

# Occupational gender segregation in post-apartheid South Africa

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(work in progress)

Abstract

We study the segregation and stratification of occupations by gender in post-apartheid South Africa. We show that occupations are not only segregated and stratified by race, but also by gender. Women overwhelmingly fill low-paying jobs (mostly by blacks and Coloureds) but also higher-paying professional positions (especially by whites and Asians). We find evidence that points at a long-term reduction in gender segregation and stratification with women and men entering occupations previously dominated by the other gender, although this trend is sensitive to several data considerations. Distinct workers' characteristics by gender cannot explain this segregation, although they help to explain the overrepresentation women in high-pay positions.

**Keywords:** gender, occupational segregation, stratification, low-pay, post-apartheid, South Africa.

**JEL Classification:** J16, J42, J71, J82, O15, O55.

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\* This study has been prepared within the UNU-WIDER project on "Gender and development".