

# **Title: Gender Segregation by Occupation in Britain, the USA and Australia at the end of the 20<sup>th</sup> Century: Are There Common Trends?**

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## **ABSTRACT**

The 1990s were characterised by growing labour market participation by women in many Western countries, ongoing structural change by occupation and the continued growth of part-time employment against a background of welfare and labour market reform. Building on earlier work (Watts and Rich, 1991, 1992a, 1992b, 1993; Watts, 1995), I shall examine trends in occupational segregation in Britain, the USA and Australia in this paper, with particular reference to the last decade. I shall also address a number of specific issues, including:

Is the rate of gender integration still pro-cyclical?

Has gender stereotyping broken down in the atypical occupations?

Have women crowded into some occupations that were previously male dominated, so that re-segregation has occurred? If so has female dominance impacted on relative wages by gender in those occupations?

What has been the impact on gender segregation of the continued growth of part-time employment in these countries?

How useful is the typology of institutional arrangements developed by Chang (2000) in explaining the trends in occupational gender segregation in these countries?

What are the implications of these trends in gender segregation for employment legislation to promote equal opportunity in the three countries?

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