Data from the Worldwide Bureaucracy Indicators (WWBI)

Cross-sectional data for 79 countries

Country-level indicators drawn from harmonized household surveys (Global Monitoring Database)

Same estimation techniques and variable definitions in all countries

Collaboration between Governance GP and Poverty GP
Exploring the WWBI

- Public sector employment characteristics
- Demographic characteristics of public officials
- Public sector wage premiums
Public sector is a large employer globally

As % of Formal Employment: 41.5%

As % of Wage Employment: 32.2%

As % of Total Employment: 21.2%
Particularly in some regions
No association with income
Exploring the WWBI

- Public sector employment characteristics
- Demographic characteristics of public officials
- Public sector wage premiums
Public sector workers are more educated
Are older
Public sectors are more gender-equal
Public sectors are more gender-equal

- > 50% women in Private Sector
- < 50% women in Public Sector
Public sectors are more gender-equal

> 50% women in Private Sector
< 50% women in Public Sector

< 50% women in both sectors

> 50% women in both sectors
Public sectors are more gender-equal
Public sectors are more gender-equal

- > 50% women in Private Sector
- < 50% women in Public Sector
- < 50% women in both sectors
- > 50% women in both sectors

Gender equality in both sectors

- > 50% women in Public Sector
- < 50% women in Private Sector
Public sectors are more gender-equal
Public sector is a large employer of women.
Public sector is a large employer of women

Africa: more than 1/3 of salaried women choosing public service
Public sector is a large employer of women

Middle East: more than 1/2 of salaried women choosing public service
Exploring the WWBI

• Public sector employment characteristics
• Demographic characteristics of public officials
• Public sector wage premiums
In general, public sector has a wage premium across all income levels.
Premiums depend on the private comparator

76% of countries have a premium

- Public Earnings Premium vs. all employees
- Public Earnings Premium vs. formal employees
Premiums depend on the private comparator

But only 35% of countries here

Public Earnings Premium vs. all employees

Public Earnings Premium vs. formal employees
Public sector premiums are larger for women
Premiums vary by occupation

- Senior officials
- Professionals
- Technicians
- Clerks
- Elementary occupations
Premiums are larger if benefits are taken into account
Towards a more sophisticated understanding

- What do these features imply for the overall labor market?
- Are public sector workers overpaid? What is the right comparator? Wages vs total compensation?

How can public sector workers be selected and motivated given these features?