Labor markets and gender: A cross-country comparison

Jörg Langbein and Michael Weber, January 28
Women make up half or the population in the world but are not equally represented in labor markets.

**Question:** What do you think is the female and male labor force participation rate worldwide?

A) Female: 48 %  Male: 75 %
B) Female: 65 %  Male: 80 %
C) Female: 80 %  Male: 85 %
D) Female: 30 %  Male: 70 %
Analysis on gender inequalities in LM need to be evidence based: Jobs Indicators DB - JOIN

- Analyzing labor market outcomes for men and women separately is essential to identify and quantify gender inequalities.

- Labor market outcomes, such as female labor force participation or earnings, have strong repercussion on gender empowerment.

- Most officially available datasets only report on a national level but often do not disaggregate male and female labor market outcomes relevant for developing countries.

- JOIN, the Global Jobs Indicators Database reports disaggregated data on LM outcomes by gender, area (urban vs. rural), age (old vs young) and education (high vs low education level) among others.
Global Jobs Indicator (JOIN) is a harmonized database sourcing information from all available surveys in 162 countries that contain labor market information.

The 105 indicators are disaggregated by important dimensions to monitor structural transformation and inequality (e.g. by gender, age, urban or rural residency).

All data is stored online and published with the World Bank Data Catalogue allowing access to a large audience from everywhere.

A Pivot tool based on JOIN gives everyone the freedom to conduct an own analysis by respecting data sharing agreements.

It is possible to access the microdata and work with it: This helps for concept note writing, proposal, management briefings etc.
JOIN uses harmonized surveys and applies rigorous quality checks before publication.

- JOIN is regularly updated and the analysis is constantly improved. Datasets that do not meet the quality criterion initially are reassessed in a second step.
The majority of surveys is from high income and upper middle income countries.
JOIN visualisations can be accessed online but you could also download the dataset.
Female labor force participation varies with the income level but can create substantial economic gains

- After initially similar levels of employment, female labor force participation decreases with an increase in GDP per capita

- Only for high income countries the participation increases again

- The economic gains for the inclusion of women into the labor market are substantial
Women work more often in unpaid and self-employed jobs than men worldwide

- Wage employment increases with countries moving from low income to upper middle income

- Women are more often working in unpaid and self-employed jobs in all income categories

- The difference decreases with countries moving up the income ladder
The agricultural sector is where women work in low income countries

- Around 60 percent of the women in low income countries work in the agricultural sector compared to 54 percent of the men.

- Men tend to be more often employed in the better paying industry sector, women work in most cases either in the agriculture sector in low income countries or the service sector in lower and upper middle income countries.

Source: [Chart Title]
Education levels are lower for women in comparison to men but the gap decreases with increasing income

• In all income groups the highest obtained educational level is lower for women than for men

• The differences disappears for upper middle income countries

• In upper middle income countries 6 percent of women have no education compared to 4 percent of men and 20 percent of women have post-secondary education compared to 18 percent of men
Wome are significantly disadvantaged in labor market outcomes worldwide but to a varying degree

- JOIN allows an analysis of labor market indicators for all relevant outcomes, disaggregated by gender, but also residency area, age and education

- It is freely accessible and a great tool for gaining first ideas on the labor market in a country

- The results demonstrate a significant disadvantage of women when it comes to labor force participation and income

- This is likely related to women being more often employed in unpaid or self-employed jobs and working in the agricultural sector
Thank you

In case you have any question or would like to learn more about JOIN please contact Michael Weber (mweber1@worldbank.org) or Jörg Langbein (jlangbein@worldbank.org)
Despite different sectoral shares, women also receive less income than men in the same sector. The different employment types between men and women translate into lower earnings for women in almost all disaggregated sectors but public administration. This is despite women being more often employed in agriculture and services. This leads to, overall, significantly less income than men as demonstrated by calculating the gender wage gap. The gender wage gap decreases only slightly by income group and in upper middle income countries, women still earn around 17 percent less than men.