

Women
Public Sector
Jobs

One Question

Magnet?

or

Catalyst?

The Context

Women in public sector:

- ✓ Better wages
- ✓ Work-life balance
- ✓ Less discrimination

47%

Women in Maldives public sector

Two Theories

Crowding Out

Women queue for government jobs

Private sector loses talent

Crowding In

Visible women leaders

Norms shift

More opportunities

The Data

1,141 observations

137 countries

Crowding Out?

Correlation: **0.253**

Weak

Crowding In?

Correlation: **-0.118**

Even Weaker

Same Public Sector
Different Outcomes

Norway

62% women working

4% unemployment

Saudi Arabia

20% women working

24% unemployment

Both have

32%

public sector

Context

Matters

Culture

Economy

Institutions

Sectoral Patterns

Education: **68%** women

Health: **62%** women

Public Safety: **18%** women

The Answer?

Neither

Public sector alone doesn't determine
outcomes

Wage Bill Reality

7.5% of GDP

35% of government spending

One More Thing...

Holistic Approach

Not just public sector policy

Key Recommendations

Time-series analysis

Regional clustering

Control for GDP & education

Thank You

Team Table4

GitHub: nbajpai-code/DataDive25

