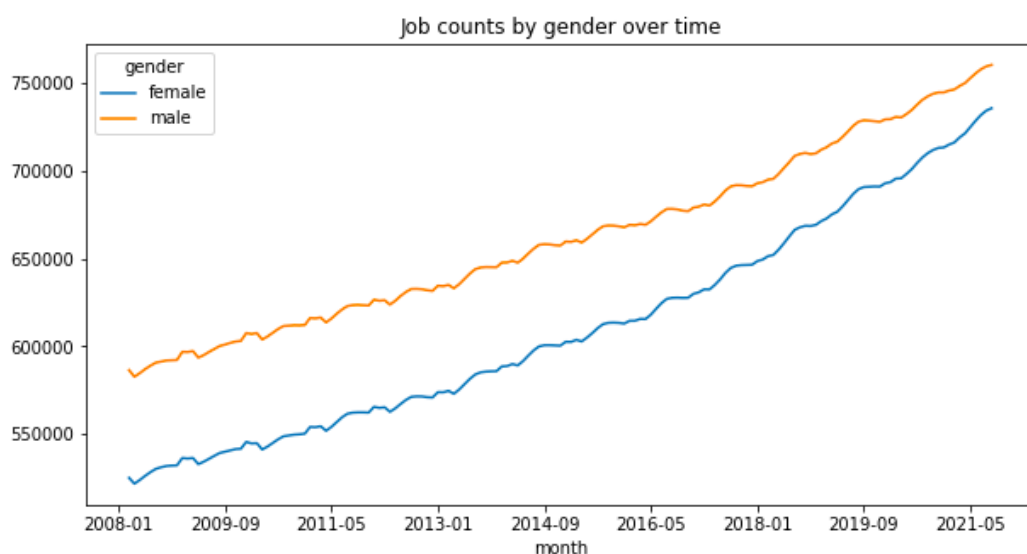


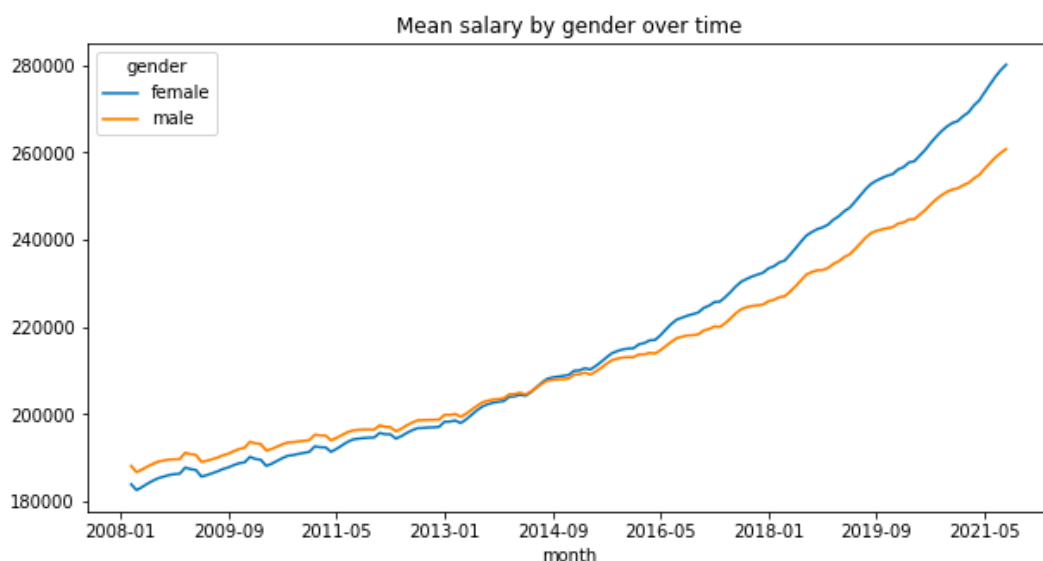
## Women's Day Special: Examining gender equations through the prism of labor market

The world celebrates International Women's Day on 8th March. To add to the festivities, this week we try to take a sneak peek into the gender story in the context of the labor market. We will also try to find out if today's women are really empowered in comparison with their male counterparts.

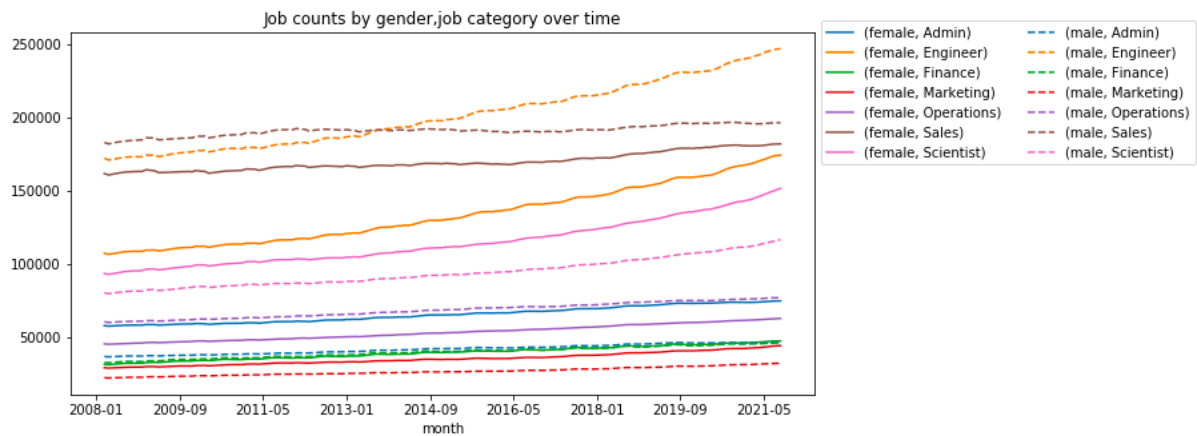
We know that at the onset of the 20th century, women's participation in the labor force [grew](#) exponentially partially due to industrialization across various countries. If we take a look at the jobs data that we have with us, it is clear that female participation has improved in recent years with the gap between cumulative job counts for males and females decreasing substantially.



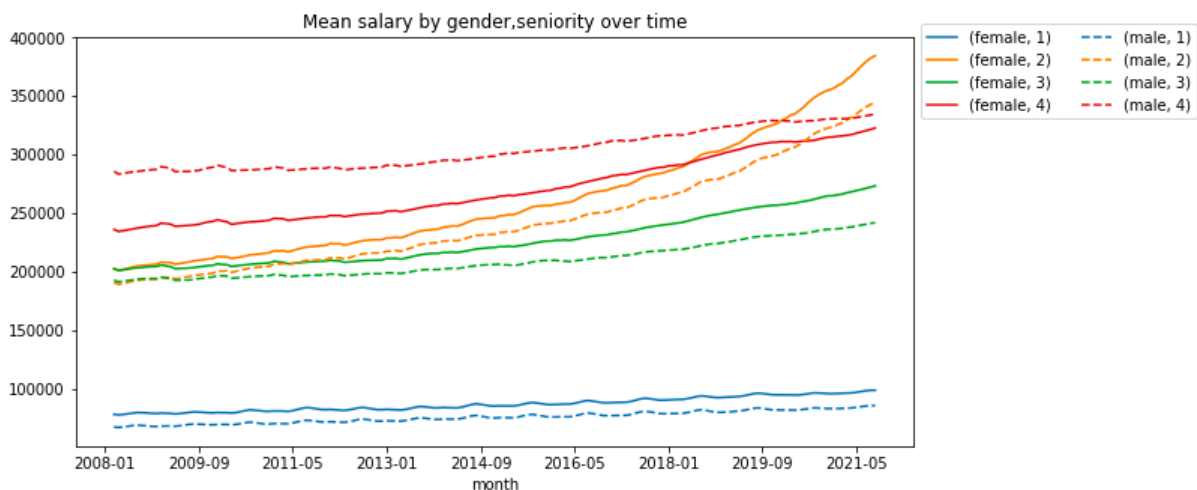
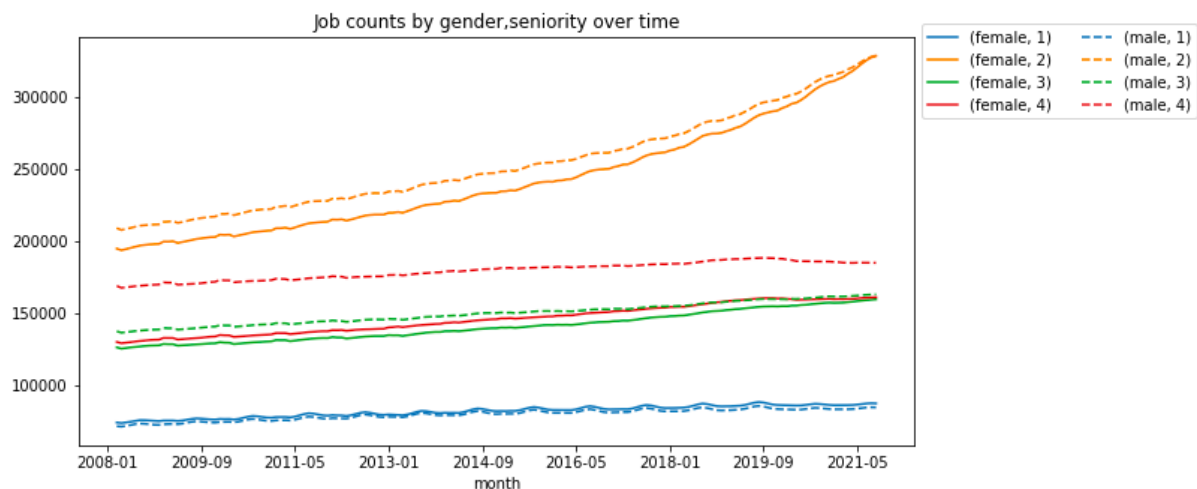
We know that the gender pay gap has always been a hotly debated topic. Some [researches](#) suggest that the gender pay gap has more or less remained the same in the past few years in the United States. One interesting observation in our data is that we find that females across the globe are now leading their male counterparts in terms of mean salary for the past few years.



So what's driving this rise in salaries for females over the past few years? Checking the breakdown by job category & gender over time, we can see that job categories like scientist, admin, and marketing remain popular among females. While engineering, sales, and operations still remain male-dominated roles in the market.

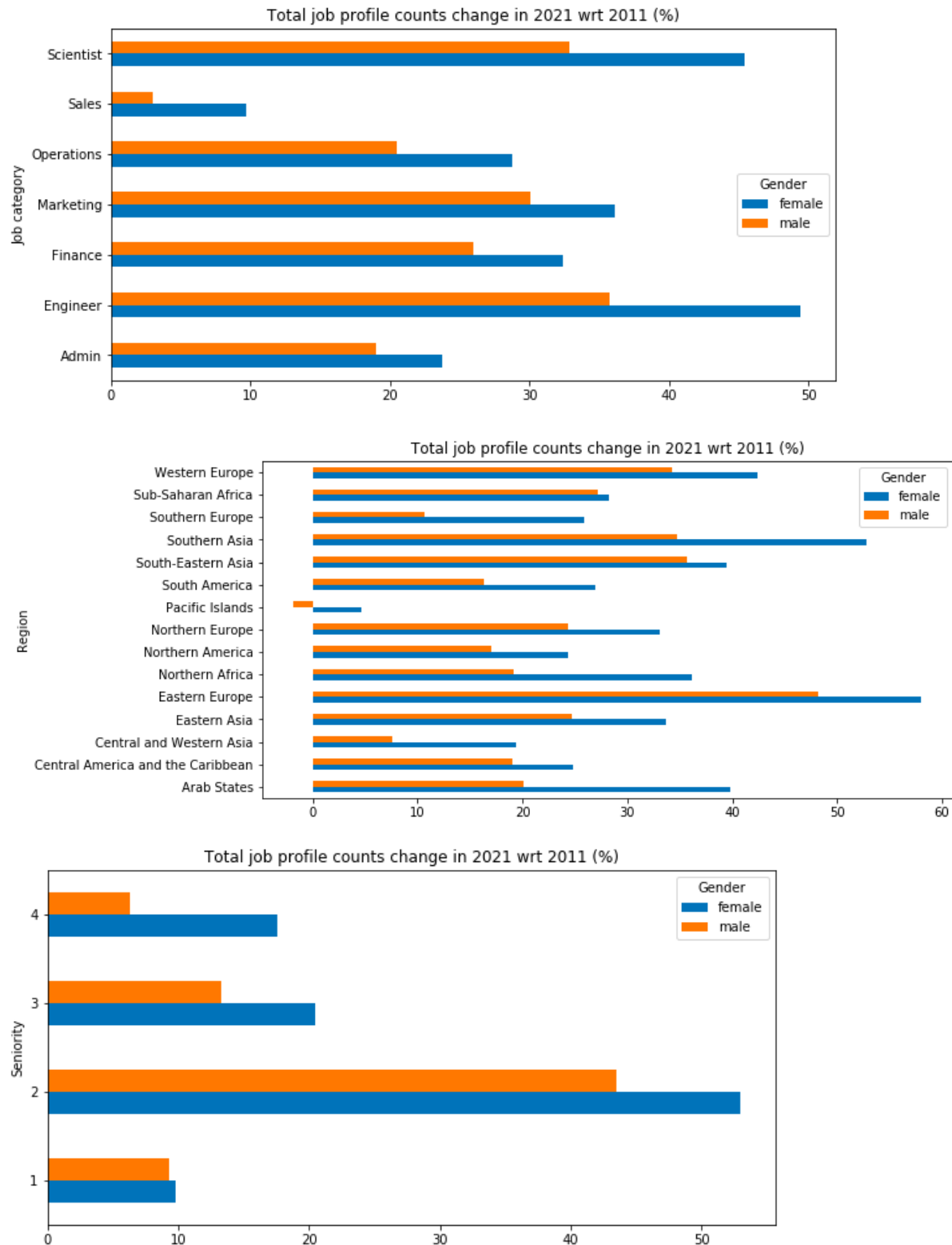


In terms of seniority, we observe that the females of the 21st century are walking toe to toe with their male counterparts, although it should be noted that their representation in executive roles (seniority level 4) still remains subdued. For all the other levels of seniority, females have almost similar job counts and even better paychecks as compared to their male colleagues.



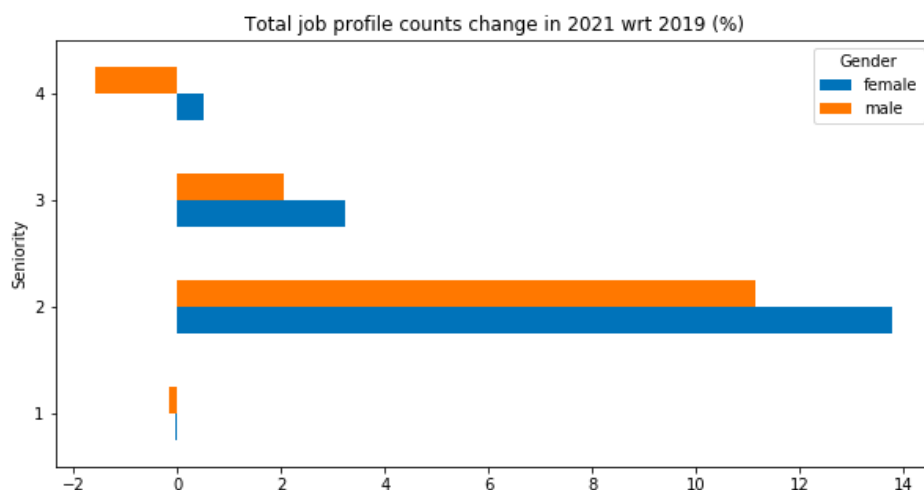
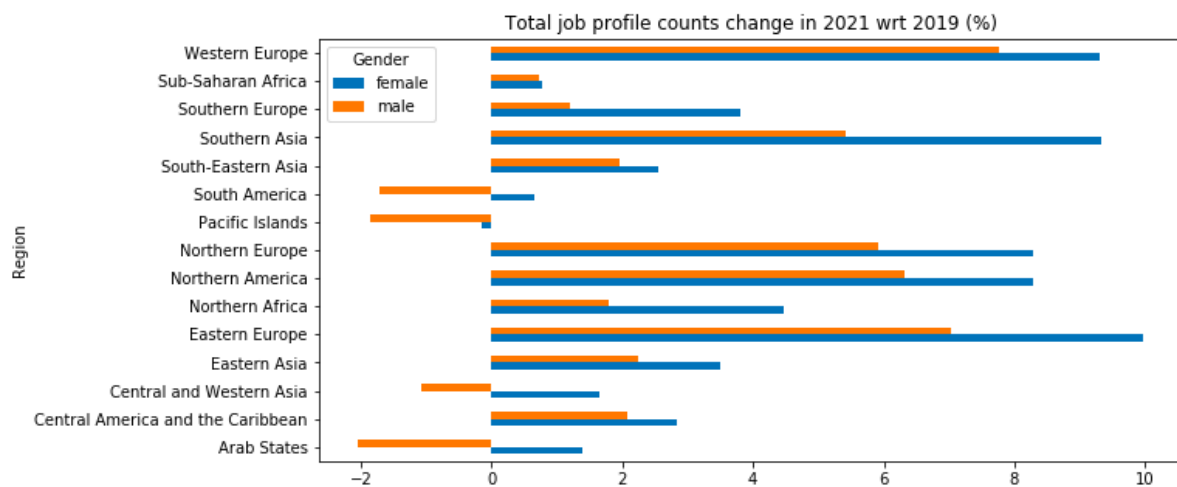
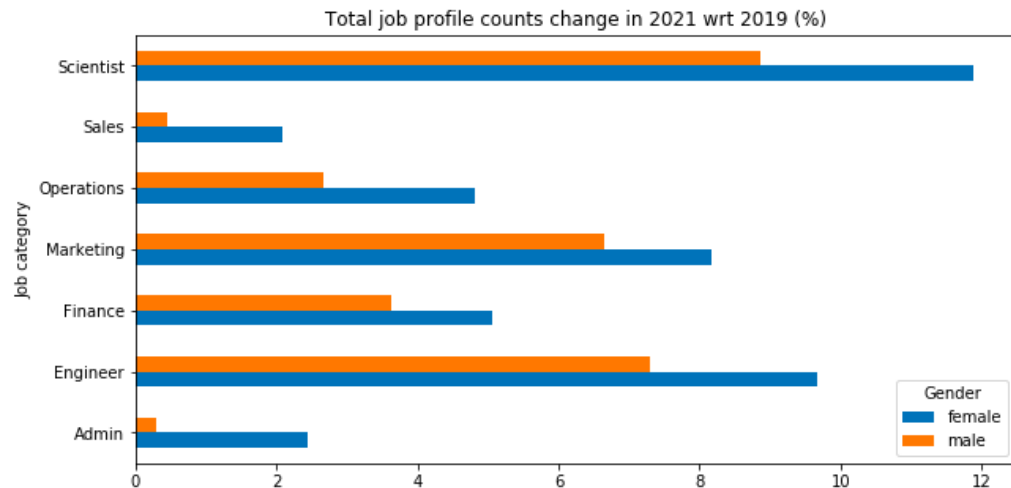
## What changed in a decade? (2021 vs 2011)

Let's take a look at changes in job counts over the past 10 years. Clearly, it can be established that the percentage growth in women's employment is greater than the growth shown by their male colleagues. The ladies had a transformative story in areas like Arab states, Asia, South America, and Africa. In the past decade, women have also slowly climbed up to executive roles.



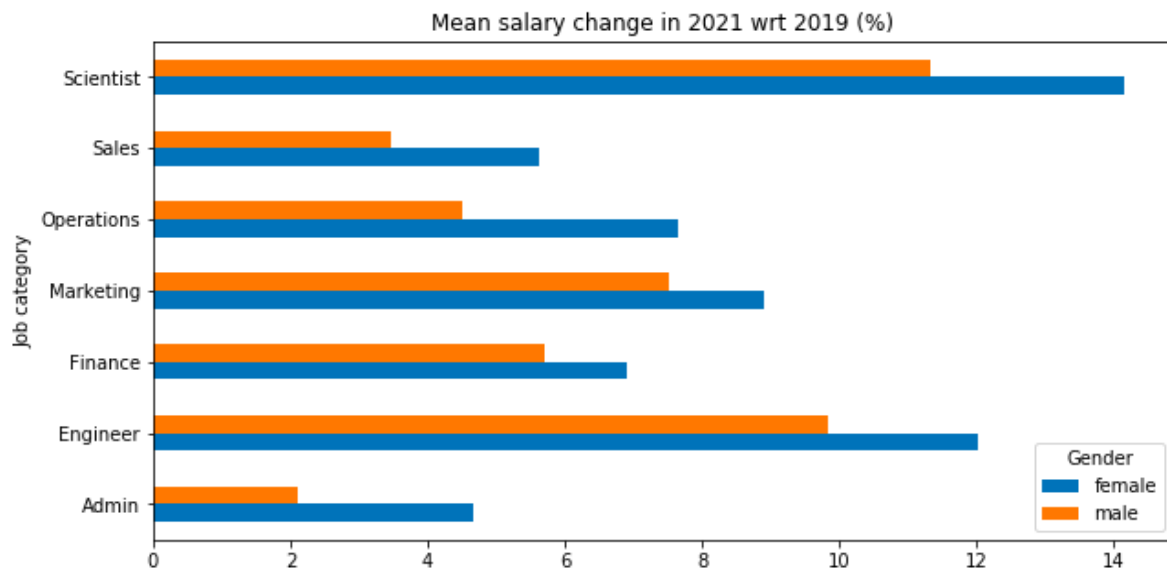
## Change in the past two years (2021 vs 2019)

Taking a look at the same data with respect to a pre-pandemic baseline (i.e. 2019), we see that women have shown remarkable growth in almost all categories with categories like scientists, engineers, and admins standing out from the rest. The growth distribution for females in different geographies tells us the same story. It is noteworthy that the growth in job counts for women in executive positions (level 4 jobs) and entry-level roles (level 1 jobs) have been soft.

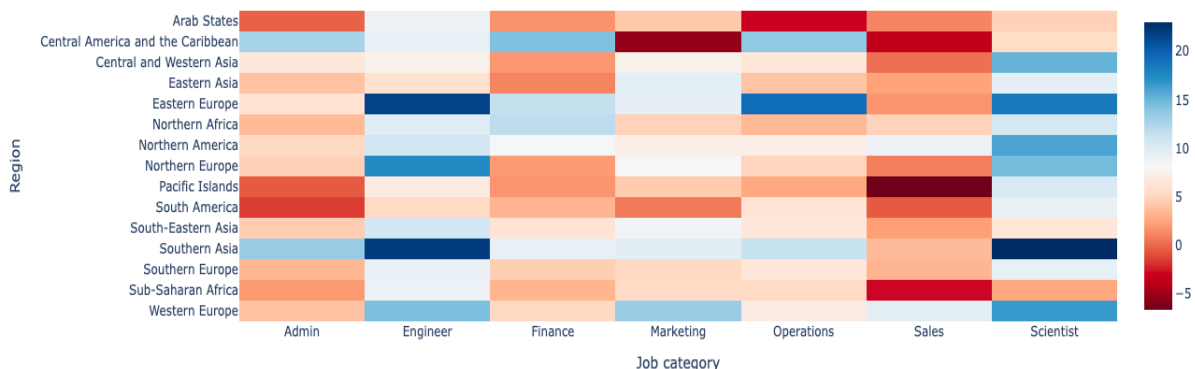


## Salary changes

Interestingly, as we track the salary changes in 2021 with respect to 2019 as the pre-pandemic baseline across job categories, geographies and roles, we see that pay packages for females showed a solid broad-based growth spanning all job categories with highlights being 'scientist', 'engineer' and 'admin'. Though we should mention that the salaries are in nominal terms and we have not deflated them. The heatmap below shows the percentage change in the mean salaries across various job categories in different geographies for women. We see roles like 'sales' and 'admin' categories taking a hit in some geographies; this is in line with our view that many people, especially women, have changed their careers during the pandemic and are now more into roles that are hybrid in nature.



Mean salary change in 2021 wrt 2019, for females



While there is a multitude of avenues left more to explore, we would like to conclude our research here. We would like to sign off with some highlights/takeaway points from this exercise:

- Realtime cumulative job counts show that the gap between labor force participation across the globe has gradually been decreasing between the two genders in recent years. Lately, women are doing relatively well than their male counterparts when it comes to mean salaries.
- Cumulative job counts for women in 'scientist', 'admin', and 'marketing' job categories are greater than the job counts for men.
- Women are still under-represented in the executive level positions or level 4 seniority positions and we can clearly see a pay disparity at higher positions between the genders.
- The past decade has been a growth story for females and their labor participation have grown in almost all the geographies.