

# **Labour and gender**

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# An overview

INDICATORS	Labour force participation rate for ages 15-64												Unemployment (% of labour force)				Wage and skilled workers				Employers				Employees in agriculture				Employment in industry				Employment in services							
	2024				2024				2024				2024				2023				2023				2023				2023				2023				2023			
	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)	female (%)	male (%)	rate (%)	rate (%)				
Annex																																								
Genre																																								
FR	34	37.3	75.7	80.0	20.0	29	31	59.2	6.9	11.48	17.52	89	82.5	2.9	6.4	1.9	4	16	33.9	82.5	68.0	62.0	16	24.4	88.6	88.4	32.6	68.4	82.5	68.0	62.0	16	24.4	88.6	88.4					
Portugal	34	37.3	75.7	80.0	20.0	29	31	59.2	6.9	11.48	17.52	89	82.5	2.9	6.4	1.9	4	16	33.9	82.5	68.0	62.0	16	24.4	88.6	88.4	32.6	68.4	82.5	68.0	62.0	16	24.4	88.6	88.4					
FR	40	45.0	71.1	76.6	33.9	37	48	55.2	7.2	7.4	10.22	15.46	90	84.5	2.9	6.7	1.6	3	10	29.2	84.5	78.0	72.0	10	29.2	88.6	88.4	32.6	68.4	82.5	68.0	62.0	16	24.4	88.6	88.4				
France	40	45.0	71.1	76.6	33.9	37	48	55.2	7.2	7.4	10.22	15.46	90	84.5	2.9	6.7	1.6	3	10	29.2	84.5	78.0	72.0	10	29.2	88.6	88.4	32.6	68.4	82.5	68.0	62.0	16	24.4	88.6	88.4				
ITA	19	29.7	57.6	75.6	15.1	24	38	55.3	7.4	5.9	16.11	25.21	84	74.8	3.8	8.0	2.2	5	14	36.1	84.0	80.0	59.3	14	36.1	84.0	80.0	59.3	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8				
Italy	19	29.7	57.6	75.6	15.1	24	38	55.3	7.4	5.9	16.11	25.21	84	74.8	3.8	8.0	2.2	5	14	36.1	84.0	80.0	59.3	14	36.1	84.0	80.0	59.3	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8				
SVN	33	38.4	73.4	79.8	30.3	34	51	61.4	4.0	3.2	10.16	17.69	90	82.3	1.8	5.2	3.4	5	18	43.7	87.3	83.0	51.7	18	43.7	87.3	83.0	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
Slovenia	33	38.4	73.4	79.8	30.3	34	51	61.4	4.0	3.2	10.16	17.69	90	82.3	1.8	5.2	3.4	5	18	43.7	87.3	83.0	51.7	18	43.7	87.3	83.0	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
HRV	25	37.0	66.5	73.4	20.4	31	44	54.9	5.0	4.8	9.12	17.44	91	82.6	3.3	7.6	3.3	6	15	38.3	81.5	78.0	51.7	15	38.3	81.5	78.0	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
Croatia	25	37.0	66.5	73.4	20.4	31	44	54.9	5.0	4.8	9.12	17.44	91	82.6	3.3	7.6	3.3	6	15	38.3	81.5	78.0	51.7	15	38.3	81.5	78.0	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
MD	52	57.3	73.4	82.3	46.3	51	68	69.6	3.0	2.7	10.86	18.24	88	81.6	1.6	5.6	0.4	2	9	24.0	81.0	74.3	51.7	9	24.0	81.0	74.3	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
Moldova	52	57.3	73.4	82.3	46.3	51	68	69.6	3.0	2.7	10.86	18.24	88	81.6	1.6	5.6	0.4	2	9	24.0	81.0	74.3	51.7	9	24.0	81.0	74.3	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
MD	52	57.3	73.4	82.3	46.3	51	68	69.6	3.0	2.7	10.86	18.24	88	81.6	1.6	5.6	0.4	2	9	24.0	81.0	74.3	51.7	9	24.0	81.0	74.3	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
CYP	43	45.0	75.4	84.2	35.9	37	59	69.1	5.1	5.5	8.71	12.04	91	89.0	1.1	2.4	0.8	4	7	24.1	92.2	72.2	51.7	7	24.1	92.2	72.2	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
Cyprus	43	45.0	75.4	84.2	35.9	37	59	69.1	5.1	5.5	8.71	12.04	91	89.0	1.1	2.4	0.8	4	7	24.1	92.2	72.2	51.7	7	24.1	92.2	72.2	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
CYP	43	45.0	75.4	84.2	35.9	37	59	69.1	5.1	5.5	8.71	12.04	91	89.0	1.1	2.4	0.8	4	7	24.1	92.2	72.2	51.7	7	24.1	92.2	72.2	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
CYP	43	45.0	75.4	84.2	35.9	37	59	69.1	5.1	5.5	8.71	12.04	91	89.0	1.1	2.4	0.8	4	7	24.1	92.2	72.2	51.7	7	24.1	92.2	72.2	51.7	78.3	81.5	55.8	51.7	78.3	81.5	55.8					
SRB	26	39.8	66.1	78.1	19.8	31	46	60.3	7.4	7.0	23.87	29.78	76	70.2	1.9	4.4	18.7	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1			
Serbia	26	39.8	66.1	78.1	19.8	31	46	60.3	7.4	7.0	23.87	29.78	76	70.2	1.9	4.4	18.7	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1			
SRB	26	39.8	66.1	78.1	19.8	31	46	60.3	7.4	7.0	23.87	29.78	76	70.2	1.9	4.4	18.7	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1			
SRB	26	39.8	66.1	78.1	19.8	31	46	60.3	7.4	7.0	23.87	29.78	76	70.2	1.9	4.4	18.7	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1	20	2	35.4	61.5	45.1			
Kosovo	18	32.8	52.3	73.5	12.7	28	38	54.9	12.0	9.1	26.41	20.08	74	79.9	2.3	5.1	22.8	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0			
Bosnia and Herzegovina	18	32.8	52.3	73.5	12.7	28	38	54.9	12.0	9.1	26.41	20.08	74	79.9	2.3	5.1	22.8	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0			
BH	18	32.8	52.3	73.5	12.7	28	38	54.9	12.0	9.1	26.41	20.08	74	79.9	2.3	5.1	22.8	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0			
BH	18	32.8	52.3	73.5	12.7	28	38	54.9	12.0	9.1	26.41	20.08	74	79.9	2.3	5.1	22.8	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0			
MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
Norway	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
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MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
MD	21	33.7	54.3	77.8	13.9	26	37	54.9	11.0	14.3	11.28	19.32	89	80.7	3.4	7.9	8.1	10	7	25	33.8	66.8	56.0	7	25	33.8	66.8	56.0	14	16	41.1	61.4	46.0	14	16	41.1	61.4	46.0		
MD																																								

## Some highlighted topics

Based on data updated to 2024, the Mediterranean labour market shows only limited cyclical improvements, which do not translate into a structural strengthening of female participation. Gender gaps remain wide, particularly in participation and in the quality of employment, with signs of heightened vulnerability among young women. Occupational segmentation and labour market segregation continue to shape employment patterns, confining women to less stable and less productive positions. Overall, recent dynamics tend to reproduce, rather than reduce, existing gender inequalities.

*Labour Market Participation.* Labour market participation in the Mediterranean area shows marked disparities by gender and age, confirming a high degree of territorial heterogeneity. In EU countries, Labour force participation rates for the 15–64 age group are generally high, especially for men (75–80%), with relatively contained gender gaps. For example, in Portugal Labour force participation rates stand at 80.0% for men and 75.7% for women, in Spain at 78.5% and 70.6%, and in France at 76.6% and 71.1%. Critical issues emerge among young people aged 15–24, where activity levels are lower and more uneven: in Italy they reach 29.7% for men and 19.4% for women, and in Greece 27.0% and 23.3%, compared with higher values in France (45.0% and 40.2%) and Malta (over 57% for men and 52% for women).

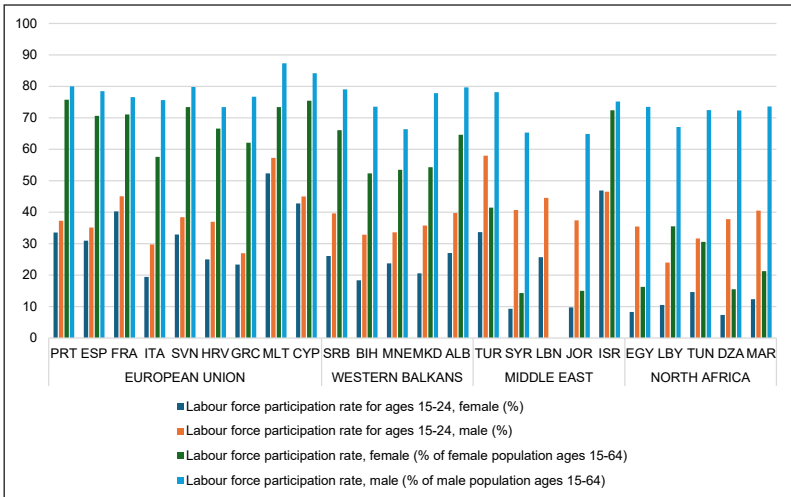
In the Western Balkans, female youth participation remains very limited (below 25% in Bosnia and Herzegovina and North Macedonia), while male participation ranges between 32% and 40%. In the 15–64 age group, men reach high activity levels (79.1% in Serbia and 79.7% in Albania), compared with female participation often around 50%.

The Middle East displays the most pronounced asymmetries. Among young people, female participation falls below 10% in Syria (9.3%) and Jordan (9.7%), compared with male rates exceeding 35–40%. Among adults, the gap widens further (Jordan: 64.8% for men and 15.0% for women; Syria: 65.3% and 14.3%). Turkey combines very high male Labour force participation rates (78.1% among those aged 15–64) with substantially lower female participation (41.5%). Israel represents a regional exception, with near-parity levels both among young people (46.9% for men and 46.5% for women) and among adults (75.1% and 72.4%).

Finally, in North Africa female participation is structurally low across all age groups: among young women aged 15–24 it ranges from 7.3% in Algeria to 14.6% in Tunisia, while among those aged 15–64 it stands at 16.3% in Egypt, 15.5% in Algeria and 21.2% in Morocco, whereas male rates remain consistently above 70%. The persistence of these gaps points to deeply rooted forms of female exclusion embedded in socio-economic and institutional contexts.

Overall, the 2024 activity indicator depicts a Mediterranean region char-

Fig. 1. Labour force participation rate in ages 15-24 and 15-64 by gender. Year 2024 (%).



Source: a) ILO Modelled Estimates (ILOEST); b) Istat for Italy.

acterised by highly differentiated participation regimes. While the European Union shows a greater capacity for labour market integration, albeit with persistent youth-related weaknesses in southern countries, the Western Balkans, the Middle East and North Africa remain marked by wide gender gaps and fragile labour market transitions. These data confirm that the inclusion of young people and women constitutes one of the main structural challenges for the region’s economic and social sustainability, rather than a purely cyclical feature of the economic cycle. In 2024, the employment rate confirms the strong fragmentation of employment regimes across the Mediterranean, with gender and age emerging as decisive factors of inclusion. In EU countries, employment among the

population aged 15 and over is relatively high and more balanced: female employment rates range from 38–39% in Italy and Greece to 58.8% in Cyprus, while male rates consistently exceed 54%, reaching around 70% in Malta (69.6%) and Cyprus (69.1%). Italy remains a critical case, with a female employment rate of 38.4% compared with 55.3% for men. Among young people aged 15–24, employment is structurally lower. In Italy, only 15.1% of young women are employed (24.0% of young men), and in Greece the figure is 17.1% (20.7% for men). By contrast, Malta and Cyprus record high levels of youth employment also among women (49.3% and 36.9%, respectively), while France and Slovenia display intermediate values, with female employment exceeding 30%.

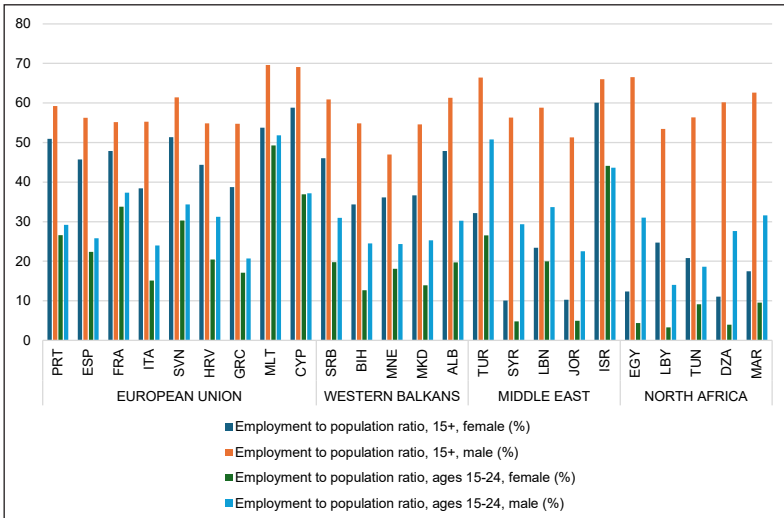
In the Western Balkans, female employment remains weak, particularly among the adult population: 34.3% in Bosnia and Herzegovina and 36.6% in North Macedonia, compared with male rates above 54%. Even where male employment is relatively high—such as in Serbia (60.9%) and Albania (61.3%)—female employment remains below 48%. Among young people, employed women account for less than 15% in Bosnia and Herzegovina and North Macedonia.

The Middle East exhibits the deepest asymmetries. In Turkey, male employment among those aged 15 and over stands at 66.4%, compared with only 32.2% for women; among young people the gap remains wide (50.8% for men and 26.5% for women). In Syria and Jordan, overall female employment is

around 10% and falls below 5% among young women, while male employment exceeds 50%. Israel represents a clear exception, with high and near-parity employment levels (60.1% for women and 66.0% for men; among young people, 44.1% and 43.6%).

In North Africa, female employment is structurally very low: between 11% and 21% among the adult population (Egypt, Algeria and Tunisia) and below 10% among young women (4.0–9.1%), against male employment rates exceeding 55–60%. This pattern points to a persistent exclusion of women from the labour market, particularly pronounced among younger generations. Overall, the employment rate in 2024 reveals a clear geographical and gender gradient: from the European Union, characterised by relatively more

Fig. 2. Employment to population ratio in age 15-24 and 15 years and over by gender. Year 2024 (%).

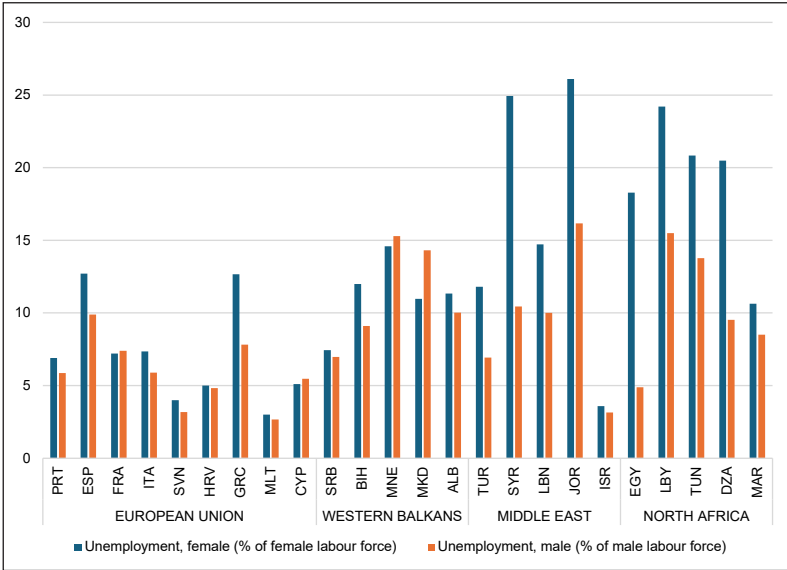


Source: a) ILO Modelled Estimates (ILOEST); b) Istat for Italy.

inclusive yet still unequal participation, to the Western Balkans, marked by an incomplete transition, and further to the Middle East and North Africa, where female employment—especially among young people—remains largely marginal. The data suggest that the central challenge lies not only in job creation, but in transforming the institutional and social models of access to employment, without which the Mediterranean's demographic and human potential will continue to be largely underutilised. In 2024, unemployment rates confirm the presence of strong gender and territorial disparities across the Mediterranean, reflecting differences not only in labour market absorption capacity but also in the degree of inclusiveness of labour markets. Overall, female unemployment is higher than male unemployment, with markedly different intensities across macro-regions. In European Union countries, unemployment levels are relatively contained and in some cases close to gender parity. In Portugal, unemployment stands at 6.9% for women and 5.9% for men; in Italy at 7.35% and 5.89%; and in France at almost symmetrical levels (7.2% for women and 7.4% for men). More critical conditions emerge in Spain and Greece, where female unemployment exceeds 12% (12.7% and 12.66%, respectively) and is significantly higher than male unemployment. Malta and Slovenia represent the most virtuous cases, with rates below 4% for both genders. In the Western Balkans, unemployment is on average higher and more volatile. In Serbia, rates remain below

8% (7.44% for women and 6.97% for men), while in Bosnia and Herzegovina female unemployment rises to 11.99% (9.1% for men). In Montenegro and North Macedonia, an atypical pattern emerges, with male unemployment exceeding female unemployment (up to 14.31% in North Macedonia), pointing to unstable labour markets where gender is not the only line of cleavage. The Middle East displays the most pronounced asymmetries. In Turkey, female unemployment stands at 11.8%, almost double the male rate (6.93%). In Syria and Jordan, the situation is particularly critical: female unemployment reaches 24.94% in Syria and 26.11% in Jordan, compared with 10.44% and 16.17% for men, respectively. Lebanon also shows a persistent gap (14.72% for women and 10.01% for men). Israel represents a notable exception, with very low and near-parity rates (3.58% for women and 3.14% for men). In North Africa, female unemployment takes on a structural character. In Egypt it reaches 18.28%, compared with 4.88% for men; in Algeria and Tunisia it exceeds 20% (20.48% and 20.84%, respectively), against male rates below 14%. In Libya, female unemployment stands at 24.21% (15.5% for men), while in Morocco, although at more moderate levels, female unemployment (10.64%) remains higher than male unemployment (8.51%). Overall, the picture points to a persistent and deep penalisation of women in labour markets across the southern and eastern Mediterranean. Taken together, unemployment rates in 2024 confirm the existence of a pro-

Fig. 3. Unemployment rate by gender. Year 2024 (%).



Source: a) ILO Modelled Estimates (ILOEST); b) Istat for Italy.

nounced Euro-Mediterranean gradient, with the European Union displaying more balanced and resilient labour markets, while the Western Balkans, the Middle East and North Africa remain characterised by high employment vulnerability, especially for women. From a policy perspective, these data suggest that female unemployment is not merely the result of adverse cyclical conditions, but rather reflects institutional, cultural and productive structures that continue to constrain women's access to employment. Reducing these disparities is therefore essential to strengthening social cohesion and economic sustainability across the Mediterranean region.

*Occupational segmentation and occupational segregation.* In 2023, the distribution between self-employment and salaried employment clearly highlights the gender and territorial asymmetries of Euro-Mediterranean labour markets. In European Union countries, employment is predominantly salaried for both genders: among women, the share exceeds 88–90% in France (89.8%), Slovenia (89.8%), Croatia (90.9%), and Cyprus (91.3%), while among men it generally remains above 80%. However, self-employment is more widespread among men, reaching 25.2% in Italy and 35.5% in Greece, compared with 16.1% and 25.0% among women. These figures reflect fragmented productive structures

based on micro-enterprises and independent work, which tend to penalise women's career trajectories more strongly.

In the Western Balkans, the share of self-employment is higher for both genders, signalling less structured labour markets. In Serbia, self-employment involves around 30% of men and 24% of women, while in Bosnia and Herzegovina it exceeds 20% for both. The most extreme case is Albania, where more than half of total employment is self-employed among both men (53.4%) and women (51.1%), highlighting a strong presence of family and informal work.

In the Middle East, male self-employment reaches high levels in fragile contexts such as Syria (38.8%) and Lebanon (35.7%), whereas female self-employment remains more limited (between 10% and 16%). By contrast, in Jordan and Israel more than 90% of female employment is salaried, with male self-employment below 15%, indicating more regulated labour markets. In North Africa, the incidence of self-employment is structurally high, especially among men (44.2% in Morocco and 33.3% in Algeria), but also among women (27.9% in Egypt and 25.1% in Algeria). In these contexts, female self-employment is often associated with informal work and low levels of social protection.

In conclusion, the high share of self-employment in the Mediterranean signals not so much entrepreneurial dynamism as labour-market segmentation. The data show that, particularly outside the EU, self-employment often represents

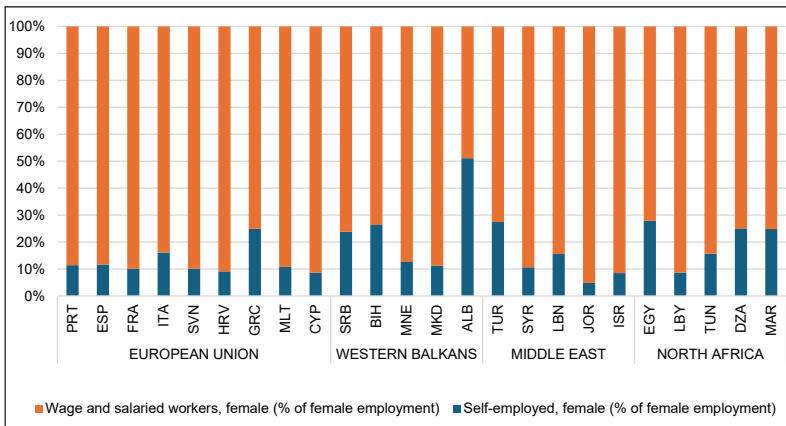
a response to the scarcity of quality salaried employment, with more penalising effects for women in terms of stability, rights, and social protection. In 2023, the share of employers remains very limited and strongly skewed by gender across the entire Euro-Mediterranean area. Among women, the figure rarely exceeds 3–4% of female employment, while among men it more often ranges between 5% and 10%, pointing to a persistent asymmetry in access to structured entrepreneurship. In European Union countries, female employers account for around 2–4% of women's employment (3.75% in Italy and 4.2% in Greece), compared with significantly higher male shares (8.0% in Italy and 9.6% in Greece). Even in more regulated contexts such as France and Portugal, male participation is more than double that of women (around 6–7% compared with about 3% for women).

In the Western Balkans, the female share stands at around 2%, while the male share reaches 4–8% (7.9% in North Macedonia), confirming that the widespread incidence of self-employment does not translate into job-creating capacity, particularly for women. In the Middle East and North Africa, levels are even lower for women: 0.27% in Syria and around 1–2% in Egypt, Algeria and Jordan. Exceptions include countries such as Lebanon, where male employers account for as much as 11.2% of employment, compared with 3.3% for women.

Overall, this indicator shows that entrepreneurship with the capacity to create jobs remains predominantly male. The

low incidence of female employers reflects not only individual choices, but also structural barriers in access to capital, networks and opportunities, which constrain women’s contribution to growth and job creation across the Mediterranean region.

Fig. 4a. Self-employed and wage and salaried workers by gender. Year 2023 (% of female employment).



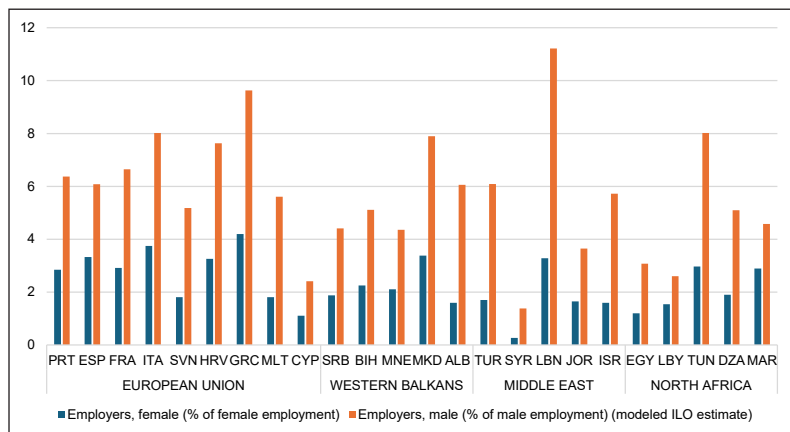
Source: a) ILO Modelled Estimates (ILOEST).

Fig. 4b. Self-employed and wage and salaried workers by gender. Year 2023 (% of male employment).



Source: a) ILO Modelled Estimates (ILOEST).

Fig. 5. Employers by gender. Year 2023 (% of female and male employment).



Source: a) ILO Modelled Estimates (ILOEST).

*Sectoral labour market distribution by gender.* In 2023, the comparison between female and male sectoral employment highlights a structural gender segregation common across the entire Mediterranean area, albeit with differing intensity and configurations across regions.

In European Union countries, women are strongly concentrated in services, which generally account for over 80–90% of female employment (exceeding 90% in Cyprus and Malta), while industry rarely surpasses 15–18% and agriculture plays a marginal role. Men, although also predominantly employed in services (60–70%), display a much higher presence in industry (over 30% in Italy, Portugal and Croatia, and up to 44% in Slovenia) and a slightly larger agricultural share, particularly in Greece (12.7%). This gap reflects a form of horizontal segregation that

associates women with services and men with more production-intensive sectors.

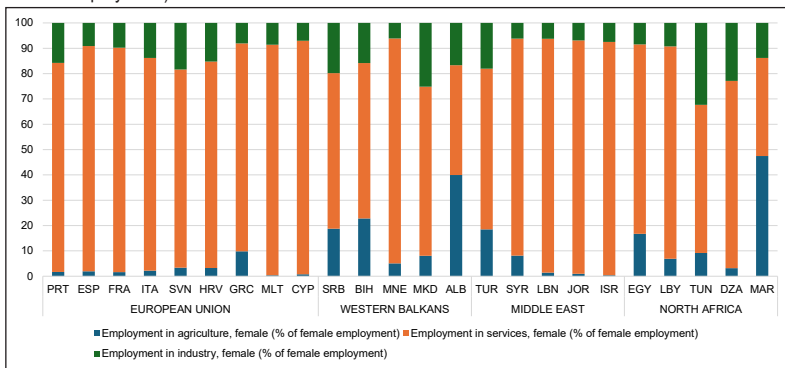
In the Western Balkans, the gender gap widens further. Female employment shows strong exposure to agriculture (over 20% in Serbia and Bosnia and Herzegovina, and almost 40% in Albania) and a lower presence in services compared with men. Men, by contrast, are more heavily concentrated in industry (over 35–40% in Serbia and Bosnia and Herzegovina). The more fragile productive structure of the region thus amplifies a sectoral division that penalises female employment in terms of stability and productivity.

In the Middle East, sectoral disparities are highly dependent on national contexts. In more urbanised and institutionally structured countries (Israel, Jordan and Lebanon), over 90% of women work in services, while men

show greater diversification between services and industry. In more fragile or dual contexts, such as Turkey and Syria, both men and women are more present in agriculture and industry, but with a stronger male concentration in productive sectors and a continued female predominance in services. In North Africa, sectoral segregation reaches its most pronounced form. Women are heavily concentrated in agriculture (up to 47% in Morocco) or in specific segments of manufacturing industry (over 30% in Tunisia), often under conditions of low protection. Men, while also showing a significant agricultural presence (20–25% in Morocco and Egypt), retain a dominant position in industry and a higher degree of sectoral diversification. In summary, the comparative reading of the data highlights that:

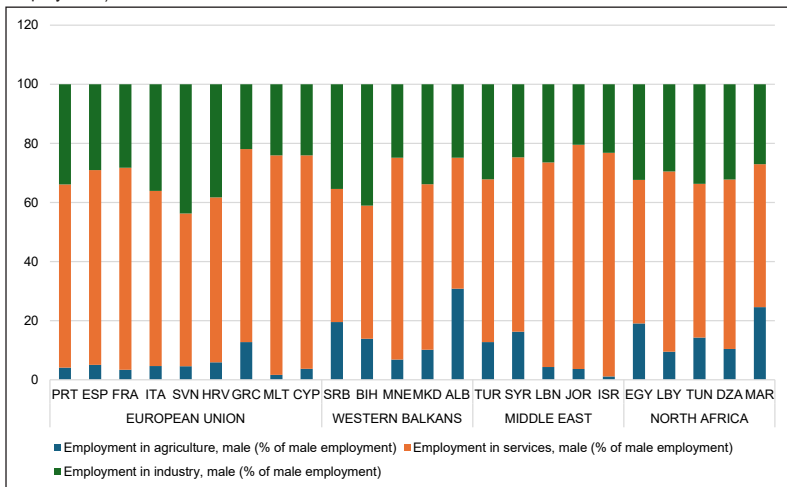
- female employment is systematically more concentrated in low-paid service activities or in traditional agriculture, depending on the level of development;
  - male employment is more diversified and more strongly represented in sectors with higher capital intensity and productivity;
  - gender-based sectoral segregation intensifies when moving from the EU towards the Western Balkans and North Africa.
- These data suggest that reducing gender gaps in the Mediterranean does not depend solely on increasing female participation, but requires a sectoral rebalancing of employment capable of expanding women’s access to industry, advanced services, and the strategic sectors of the digital and ecological transition.

Fig. 6a. Distribution of employment in sectors by gender and macro-region. Year 2023 (% of female employment).



Source: a) ILO Modelled Estimates (ILOEST); b) Istat for Italy.

Fig. 6b. Distribution of employment in sectors by gender and macro-region. Year 2023 (% of male employment).



Source: a) ILO Modelled Estimates (ILOEST); b) Istat for Italy.