



OPPORTUNITIES FOR MEN AND WOMEN: EMERGING EUROPE AND CENTRAL ASIA

Sarosh Sattar

December 6, 2011

Europe and Central Asia Region

The World Bank

Outline

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- Introduction
- Economic context
- Human Capital
- Economic Opportunities
- Concluding remarks

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Introduction

Motivation, Objective, and Main Messages



Motivation

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- High growth
- Prosperity for whom?
- Disaggregation begins with men and women

Objective

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- Outcomes in economic sphere
- Comparable or not?
- Why not?

Main messages

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- Eroding gender advantage
- Growth had differential effects
- Demographic trends are game changers

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The Economic Context

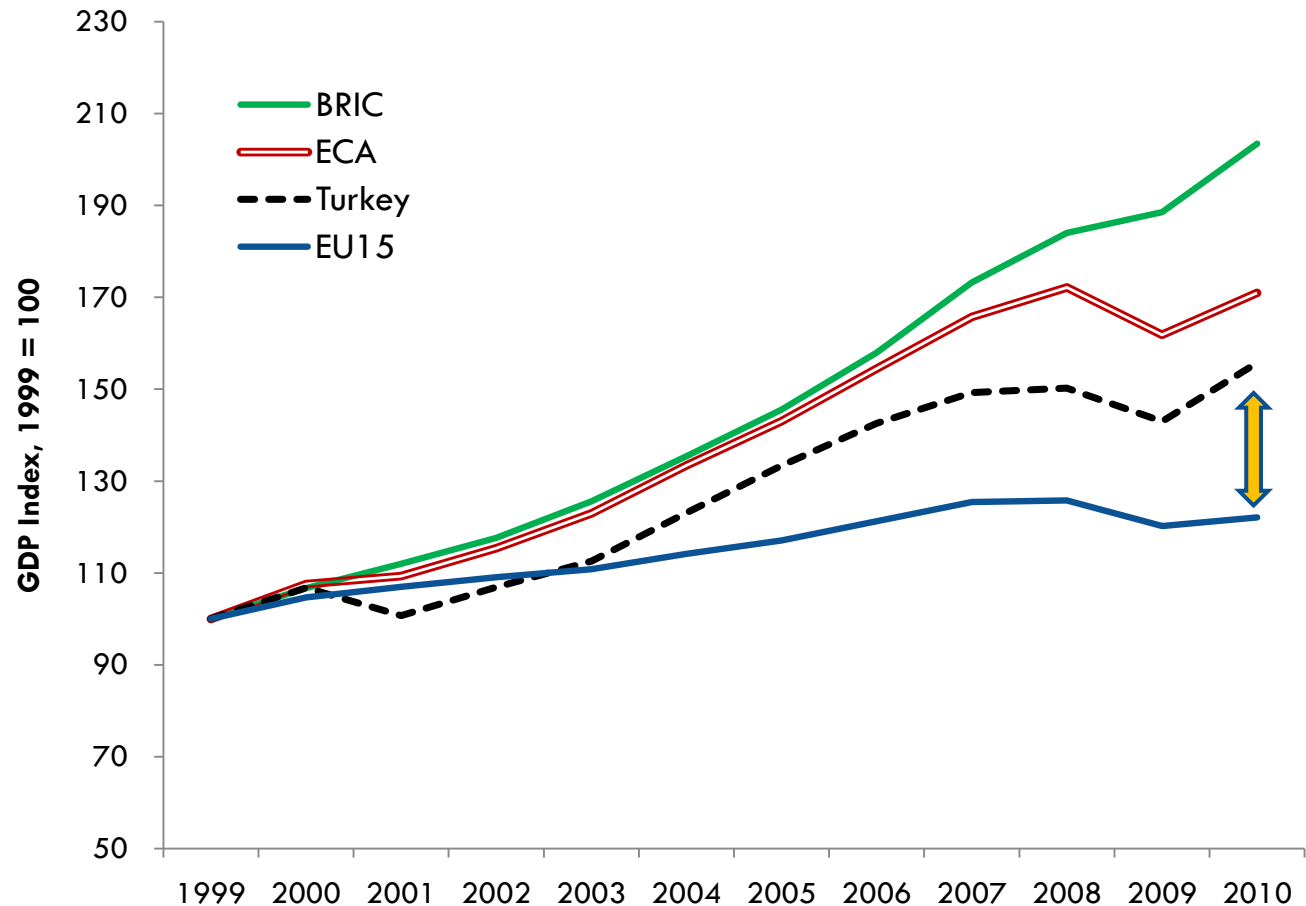
Economic growth, Sectoral contributions, and Demographic profile



ECA economic growth was robust

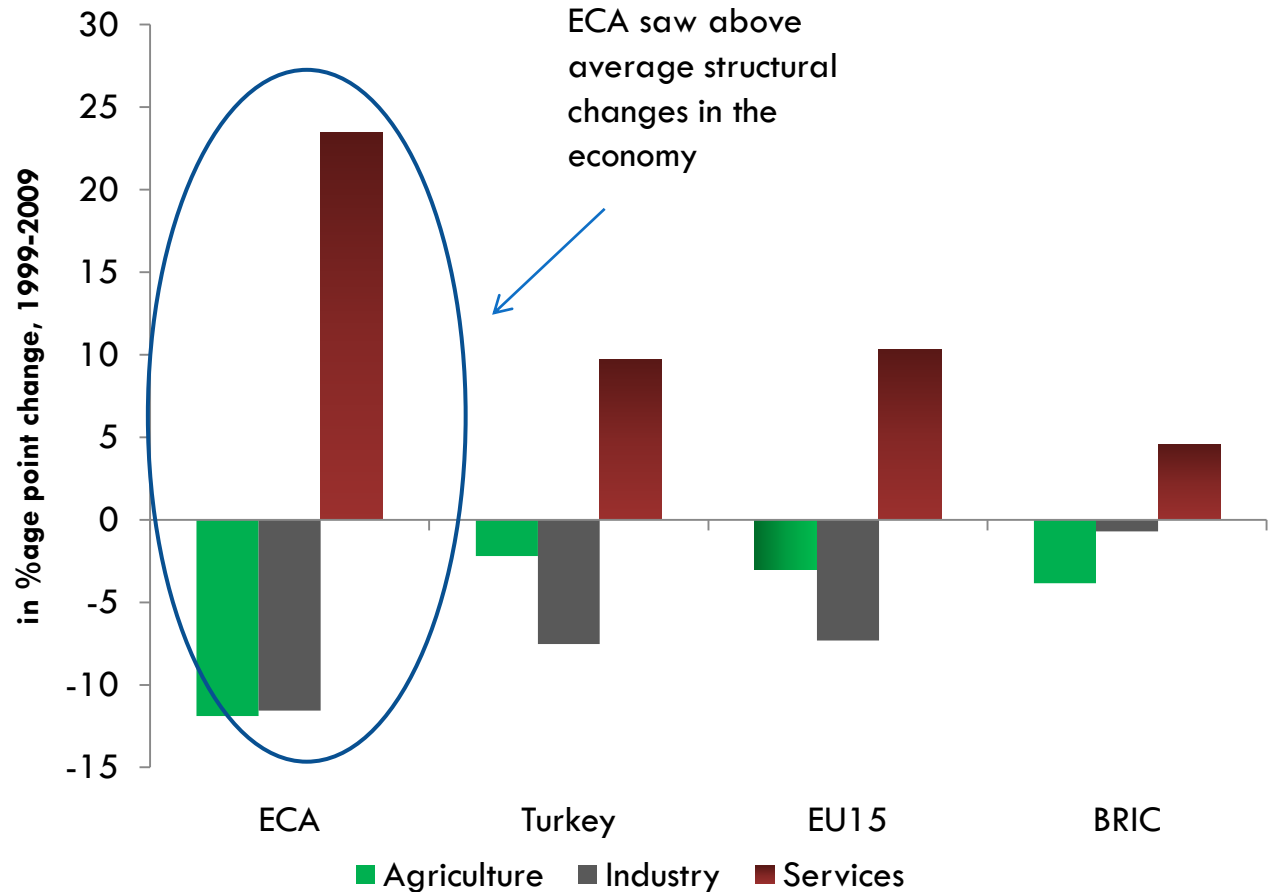
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ECA grew robustly compared to the EU15 and the world average



Ascendance of the services sector

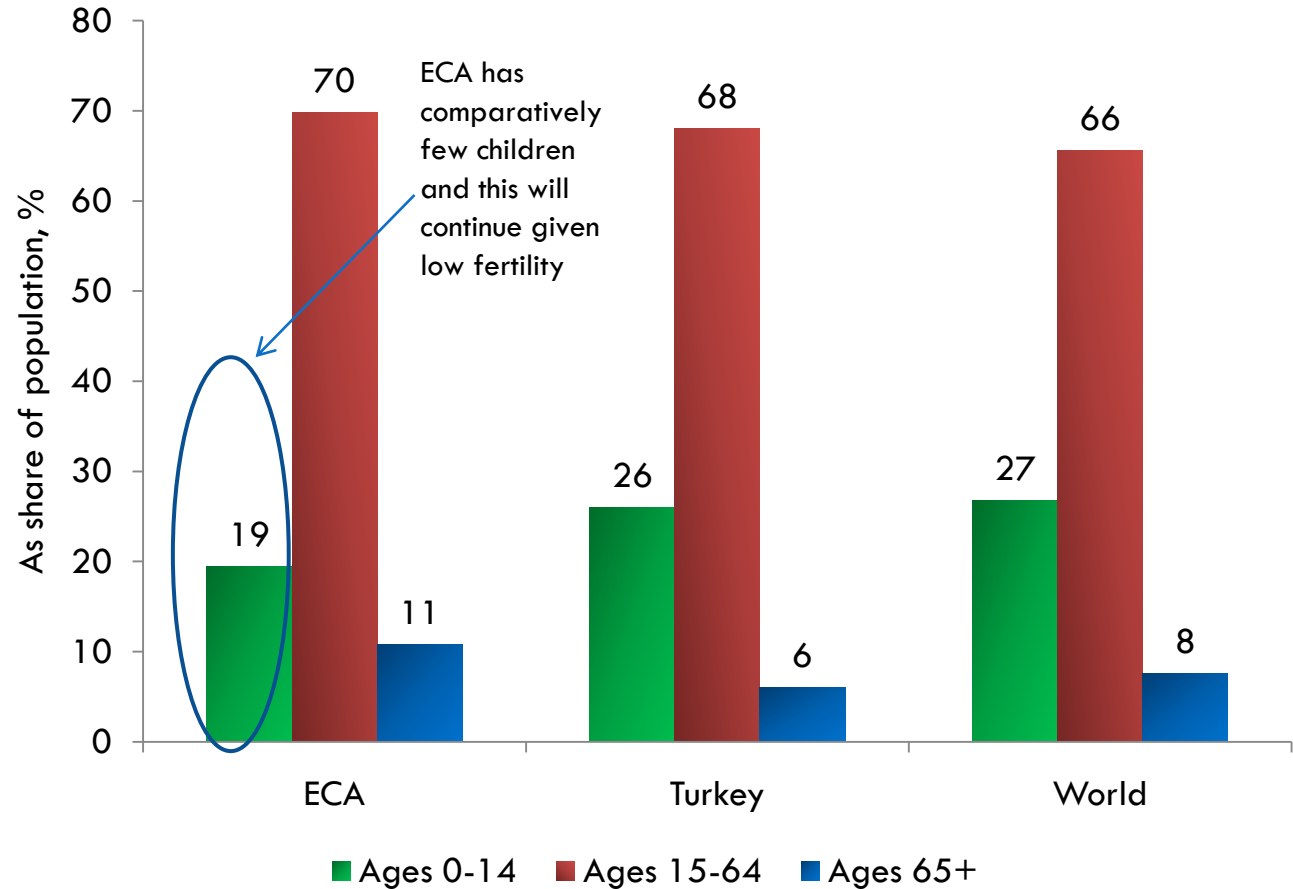
Globally, the importance of services sectors grew in GDP while the share of agriculture and services shrank



ECA's population is older and aging

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Though ECA's population currently is more in their prime age years, it is because of fewer children.



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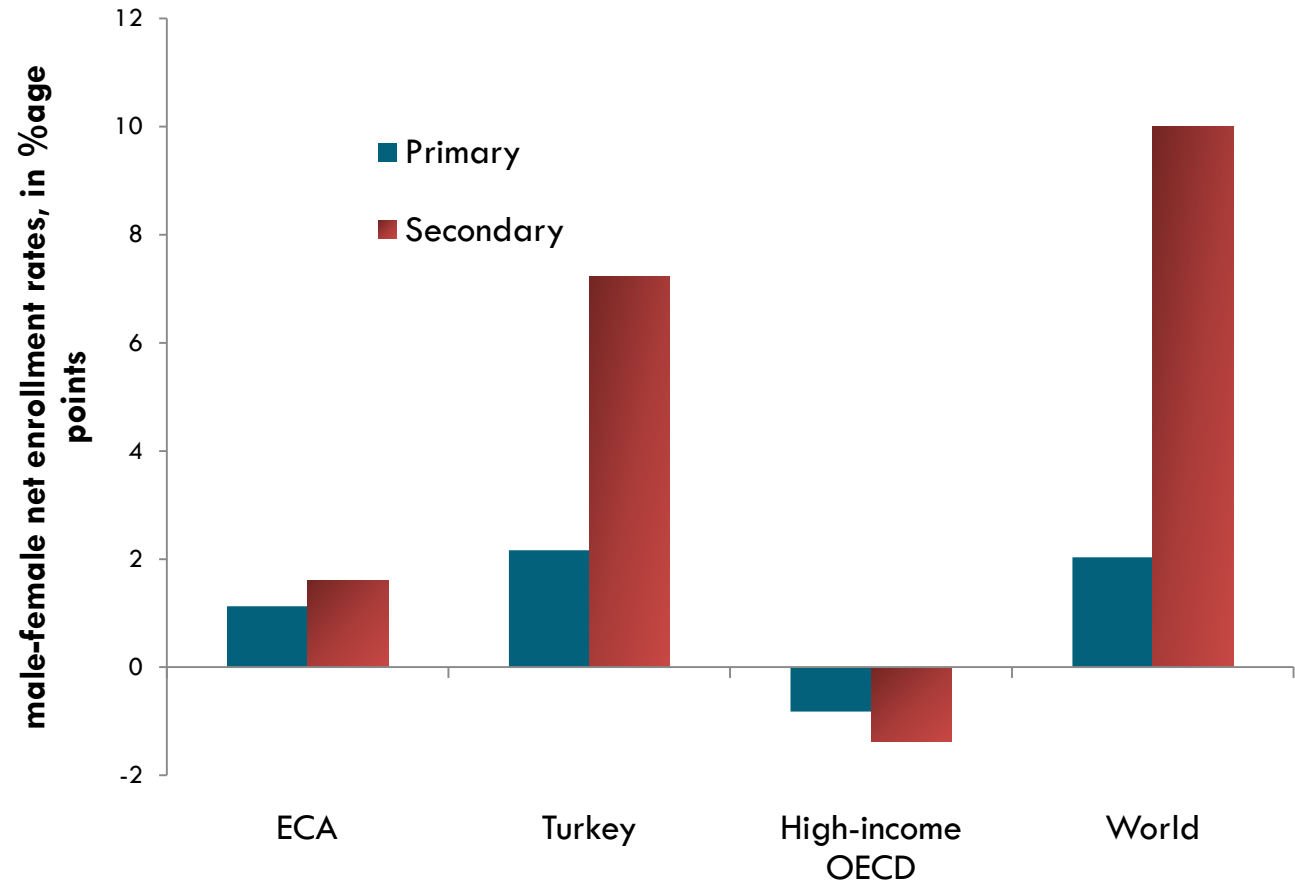
Human Capital

Academic performance, School enrollments, and Fields of study



Small enrollment gender gaps in ECA

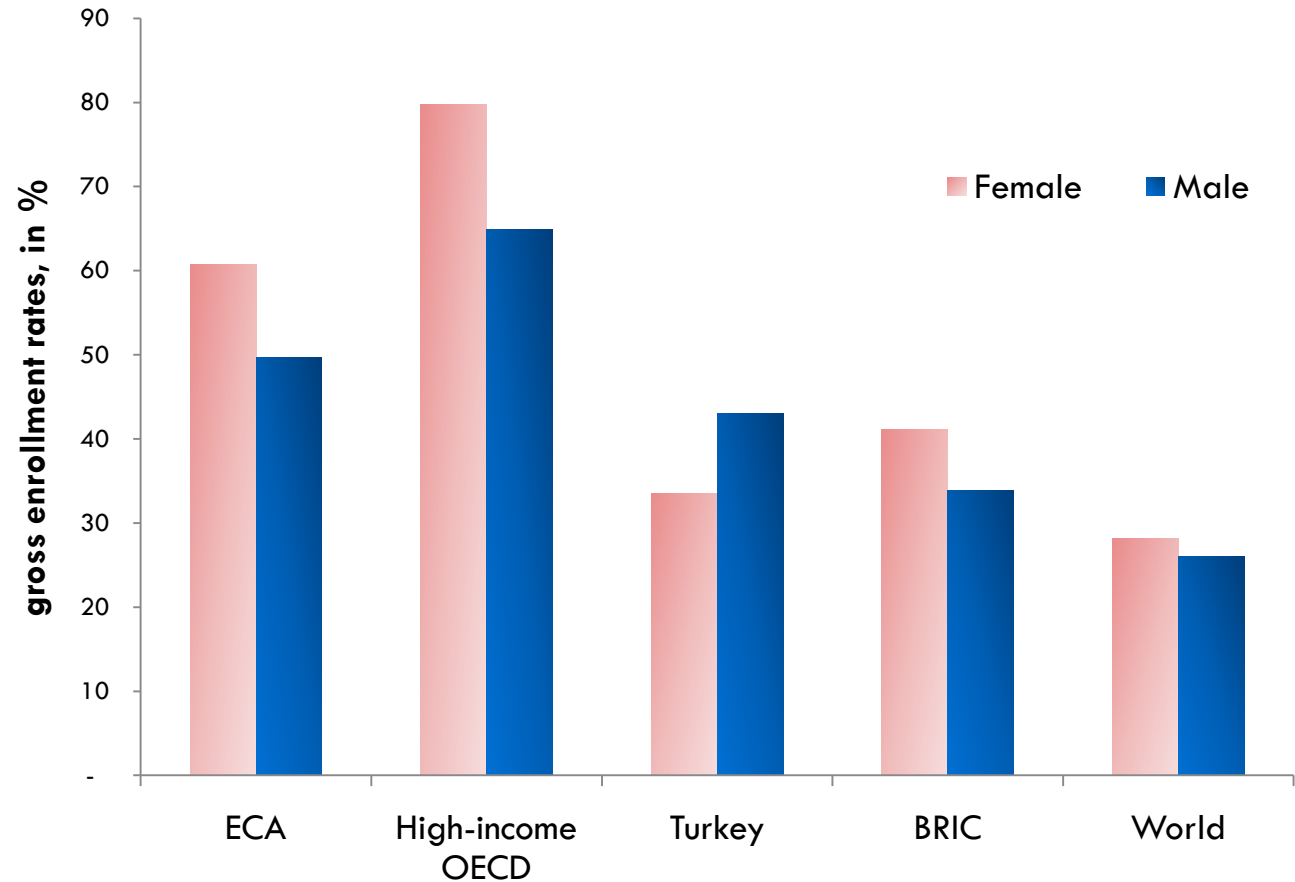
The gender gap in ECA is minimal and comparable to high income OECD countries.



More women than men go to university in ECA

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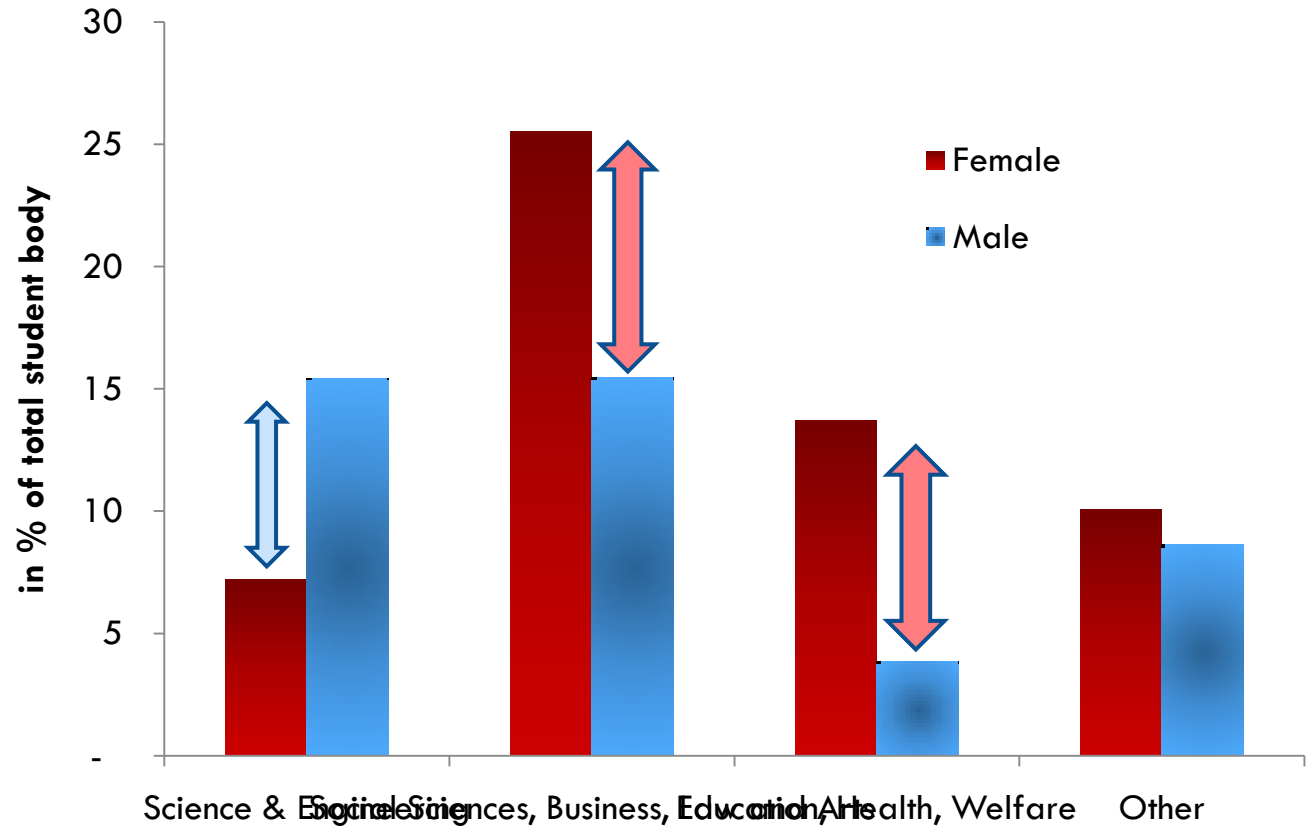
Women's gross tertiary enrollment rates exceed those of men – and higher incomes will only accentuate this inequality.



Fields of study

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With the exception of sciences and engineering, female students outnumbered male students in other fields.



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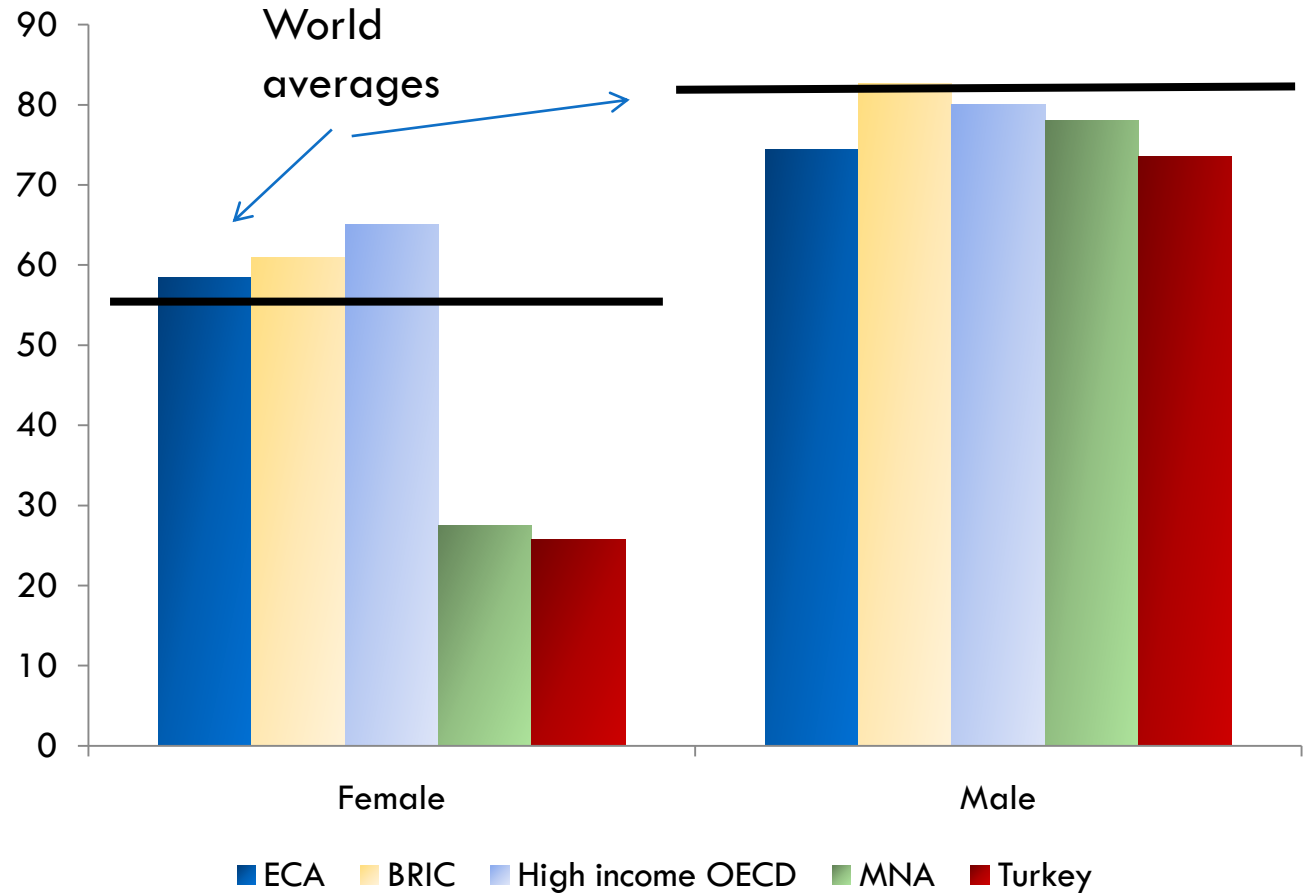
Labor market outcomes



ECA's labor force participation rates

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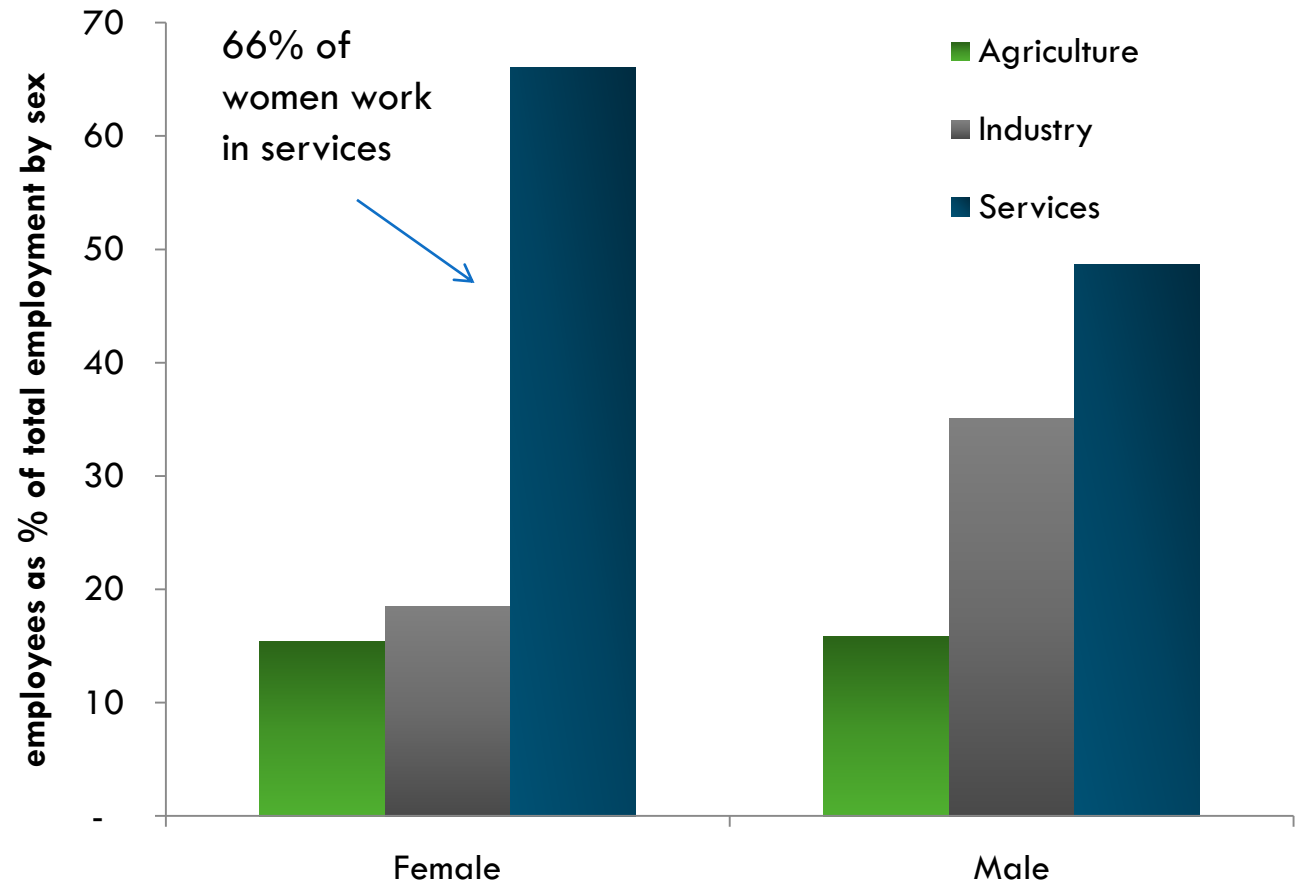
Globally there is a gender gap. ECA's female and male labor force participation rates are well below the high income OECD averages



Employment by sector in ECA

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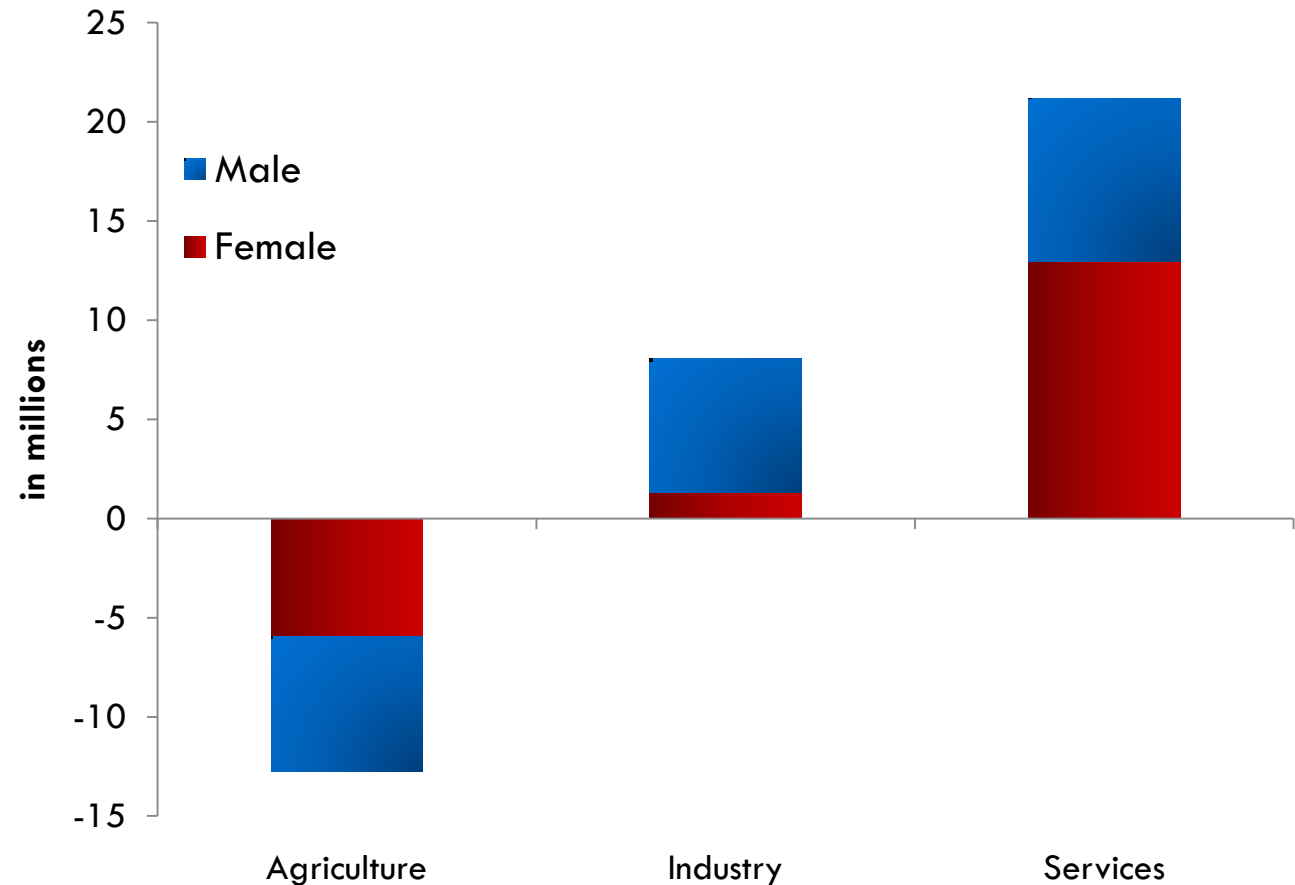
The majority of women employees are in the services sector which is the growing sector of the economy.



Number of jobs lost or gained by sector in ECA, 1999-2008

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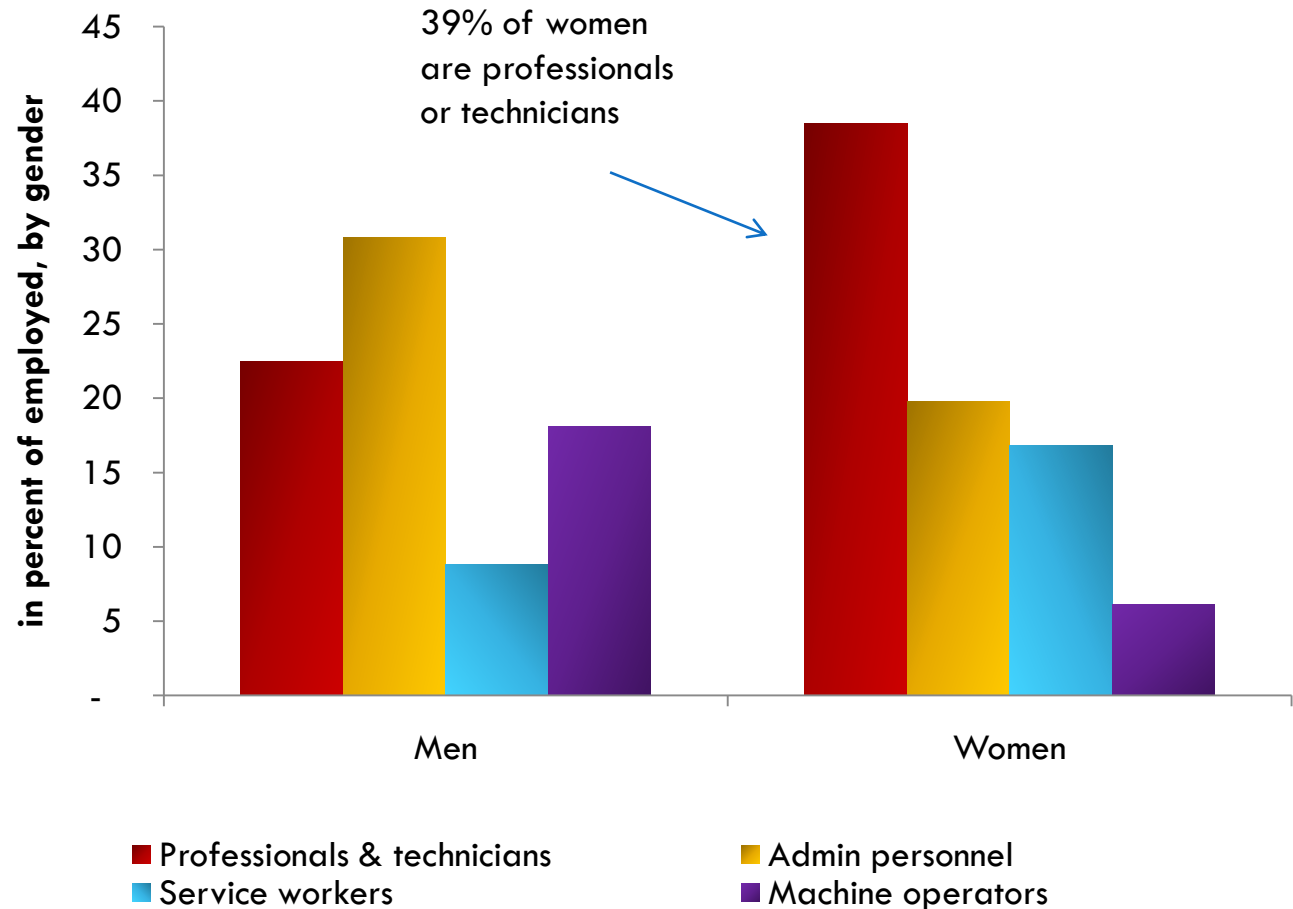
Though men and women gained more or less an equal number of the new jobs over the last decade, women's gains were almost all in the services sector.



Occupations by gender

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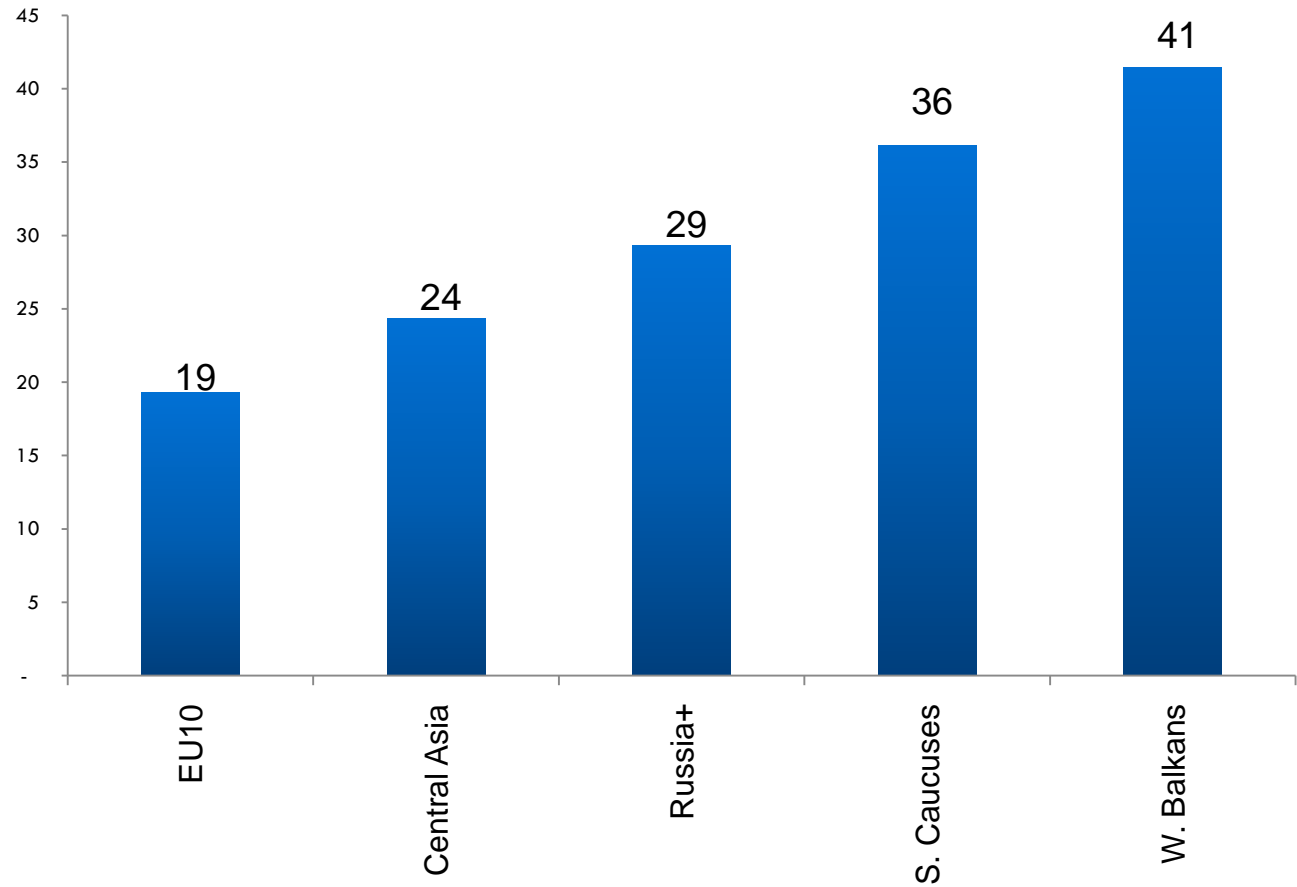
Women disproportionately pursue professional & technical jobs compared to men.



Raw gender wage gap

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The gender wage gap is large. Moreover, once corrected for human capital it is very larger.

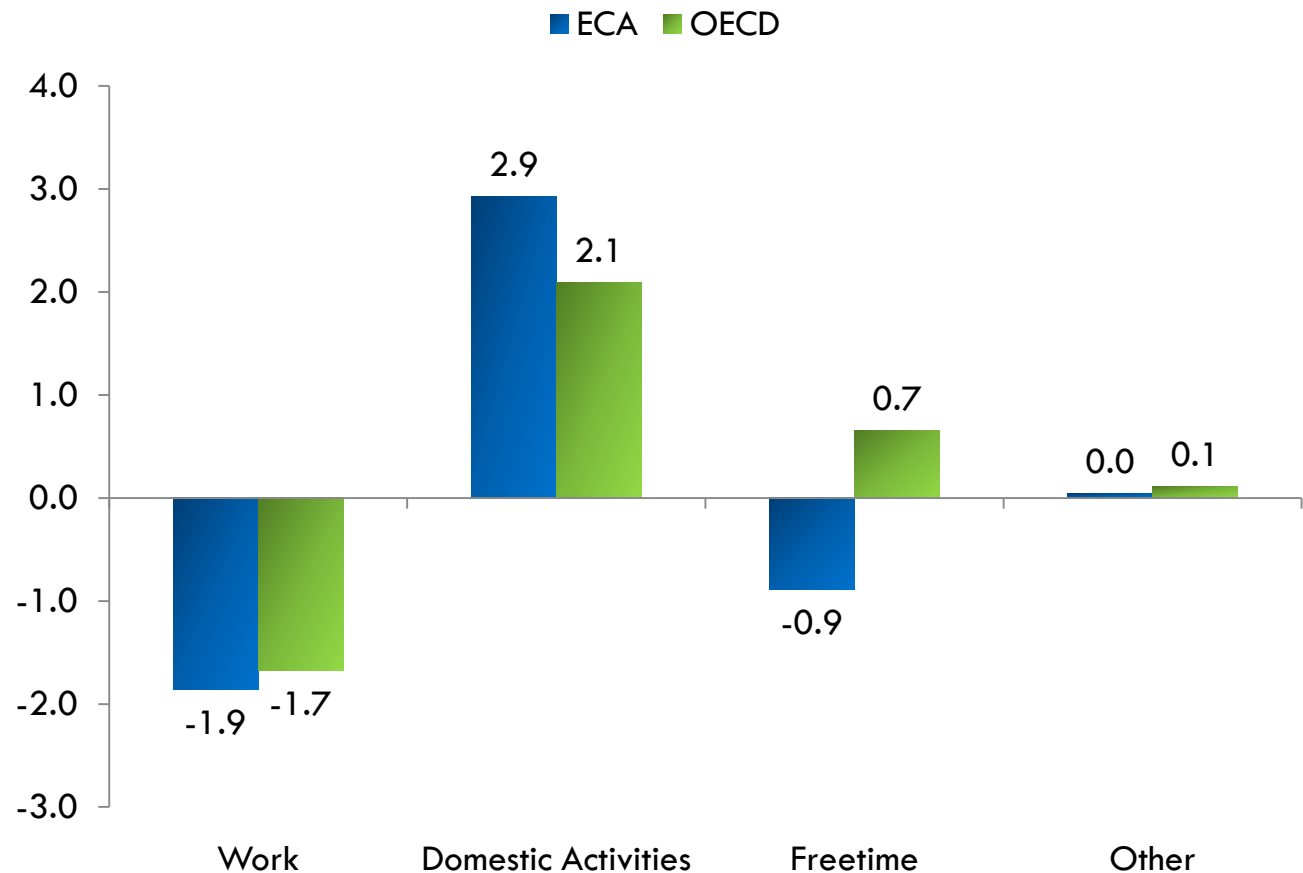


Gender Gap in time use

(in number of hours per day)

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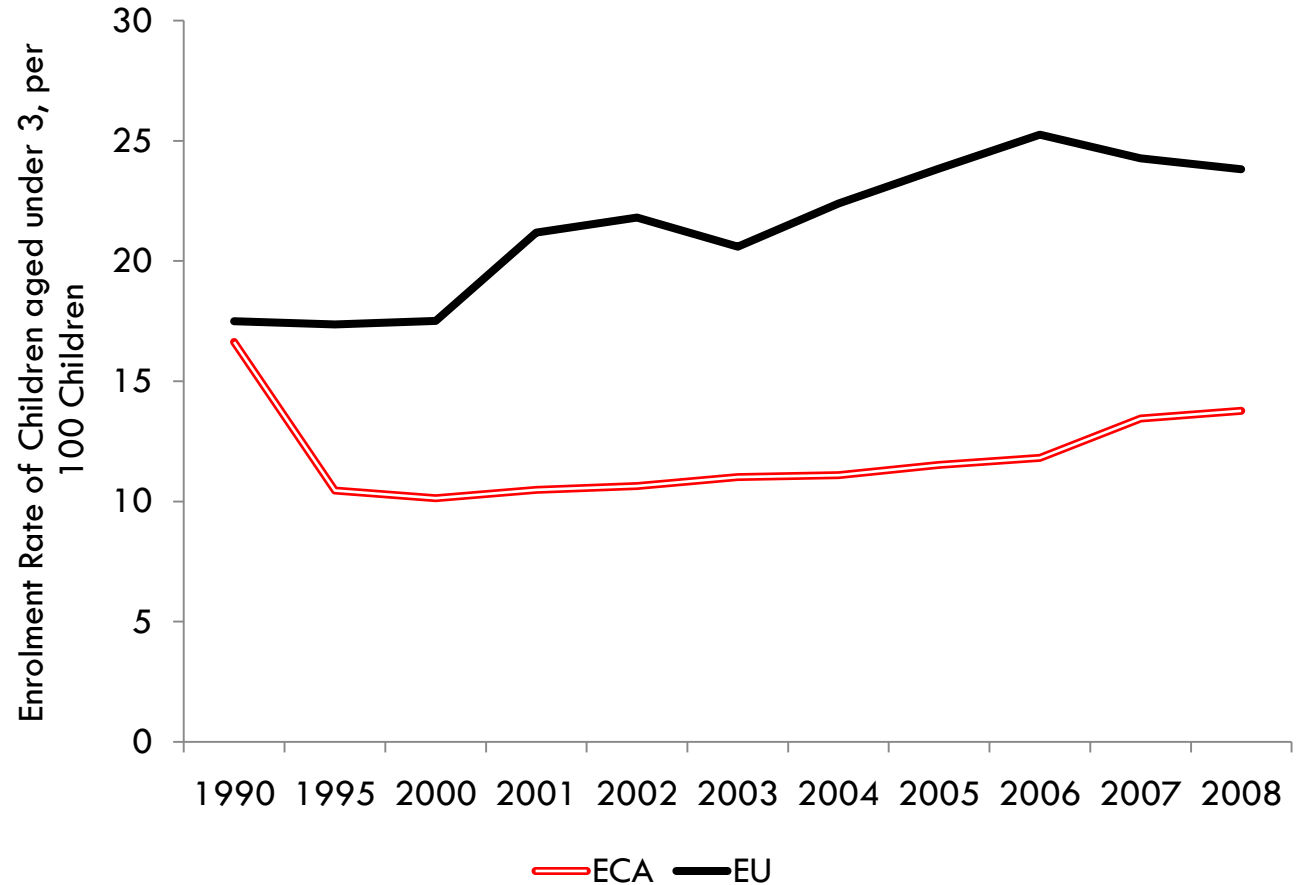
Women in ECA are involved more in domestic activities than men and less than



Relatively few young children in ECA are in childcare

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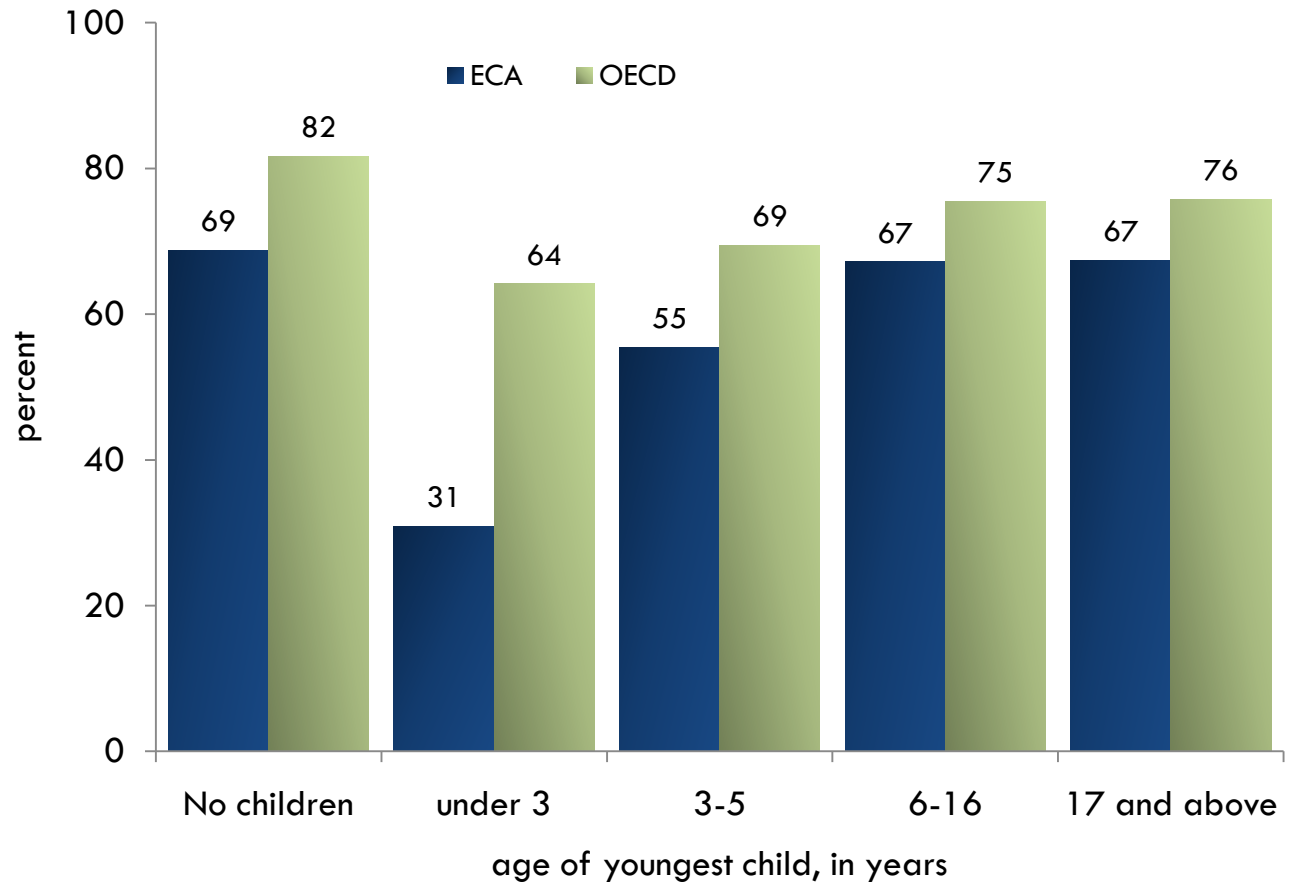
Formal childcare in ECA is not prevalent



Female participation drops off when children are young

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In ECA, women with young children decrease their participation in the labor force significantly

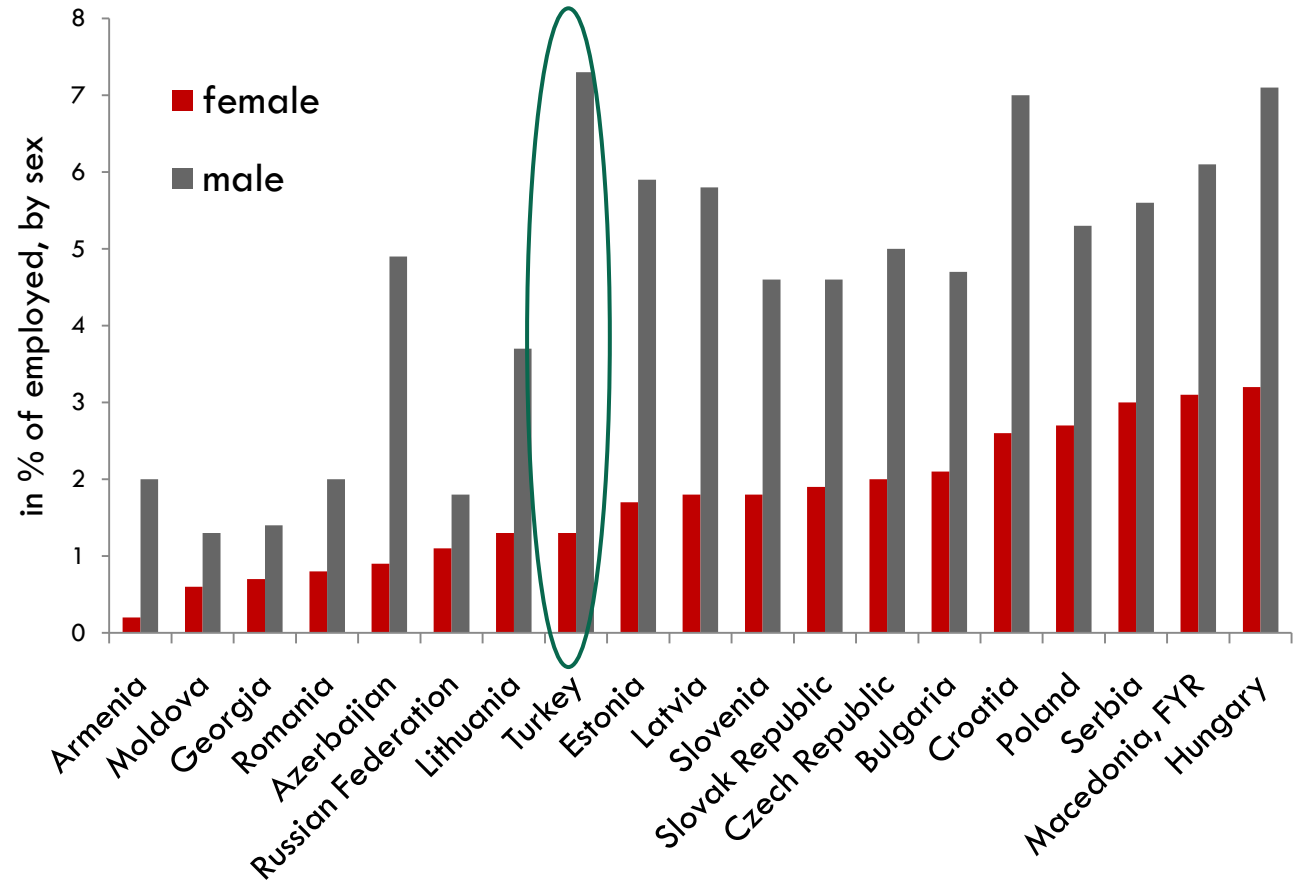




Women employers

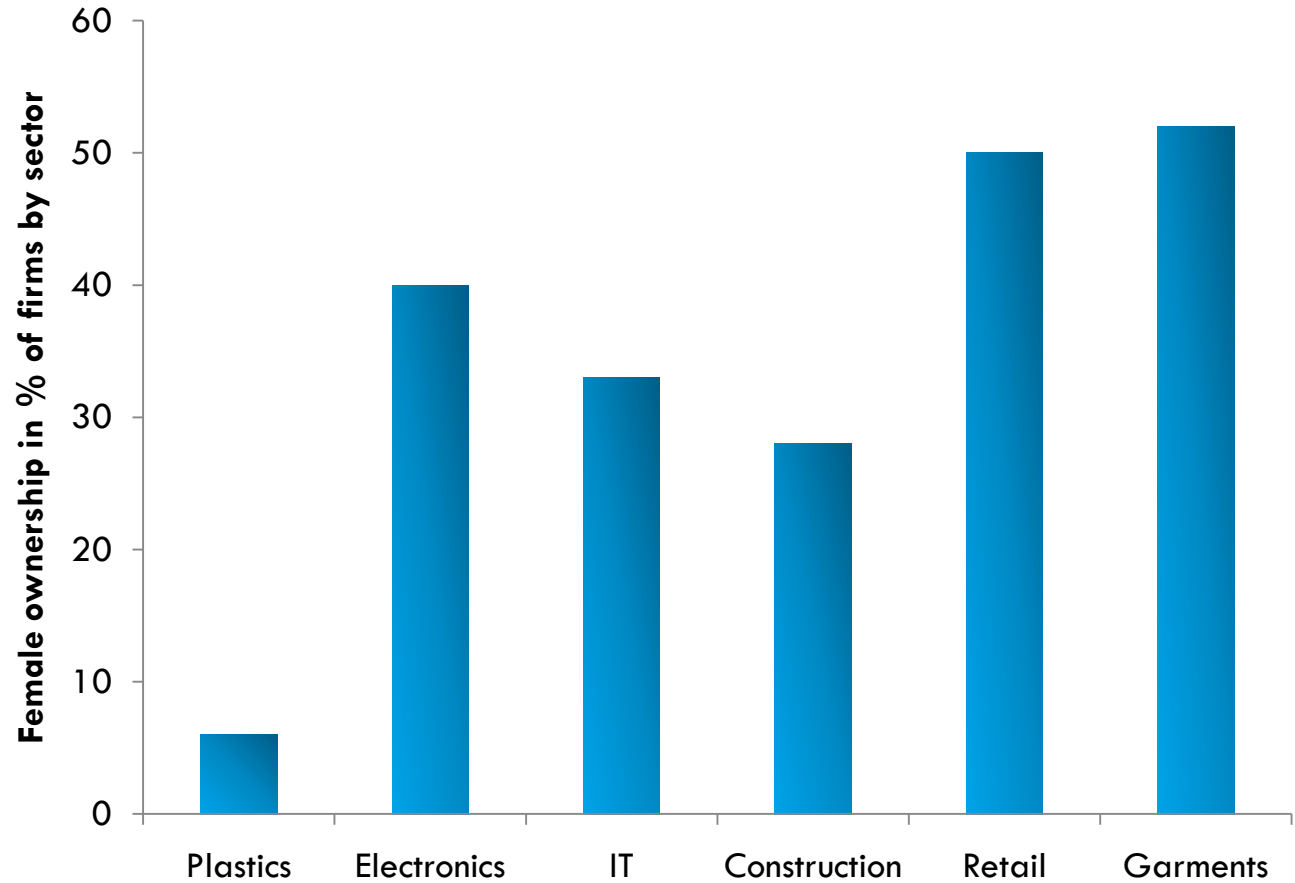
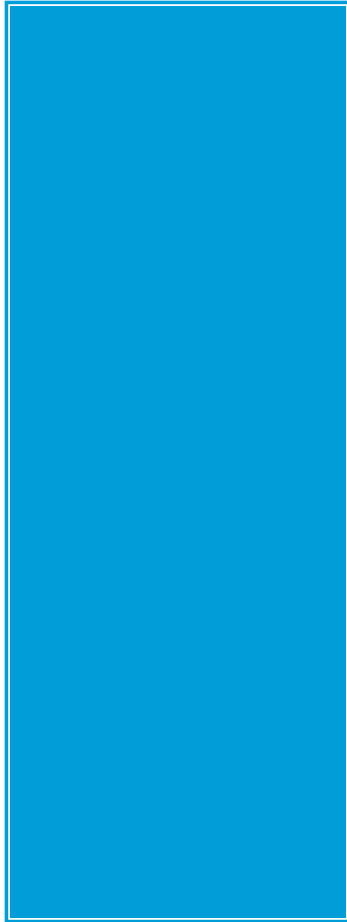
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Yet, the gender gap is still large



Female firm ownership by sector

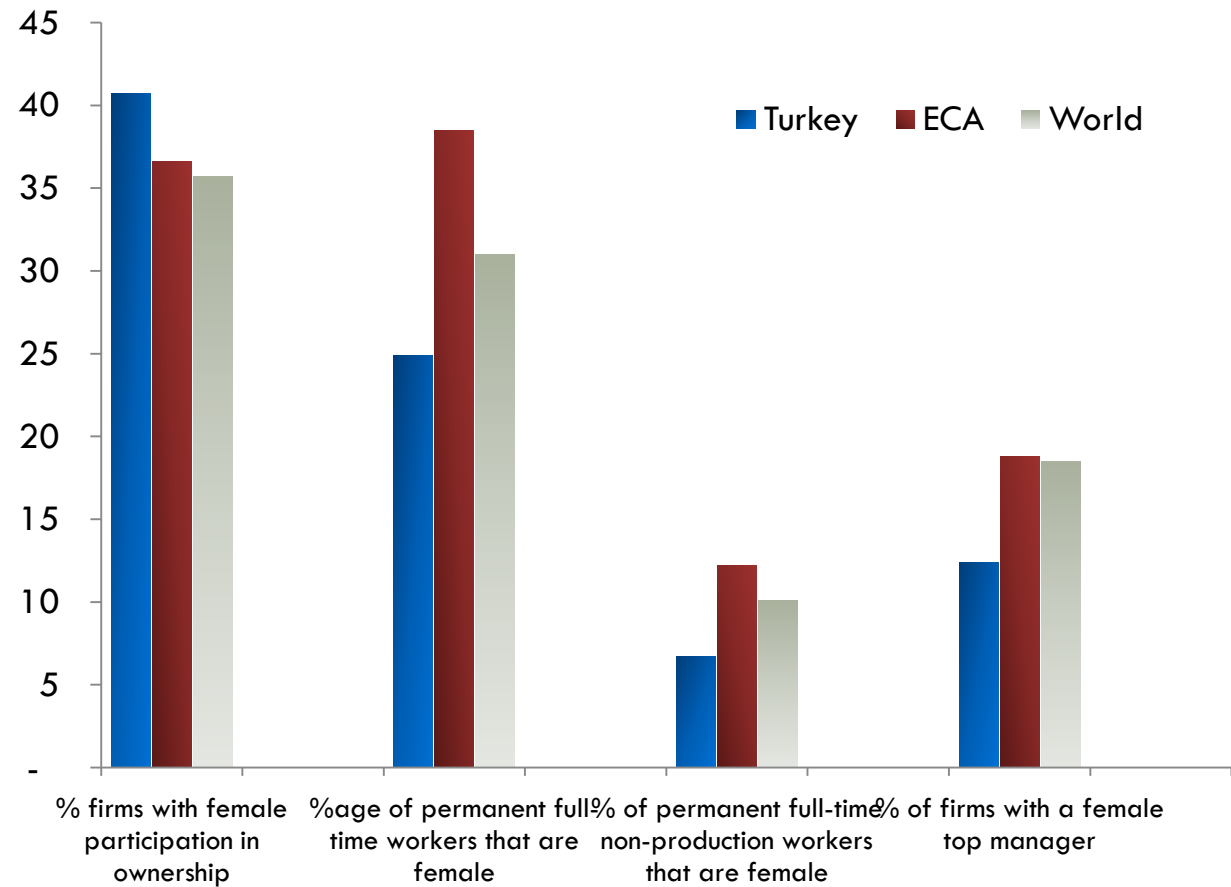
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Women participate in the private sector but are poorly represented in key roles

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This is for registered firms with 5 or more employees



Some findings about female owned firms

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- They are smaller in size whether in terms of sales revenues or employees
- Female-owned firms are as profitable as male owned firms holding firm characteristics constant.
- Female owned firms pay a slightly higher interest rate than men (0.6%).

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Concluding remarks



Some parting thoughts

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- Employment decisions are made in a family context
- How do availability of child care, good transportation, and work flexibility impact women's decision whether and where they work
- In Turkey's growing economy, to what degree will the type of job (e.g., high productivity , high wage) encourage women to enter the labor force?