

# 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](https://github.com/nbajpai-code/DataDive25)

