/1995 – break in series: since 1995, labour force data are based on ILO/EUROSTAT concepts; before 1995, the Life Subsistence Concept was used.

CH: 1990: data refer to 1991.

CY: data refer to Government controlled area only. 1995/2000 – break in series: change in methodology.

GB: data refer to population aged 16+.

RU: 1990: data refer to registered unemployment.

SE: 1990: data refer to population aged 16–64. 1995/2000 – break in series: change in methodology. 2005: data refer to population aged 16+.

Graph 8 BY: collection method: enterprises-based data (non-state enterprises are excluded).

CH: data for 2004 aren't included in the UNECE Gender Statistics Database yet. 1995: data refer to 1994. Earnings components: basic gross salary, allowances for Sunday, night or shift work, $\frac{1}{12}$ of 13th salary and $\frac{1}{12}$ of annual irregular payments.

CY: data includes family allowances and the value of payments in kind. Data refer to Government controlled areas only.

CZ: 1995: data refer to 1996.

ES: data refer to net income amounts.

ES, RO: 2004: data refer to 2003.

HU: 2004: data refer to enterprises with 5 or more employees. 1995: enterprises with more than 20 employees.

KG: collection method: enterprise-based data.

NL: overtime payments are excluded.

RO: the average gross wage and salary contains the total remuneration in cash and in kind.

US: data refer to median usual weekly earnings.

Graphs

9 to 12 BE, DE, GB, HU, PL: data refer to persons aged 20–74; paid work: including time spent on study at school and during free time.

LT: data refer to persons aged 20–74.

NL: data refer to persons aged 25+.

SE: data refer to age group 16–64.

SI: paid work includes also studying and learning.

Graph 13 DE: 1995: data refer to 1994.

ES, GR, IL, IT, LT, RO, US: 1995: data refer to 1996.

GE: geographical coverage: excludes Abkhazia and South Ossetia (Tshinvali) from 1993.

MD: geographical coverage: excludes Transnistria since 1993.

Remarks on the maps

Map 1	AL, HR, IL, IS, IT: only ISCED 3. AM, BA, CZ, HR, LU, MK, RU: data 2002/03. CY: data refer to the Government controlled area. MD: Transnistria since 1993 excluded.	Maps 9 and 10	BG: up to 2000 as part-time employed are considered persons usually performing paid work less than 30 hours per week; since 2001 according to persons self-perception. CY: data refer to the Government controlled area. GR: data 2003.
Map 2	AL, AM, AZ, GE, MT: data 2002/03. CY: level 6 ISCED 1997 included in level 5A, data refer to the Government controlled area.	Maps 11 and 12	AL, AM, AZ, BY: registered unemployment, end of the year. AL, BG, MK, TR: data 2004. CY: data refer to the Government controlled area. GB: population aged 16+. GE: Abkhazia and South Ossetia (Tshinvali) excluded since 1993. MD: Transnistria excluded since 1993. SE: data refer to population aged 16+. UA: population aged 16–70.
Map 3	AL: level 6 of ISCED 1997 (doctorates) does not exist. AL, AM, AZ, GE, MT, RU: data 2002/03. CY: level 6 ISCED 1997 included in level 5A (map M 02), data refer to the Government controlled area.	Map 13	BG: employees under labour contract. BG, ES, RO, RU: data 2003. BY: enterprises-based data (non-state enterprises excluded). CH: data 2004 are not yet available in UNECE gender statistics database. Earnings components: basic gross salary, allowances for Sunday, night or shift work, $\frac{1}{12}$ of 13th salary and $\frac{1}{12}$ of annual irregular payments. CY: data include family allowances and payments in kind. Data refer to Government controlled areas only. ES: net income amounts. GE: Abkhazia and South Ossetia (Tshinvali) excluded since 1993. HR: employees in craft and trade excluded.
Map 4	AM, AZ, BA, DK, GE, HR, IS: data 2002/03. CY: data refer to the Government controlled area.		
Map 5	AM, AZ, BA, GE, HR: data 2002/03. CY: data refer to the Government controlled area.		
Map 6	AM, AZ, GE, HR: data 2002/03. CH: only ISCED 5A and 6, ISCED 5B not included (cp. definition). CY: data refer to the Government controlled area.		
Maps 7 and 8	CY: data refer to the Government controlled area. EE, FI, IS: population aged 15–74. MD: the Transnistria region and the town of Tighina are not covered since 1997. SE: data refer to population aged 16+.		

HU: enterprises with 5 or more employees.

MD: enterprises with 20 people and more; Transnistria excluded since 1993.

NE: overtime payments excluded.

NO: variable additional allowances, bonuses, commissions included; payment for overtime work excluded.

RO: the average gross wage and salary contains the total remuneration in cash and in kind.

Map 14

CY: data refer to the Government controlled area.

GE: Abkhazia and South Ossetia (Tshinvali) excluded since 1993.

MD: Transnistria excluded since 1993.

List of country codes

Official country codes ISO 3166 (International Standard for country codes)

in alphabetical order

AL	Albania	MT	Malta
AM	Armenia	NL	Netherlands
AT	Austria	NO	Norway
AZ	Azerbaijan	PL	Poland
BA	Bosnia and Herzegovina	PT	Portugal
BE	Belgium	RO	Romania
BG	Bulgaria	RS	Serbia
BY	Belarus	RU	Russian Federation
CA	Canada	SE	Sweden
CH	Switzerland	SI	Slovenia
CY	Cyprus	SK	Slovakia
CZ	Czech Republic	TJ	Tajikistan
DE	Germany	TM	Turkmenistan
DK	Denmark	TR	Turkey
EE	Estonia	UA	Ukraine
ES	Spain	US	United States
FI	Finland	UZ	Uzbekistan
FR	France		
GB	United Kingdom		
GE	Georgia		
GR	Greece		
HR	Croatia		
HU	Hungary		
IE	Ireland		
IL	Israel		
IS	Iceland		
IT	Italy		
KG	Kyrgyzstan		
KZ	Kazakhstan		
LT	Lithuania		
LU	Luxembourg		
LV	Latvia		
MD	Moldova		
ME	Montenegro		
MK	Macedonia (the former Yugoslav Republic of)		

Countries represented in the maps, for which no data are available in the UNECE Gender Statistics Database:

AD	Andorra
DZ	Algeria
IQ	Iraq
IR	Iran
JO	Jordan
LB	Lebanon
LI	Liechtenstein
MA	Morocco
MC	Monaco
SA	Saudi Arabia
SM	San Marino
SY	Syria
TN	Tunisia
VA	Vatican City

