

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 1994-2007, total employment rates (men and women) have fallen in 17 member countries and risen in 13 countries. Particularly large falls were recorded in Luxembourg, Czech Republic, Turkey, Hungary, Korea and Slovak Republic and particularly large increases occurred in Iceland, Ireland, Spain and Finland.

Growth in employment rates was very different for men and women. Employment rates for men decreased somewhat in 6 member countries during the latest three-year period, strongest in Korea, United Kingdom and Luxembourg. For women, on the other hand, employment rates grew in all member countries except United Kingdom, where they declined slightly.

Particularly strong increases were recorded for Poland, the Slovak Republic, Germany and Austria.

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.

Sources

- OECD (2008), *OECD Employment Outlook*, OECD, Paris.
- For Non-Member Countries: National Sources.

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 (2002-2008), *Babies and Bosses – Reconciling Work and Family Life*, series, OECD, Paris.

Statistical publications

- OECD (2004), *Quarterly Labour Force Statistics*, OECD, Paris.
- OECD (2008), *Labour Force Statistics*, OECD, Paris.

Online databases

- *Employment Statistics*.

Websites

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



Employment rates: total

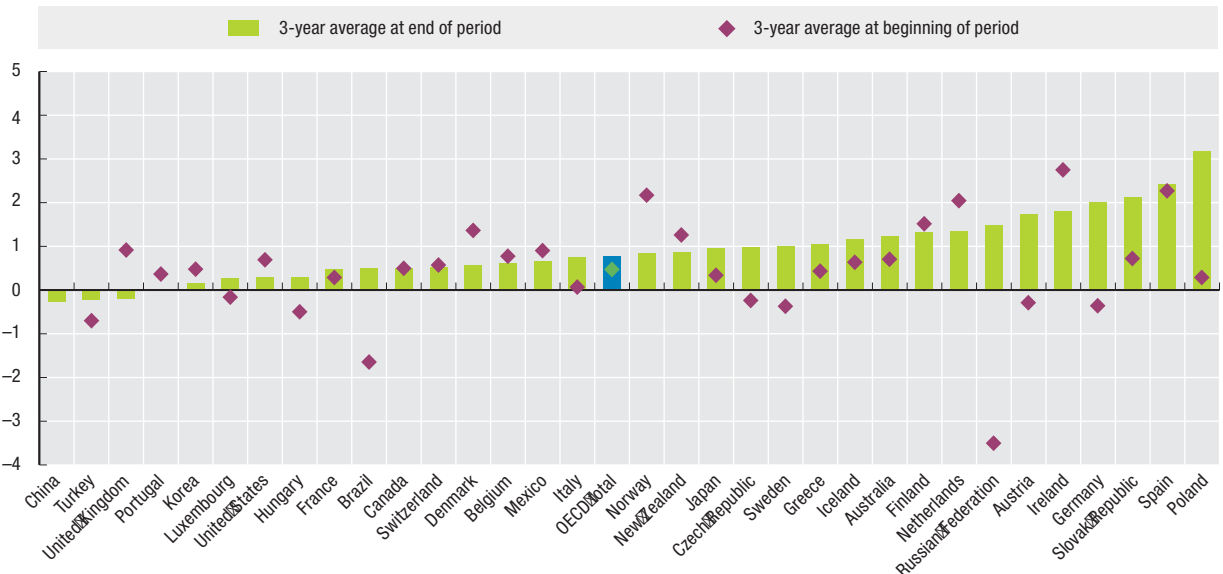
Share of persons of working age (15 to 64 years) in employment

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Australia	66.0	67.7	67.6	67.4	67.9	68.4	69.3	69.0	69.4	70.0	70.3	71.6	72.2	72.9
Austria	68.4	68.7	67.8	67.8	67.8	68.4	68.3	68.2	68.8	68.9	67.8	68.6	70.2	71.4
Belgium	55.7	56.3	56.3	57.0	57.3	58.9	60.9	59.7	59.7	59.3	60.5	61.0	60.4	61.6
Canada	67.0	67.5	67.3	68.0	68.9	70.0	70.9	70.8	71.4	72.2	72.5	72.5	72.9	73.6
Czech Republic	69.2	69.4	69.3	68.7	67.5	65.9	65.2	65.3	65.7	64.9	64.2	64.8	65.3	66.1
Denmark	72.4	73.9	74.0	75.4	75.3	76.5	76.4	75.9	76.4	75.1	76.0	75.5	76.9	77.3
Finland	60.7	61.9	62.8	63.5	64.8	66.6	67.5	68.3	68.3	67.9	67.8	68.5	69.6	70.5
France	58.4	59.1	59.2	58.9	59.4	59.8	61.1	62.0	62.2	63.3	63.1	63.2	63.3	64.0
Germany	64.5	64.6	64.3	63.8	64.7	65.2	65.6	65.8	65.3	64.6	65.0	65.5	67.2	69.0
Greece	54.1	54.5	54.9	54.8	55.6	55.4	55.9	55.6	57.7	58.9	59.6	60.3	61.0	61.5
Hungary	53.5	52.9	52.7	52.7	53.8	55.7	56.0	56.2	56.2	57.0	56.8	56.9	57.3	57.3
Iceland	78.5	80.5	80.4	80.0	82.2	84.2	84.6	84.6	82.8	84.1	82.8	84.4	85.3	85.7
Ireland	51.9	54.1	55.0	56.3	59.6	62.5	64.5	65.0	65.0	64.9	65.4	67.1	68.2	69.0
Italy	51.5	51.2	51.4	51.6	52.2	52.9	53.9	54.9	55.6	56.2	57.4	57.5	58.4	58.7
Japan	69.3	69.2	69.5	70.0	69.5	68.9	68.9	68.8	68.2	68.4	68.7	69.3	70.0	70.7
Korea	62.8	63.5	63.7	63.7	59.2	59.6	61.5	62.1	63.3	63.0	63.6	63.7	63.8	63.9
Luxembourg	60.2	58.5	59.1	59.9	60.2	61.6	62.7	63.0	63.6	62.2	62.5	63.6	63.6	63.0
Mexico	58.7	57.2	58.1	60.3	60.4	60.4	60.1	59.4	59.3	58.8	59.9	59.6	61.0	61.1
Netherlands	63.9	65.1	66.0	67.9	69.5	70.8	72.1	72.5	72.4	71.8	71.2	71.1	72.4	74.1
New Zealand	68.0	70.1	71.1	70.6	69.6	70.1	70.7	71.8	72.4	72.5	73.5	74.6	75.2	75.4
Norway	72.2	73.5	75.3	77.0	78.3	78.0	77.9	77.5	77.1	75.8	75.6	75.2	76.3	77.5
Poland	58.3	58.1	58.4	58.8	58.9	57.5	55.0	53.5	51.7	51.4	51.9	53.0	54.5	57.0
Portugal	64.0	63.2	63.6	64.7	66.8	67.4	68.3	68.6	68.1	67.1	67.8	67.5	67.9	67.8
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	59.4	60.7
Spain	47.4	48.3	49.3	50.7	52.4	55.0	57.4	58.8	59.5	60.7	62.0	64.3	65.7	66.6
Sweden	71.5	72.2	71.6	70.7	71.5	72.9	74.2	75.2	74.9	74.3	73.5	73.9	74.5	75.7
Switzerland	75.6	76.4	77.0	76.9	78.0	78.4	78.4	79.2	78.9	77.9	77.4	77.2	77.9	78.6
Turkey	52.4	52.4	52.5	51.3	51.4	50.8	48.9	47.8	46.7	45.5	46.1	45.9	45.9	45.8
United Kingdom	68.7	69.2	69.7	70.6	71.0	71.5	72.2	72.5	72.3	72.6	72.7	72.6	72.5	72.3
United States	72.0	72.5	72.9	73.5	73.8	73.9	74.1	73.1	71.9	71.2	71.2	71.5	72.0	71.8
EU27 total	..	..	..	..	..	..	62.1	62.5	62.4	62.7	62.8	63.6	64.5	65.4
OECD total	64.1	64.2	64.5	65.0	65.1	65.3	65.6	65.4	65.0	64.8	65.2	65.5	66.2	66.7
Brazil	..	67.7	65.1	65.3	64.4	64.6	..	64.3	65.4	65.0	66.4	67.0	67.4	67.4
China	75.6	74.9	74.5	74.2	74.0	73.8	73.6
Russian Federation	..	59.0	57.7	54.9	53.0	56.8	58.5	58.4	59.8	59.5	60.3	61.1	61.4	63.0

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Employment rates: total

Average annual growth in percentage



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EMPLOYMENT RATES BY GENDER

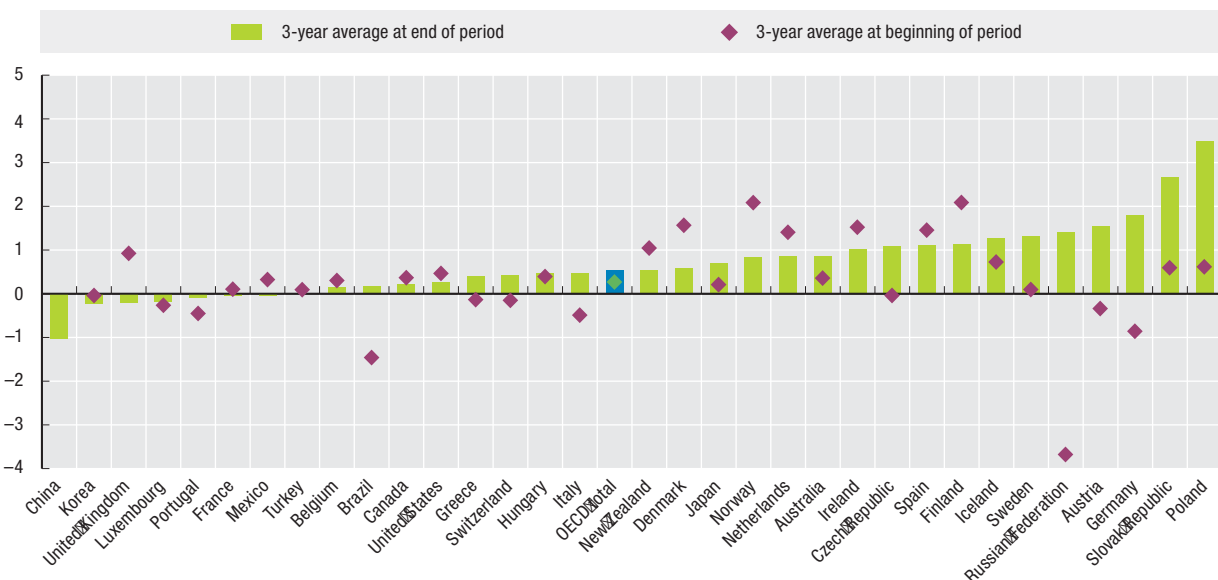
Employment rates: men

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

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Australia	75.0	76.4	76.3	75.8	76.2	76.6	77.1	76.4	76.8	77.1	77.6	78.5	78.8	79.6
Austria	78.0	78.6	77.4	77.2	77.0	77.5	77.3	76.6	76.4	76.4	74.9	75.4	76.9	78.4
Belgium	66.5	66.9	66.8	67.1	67.0	67.5	69.8	68.5	68.1	67.1	67.9	67.7	67.0	68.2
Canada	73.0	73.4	73.2	73.8	74.3	75.4	76.2	75.7	75.9	76.4	76.7	76.7	76.8	77.2
Czech Republic	77.5	77.9	78.1	77.4	76.3	74.3	73.6	73.6	74.2	73.4	72.4	73.3	73.7	74.8
Denmark	77.6	80.7	80.5	81.3	80.2	81.2	80.7	80.2	80.2	79.7	79.9	80.1	80.6	81.3
Finland	62.6	64.8	66.0	66.6	68.2	69.6	70.5	71.2	70.4	70.1	70.0	70.5	71.8	72.4
France	66.1	66.7	66.8	66.3	66.6	66.8	68.1	69.0	68.6	69.1	68.7	68.6	68.4	68.6
Germany	74.0	73.7	72.8	72.1	72.9	72.8	72.9	72.8	71.7	70.4	70.8	71.4	72.8	74.7
Greece	72.2	72.2	72.6	71.9	71.6	70.9	71.3	70.9	72.5	73.5	74.0	74.5	74.6	74.9
Hungary	59.6	60.2	60.2	60.3	60.6	62.6	62.7	63.0	62.9	63.4	63.1	63.1	63.8	64.0
Iceland	82.4	84.0	84.3	84.2	86.0	88.2	88.2	88.0	85.7	86.8	86.2	87.4	88.7	89.5
Ireland	64.8	66.7	66.6	67.8	71.0	73.5	75.6	76.0	74.9	74.6	75.1	76.2	77.4	77.4
Italy	67.8	67.0	66.9	66.8	67.1	67.6	68.2	68.7	69.2	69.7	69.7	69.7	70.5	70.7
Japan	81.9	81.9	82.1	82.4	81.7	81.0	80.9	80.5	79.9	79.8	80.0	80.4	81.0	81.7
Korea	76.3	76.8	76.7	76.2	71.3	71.3	73.1	73.5	74.9	75.0	75.2	75.0	74.6	74.7
Luxembourg	74.9	74.3	74.4	74.3	74.6	74.4	75.0	74.9	75.5	73.3	72.8	73.3	72.6	72.4
Mexico	82.9	79.9	81.4	83.7	83.5	83.7	82.8	82.3	81.6	80.8	81.0	80.2	81.6	80.9
Netherlands	74.9	76.0	76.8	78.1	79.6	80.3	81.2	81.1	80.7	79.3	78.0	77.4	78.7	80.0
New Zealand	76.2	78.6	79.0	78.6	77.3	77.4	78.2	79.1	79.8	79.4	80.8	81.5	82.1	82.1
Norway	76.8	78.1	80.0	81.7	82.8	82.1	81.7	81.0	80.2	78.7	78.4	78.3	79.5	80.4
Poland	64.9	64.7	65.2	66.1	65.8	63.6	61.2	59.2	57.0	56.7	57.4	59.0	60.9	63.6
Portugal	73.5	72.1	72.0	72.5	75.6	75.6	76.3	76.5	75.7	73.9	74.1	73.4	73.9	73.9
Slovak Republic	67.2	67.6	69.2	68.4	67.8	64.3	62.2	62.1	62.5	63.4	63.2	64.6	67.0	68.4
Spain	63.3	64.0	64.7	66.1	68.3	70.8	72.7	73.8	73.9	74.5	74.9	76.4	77.3	77.4
Sweden	72.2	73.5	73.2	72.4	73.6	74.8	76.2	76.9	76.4	75.7	75.0	75.9	76.8	78.0
Switzerland	86.3	87.3	86.8	85.9	87.2	87.1	87.3	87.6	86.2	85.1	84.5	83.9	84.7	85.6
Turkey	74.6	74.6	74.9	74.8	74.3	72.7	71.7	69.3	66.9	65.9	67.9	68.2	68.0	67.9
United Kingdom	75.3	76.1	76.3	77.4	78.0	78.3	78.9	79.1	78.6	78.9	78.9	78.8	78.4	78.4
United States	79.0	79.5	79.7	80.1	80.5	80.5	80.6	79.4	78.0	76.9	77.2	77.6	78.1	77.8
EU27 total	..	..	..	..	..	..	70.7	70.8	70.4	70.4	70.2	70.8	71.7	72.5
OECD total	75.4	75.4	75.6	76.0	76.0	76.0	76.2	75.7	75.0	74.6	74.8	75.1	75.7	76.0
Brazil	..	83.1	80.8	80.7	79.5	78.8	..	78.2	78.7	77.9	79.3	79.4	79.6	79.7
China	81.6	81.2	81.1	81.8	81.4	79.5	79.3
Russian Federation	..	65.7	64.2	60.9	58.7	62.1	63.8	63.5	64.5	64.1	64.9	65.7	65.7	67.7

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Employment rates: men

Average annual growth in percentage


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Employment rates: women

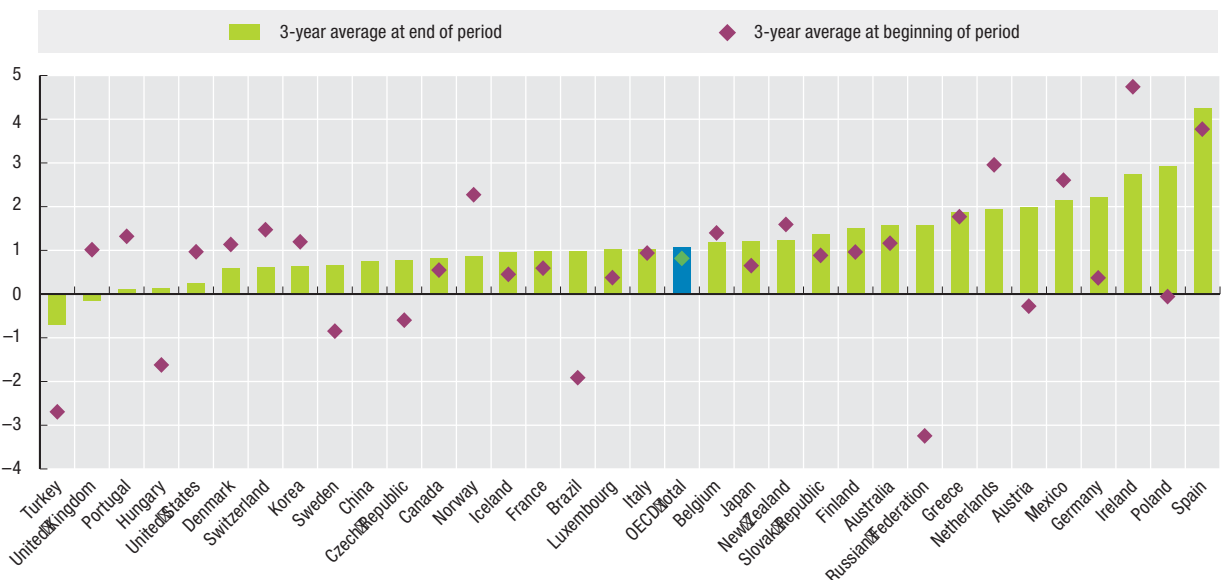
Share of women of working age (15 to 64 years) in employment

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Australia	56.9	59.0	58.9	58.9	59.6	60.0	61.4	61.7	62.1	62.9	63.1	64.7	65.5	66.1
Austria	58.9	58.9	58.3	58.4	58.5	59.4	59.4	59.9	61.2	61.6	60.7	62.0	63.5	64.4
Belgium	44.8	45.4	45.6	46.7	47.5	50.2	51.9	50.7	51.1	51.4	53.0	54.1	53.6	54.9
Canada	61.1	61.6	61.5	62.1	63.5	64.6	65.6	65.9	67.0	67.9	68.4	68.3	69.0	70.1
Czech Republic	61.0	61.0	60.6	59.9	58.7	57.4	56.9	57.0	57.1	56.3	56.0	56.3	56.8	57.3
Denmark	67.1	67.0	67.4	69.4	70.3	71.6	72.1	71.4	72.6	70.5	72.0	70.8	73.2	73.3
Finland	58.7	59.0	59.5	60.4	61.3	63.6	64.5	65.4	66.1	65.7	65.5	66.5	67.3	68.5
France	50.8	51.6	51.8	51.7	52.4	53.0	54.3	55.2	55.8	57.6	57.7	58.0	58.2	59.4
Germany	54.7	55.3	55.5	55.3	56.3	57.4	58.1	58.7	58.8	58.7	59.2	59.6	61.4	63.2
Greece	37.1	38.0	38.5	39.1	40.3	40.7	41.3	41.2	43.1	44.5	45.5	46.2	47.5	48.1
Hungary	47.8	45.9	45.5	45.5	47.3	49.0	49.6	49.8	49.8	50.9	50.7	51.0	51.2	50.9
Iceland	74.6	76.8	76.5	75.6	78.3	80.2	81.0	81.1	79.8	81.2	79.4	81.2	81.6	81.7
Ireland	38.9	41.5	43.3	44.7	48.2	51.3	53.3	54.0	55.0	55.2	55.6	57.9	58.7	60.3
Italy	35.4	35.4	36.0	36.4	37.3	38.3	39.6	41.1	42.0	42.7	45.2	45.3	46.3	46.6
Japan	56.5	56.4	56.8	57.6	57.2	56.7	56.7	57.0	56.5	56.8	57.4	58.1	58.8	59.5
Korea	49.8	50.5	51.1	51.6	47.3	48.1	50.0	50.9	52.0	51.1	52.2	52.5	53.1	53.2
Luxembourg	44.9	42.2	43.6	45.4	45.6	48.5	50.0	50.8	51.5	50.9	51.9	53.7	54.6	53.5
Mexico	36.2	36.0	36.8	39.1	39.3	39.1	39.6	39.0	39.5	39.1	40.9	41.6	42.9	43.6
Netherlands	52.6	53.9	54.9	57.4	59.1	61.1	62.7	63.7	64.0	64.2	64.3	64.8	66.0	68.1
New Zealand	59.9	61.7	63.4	62.8	62.1	63.0	63.5	64.8	65.3	65.7	66.5	68.0	68.4	69.0
Norway	67.5	68.8	70.4	72.2	73.6	73.8	74.0	73.8	73.9	72.7	72.7	72.0	73.1	74.6
Poland	51.9	51.8	51.8	51.8	52.2	51.6	48.9	47.8	46.4	46.2	46.4	47.0	48.2	50.6
Portugal	55.0	54.8	55.6	57.2	58.3	59.5	60.5	61.0	60.8	60.6	61.7	61.7	62.0	61.9
Slovak Republic	52.6	53.0	54.6	54.0	53.5	52.1	51.5	51.8	51.4	52.2	50.9	50.9	51.9	53.0
Spain	31.5	32.5	33.8	35.2	36.5	39.1	42.0	43.8	44.9	46.8	49.0	51.9	54.0	55.5
Sweden	70.7	70.9	69.9	68.9	69.4	70.9	72.2	73.5	73.4	72.8	71.8	71.8	72.1	73.2
Switzerland	64.9	65.6	67.1	67.8	68.8	69.6	69.4	70.7	71.5	70.7	70.3	70.4	71.1	71.6
Turkey	30.4	30.2	30.3	28.0	28.5	28.9	26.2	26.3	26.6	25.2	24.3	23.7	23.8	23.8
United Kingdom	62.1	62.5	63.3	64.0	64.2	65.0	65.6	66.0	66.3	66.4	66.6	66.7	66.8	66.3
United States	65.2	65.8	66.3	67.1	67.4	67.6	67.8	67.1	66.1	65.7	65.4	65.6	66.1	65.9
EU27 total	..	..	..	..	..	..	53.6	54.3	54.5	55.0	55.4	56.3	57.3	58.3
OECD total	52.9	53.2	53.6	54.2	54.4	54.9	55.2	55.3	55.3	55.3	55.7	56.1	56.9	57.5
Brazil	..	53.1	50.3	50.7	50.1	51.3	..	51.3	52.9	52.9	54.3	55.3	55.9	55.9
China	69.4	68.5	67.8	66.5	66.6	68.2	68.0
Russian Federation	..	52.9	51.9	49.5	47.9	52.0	53.8	53.9	55.5	55.3	56.1	57.0	57.6	58.8

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Employment rates: women

Average annual growth in percentage



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