



COMMENTS ON “GENDER AND COMPETITIVENESS”

Mary Hallward-Driemeier, DECFP
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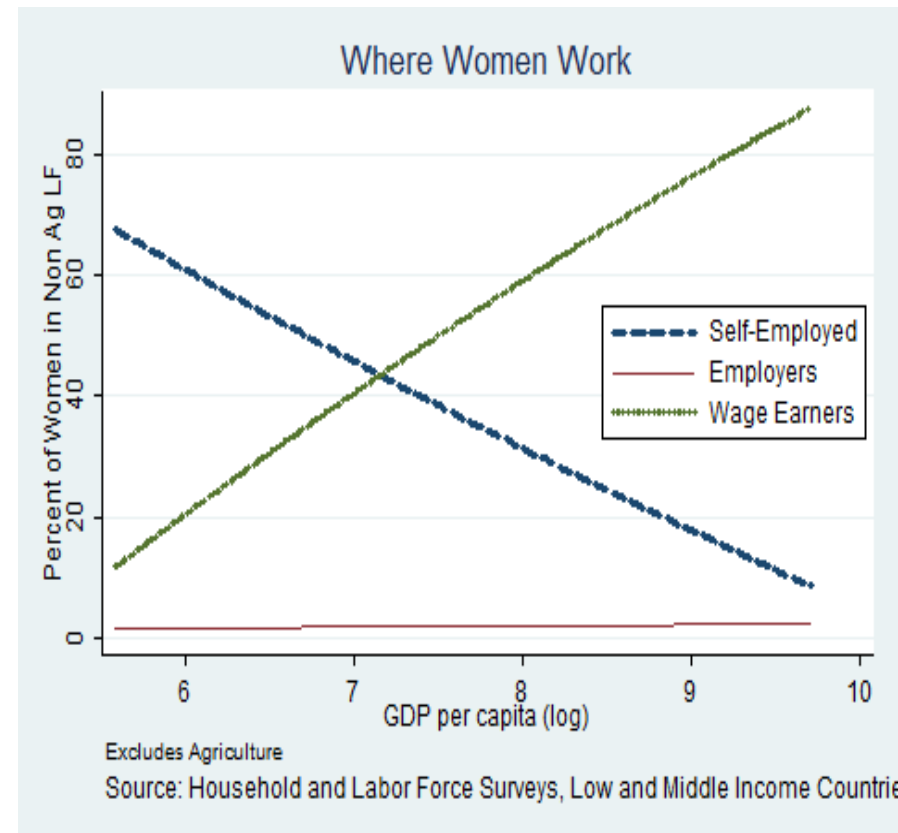
Comparisons with work on women's economic empowerment in SSA

- Gender sorting – into the informal sector and into lower value added sectors – is common worldwide
- Little mobility across sectors and industries >> key question is what affects entry decisions and the choice of economic activity
- From SSA, gender differences across sectors are much larger than within sectors (size, industry)
- Results in SSA work are from national surveys of manufacturing and services, in formal and informal sectors, rather than census data
- Could use surveys to dig deeper on whether the gender composition of suppliers or buyers differs by gender of the owner – controlling for sector and informality

Where do women work?

Household surveys from 103 countries

Where women work



Patterns emerge by income, across regions:

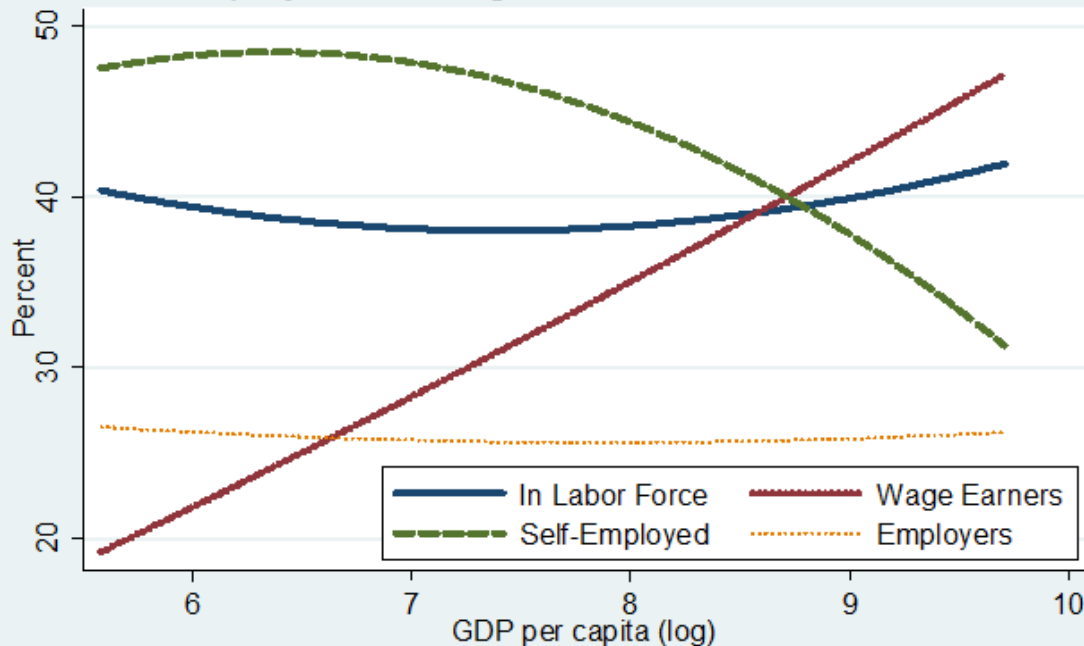
- Labor force participation is high in lower and higher income countries ('U' shaped)
- Agriculture and self-employment are highest in lower income countries
- Wage employment rises with income level
- Little variation with share of employers by income (although average firm size rises)

Percent of women in different types of work

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Women's share in non-agricultural employment averages 38 percent – across income levels

Within Employment Categories, the Percent that are Women



- At low levels of income, women are disproportionately in self-employment.
- Greater relative participation of women in wage work as income rises
- Women's share of employers remains constant
 - But 15 percentage points lower than women's share in the non-agric. labor force

Excluding agriculture

Source: National Household and Labor Force Surveys

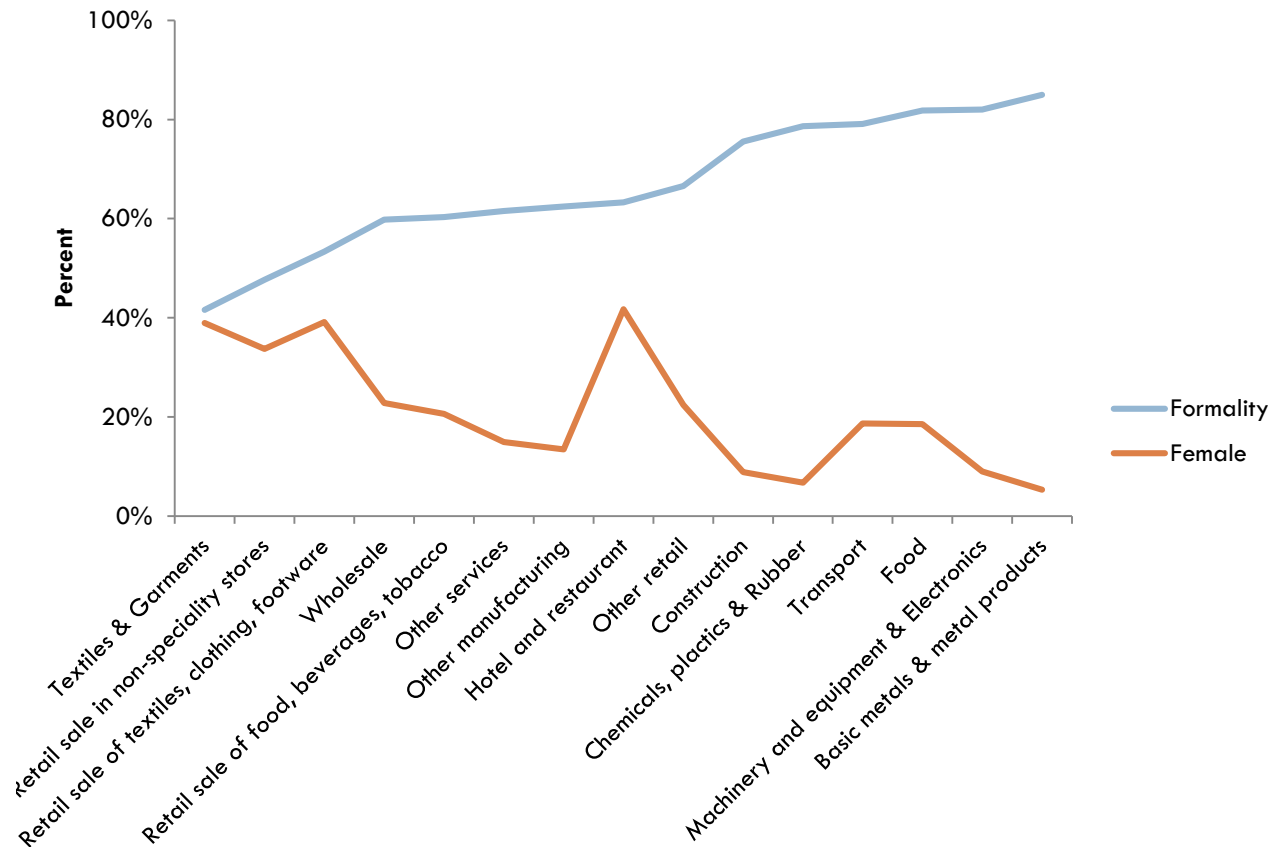
Source: Hallward-Driemeier et al. (2011)

WEE is not so much about women's participation per se – but to help more women move into higher value added activities

But gender sorting across sectors and sizes remains pervasive

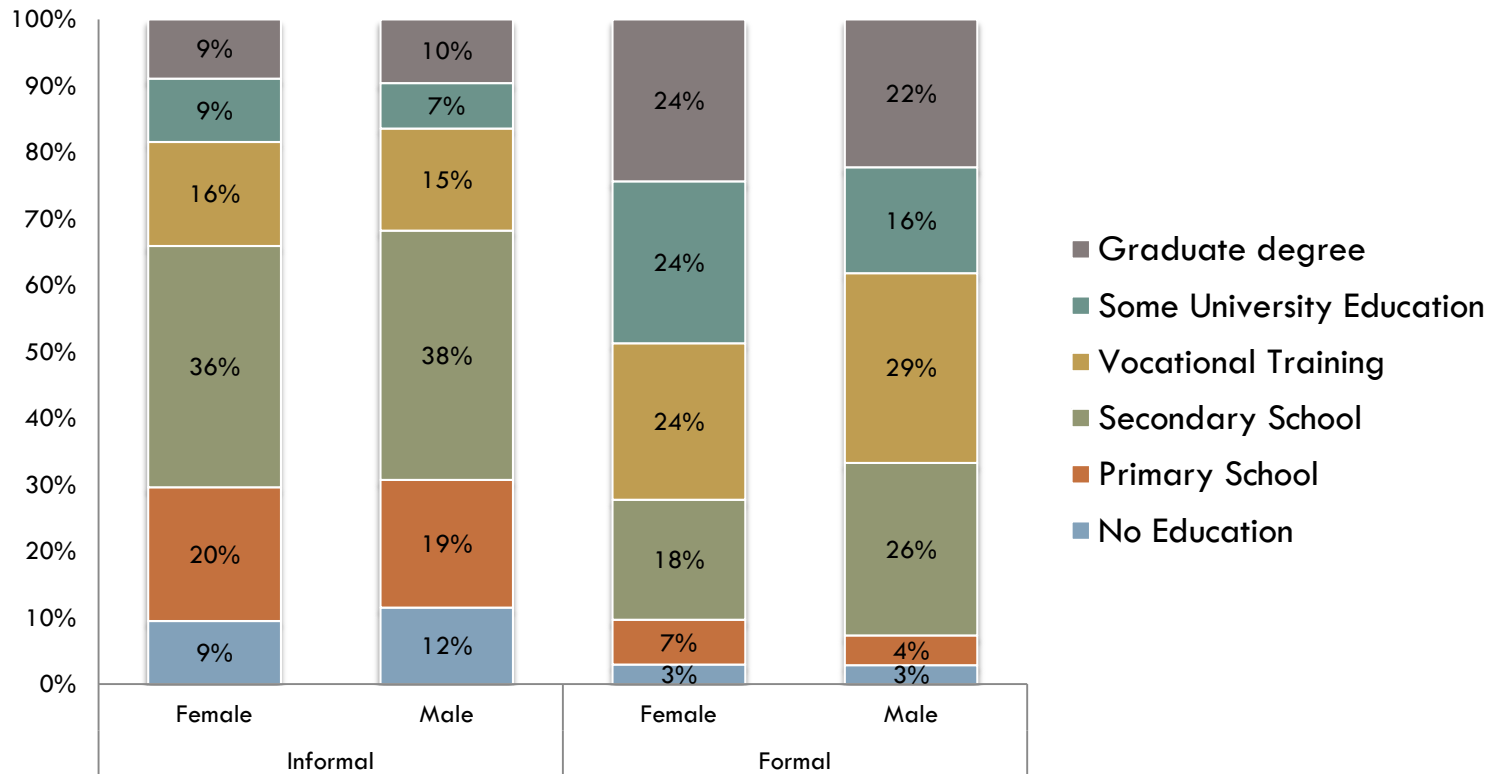
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Women are more likely to run informal or smaller firms.



Education varies more by formal/informal sector than by gender

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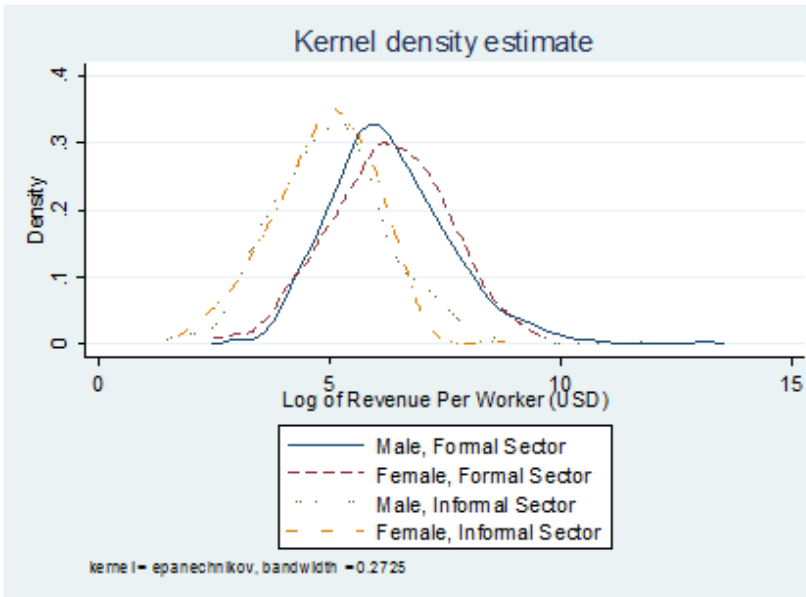


As women's educational attainment still remains below men's in much of SSA, this helps explain women's sorting into more informal and smaller firms.

Where you work matters: Differences are greater across sectors than by gender within a sector

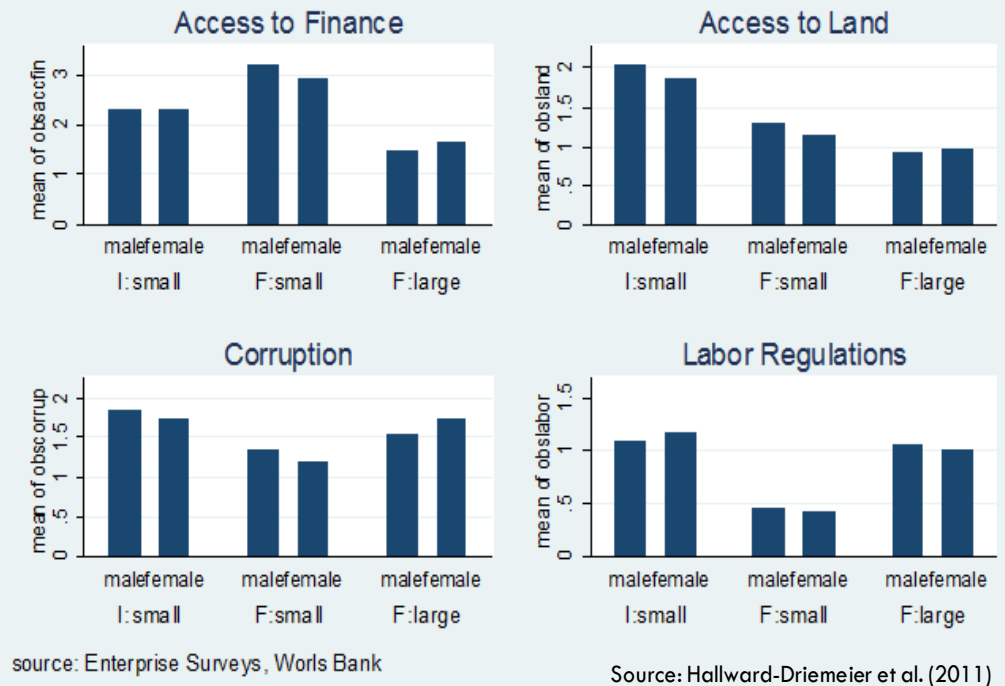
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Labor Productivity



Source: Hallward-Driemeier and Gajigo (2010)

Obstacles to Doing Business in Africa by size



So it is critical to focus on factors affecting women's choice of activity /formality / size of enterprise in shaping their opportunities

Questions

- Differences in women's economic activities across districts
 - ▣ Omitted factors could drive high incumbency and entry rates (rights, customs, ed)
 - ▣ Possible to look at changes over time?
- Definitions of sectors
 - ▣ Surprisingly greater female participation in manufacturing than services
 - ▣ And in some of the particular manufacturing industries (e.g. >50% in chemicals)
- Use of national I-O tables
 - ▣ Appropriate for enterprises in the unorganized sector?
- How treat enterprises with multiple owners?
 - ▣ If any female owner or primary owner is female?
 - Can lead to 10-25% difference in prevalence of female enterprises in the Enterprise Surveys
 - Decision making power can also vary
 - Of multi-owner firms with 'female participation in ownership', the women is not "the" decision maker in at least half the cases, or even "a" decision maker in a third of the cases.
- Methodology:
 - ▣ How deal with many '0s' in district-industry cells?
 - ▣ Clustering?