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Gender in industry: how to close the gender data gap for better gender-responsive industrial strategies and policies

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Why is industry a driver of economic growth?

- Structural transformation
 - Transformation from an unregulated, 'informal' economy to a **regulated, 'formal' economy**
 - Movement from lower value-added activities in the primary sector to **higher value-added activities in the secondary (and/or tertiary) sectors**
 - Increasing opportunities for capital accumulation
 - Driver of R&D and technological progress, which then spreads to other sectors
 - Higher productivity and economies of scale
 - Large multiplier effect due to industry's linkages with other sectors
 - Enabler of higher income and economic prosperity
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Education and Gender

- Industrialization drives the demand for skilled workers
- Increased labor productivity raises income, which can be used to improve women's and men's access to health and education
- Industrialization creates demand for female labor force, bringing about increased income and women economic empowerment and diminishing gender inequality
 - Nevertheless, women are overrepresented in lower-technology sectors with lower wages
- Policy preferences and active support for education and skill upgrading are essential, especially to narrow gender gap



Gender Inequality Index



Common story of women in industry

- Women make up around **38% of workers in the manufacturing sector**
- Women often do not benefit from industrial development in the same way as men
 - Often concentrated in **labour-intensive, export-oriented sectors with low labor costs** (e.g. textile and apparel, footwear, food processing and electronics sectors)
 - Underrepresented in **decision-making** positions and **STEM** fields – especially engineering, ICT, and construction
 - Women MSMEs are on average **smaller, less profitable** and have **higher unmet finance needs**
 - Higher risk of **unfavorable working conditions, low-wage** and **low-skill** occupations and working in the **informal sector**

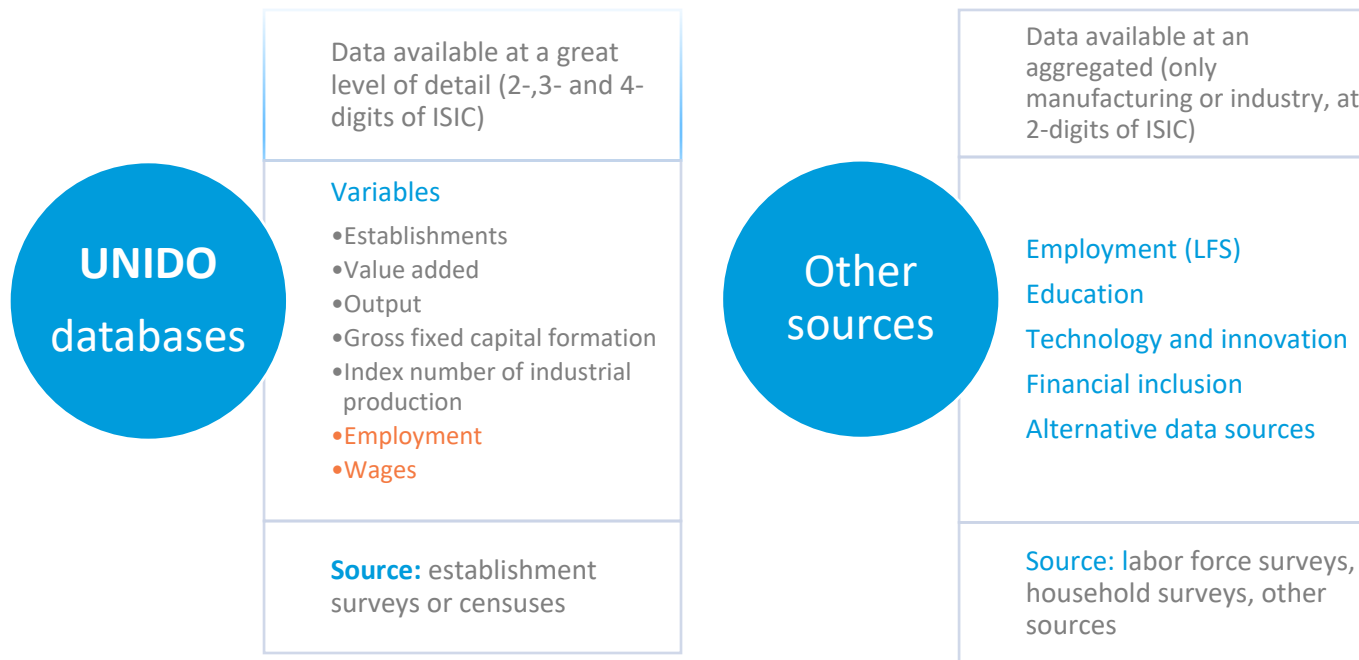


Gender gaps are more likely in sectors that require disruptive **technical skills, are capital- and technology-intensive and have higher average wages**





Data sources, coverage and availability

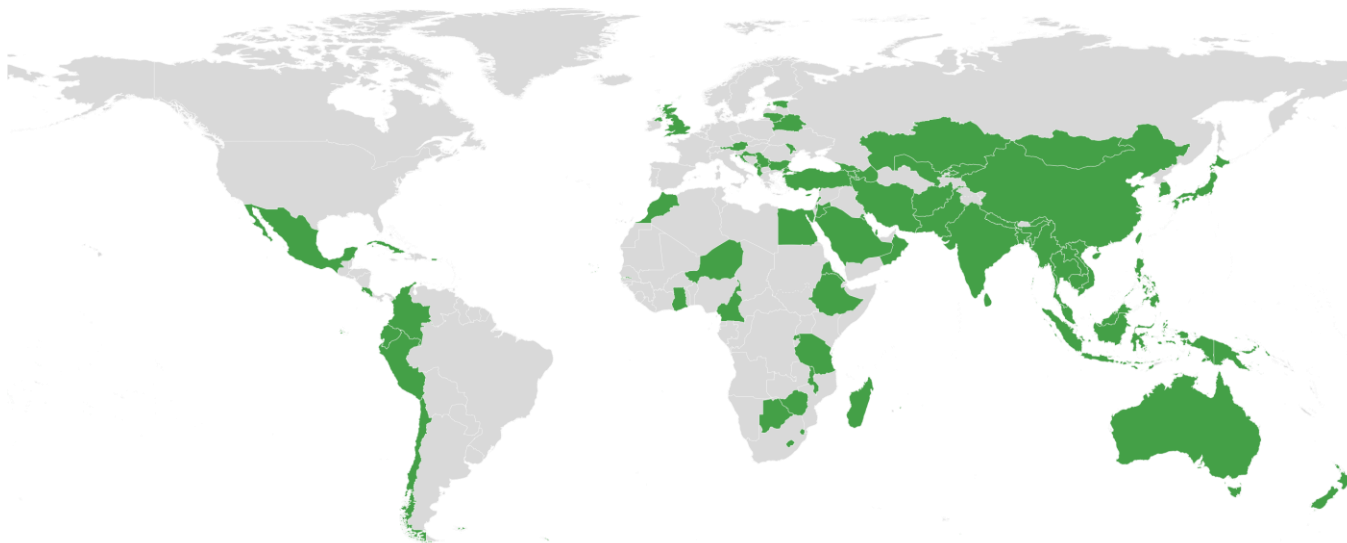




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■ Available ■ Not available

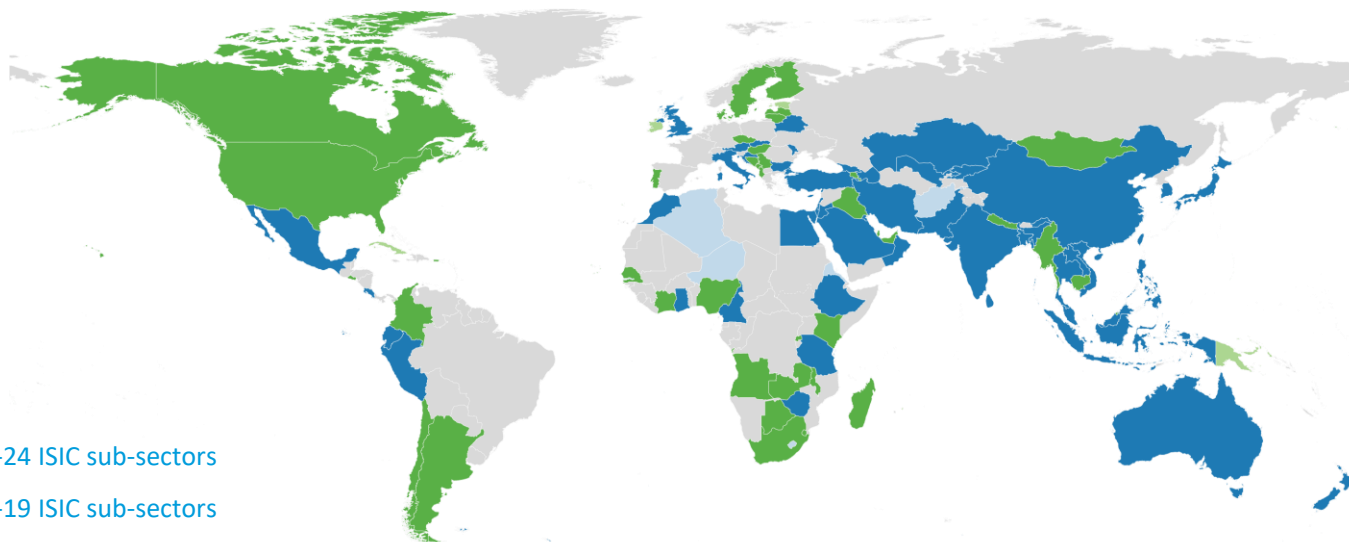


Availability of employment data disaggregated by sex in UNIDO databases (2000-2020)

Source: INDSTAT 2, ISIC Revision 3 database



■ High ■ Medium ■ Low ■ Only manufacturing ■ NA



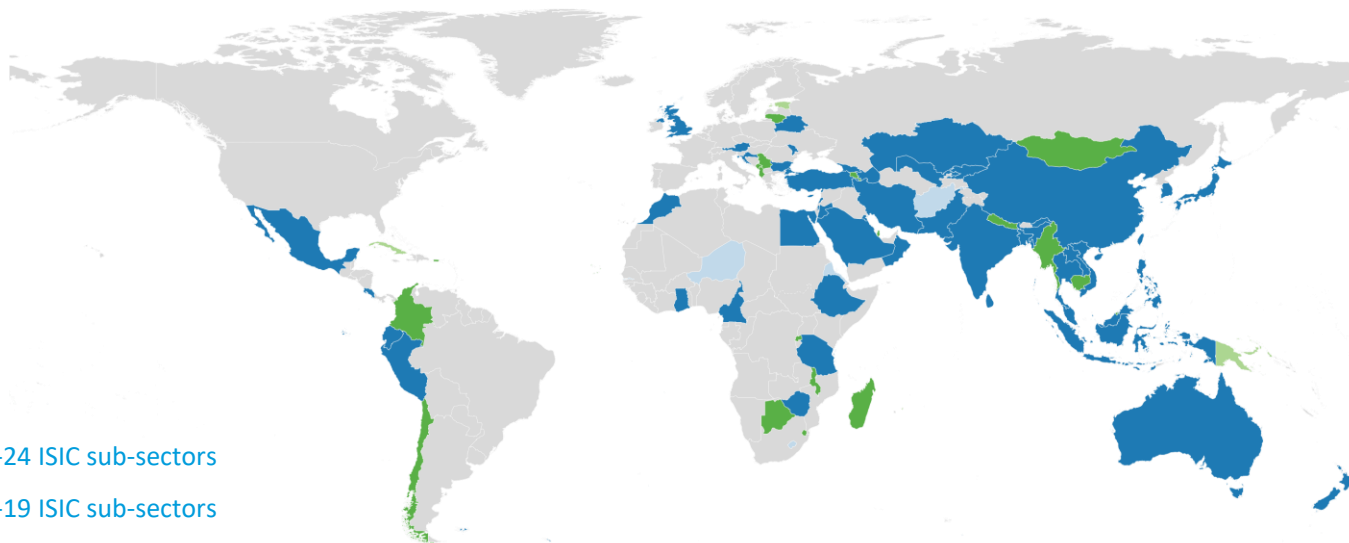
■ High 20-24 ISIC sub-sectors
■ Medium 15-19 ISIC sub-sectors
■ Low 1-14 ISIC sub-sectors

Availability of employment data disaggregated by sex in UNIDO databases (1981-2020)

Source: INDSTAT 2, ISIC Revision 3 database (only last available year is considered)



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Data gaps and collection limitations

- **Level of sectorial detail** - establishment census or survey provide more detailed information (2-, 3- and 4-digits of ISIC) compared to labor force or household surveys
 - **Linking between sources** - differences in the level of aggregation, statistical unit and scope
 - **Limited resources for data collection** - establishment census or survey conducted only sporadically (every 5 years)
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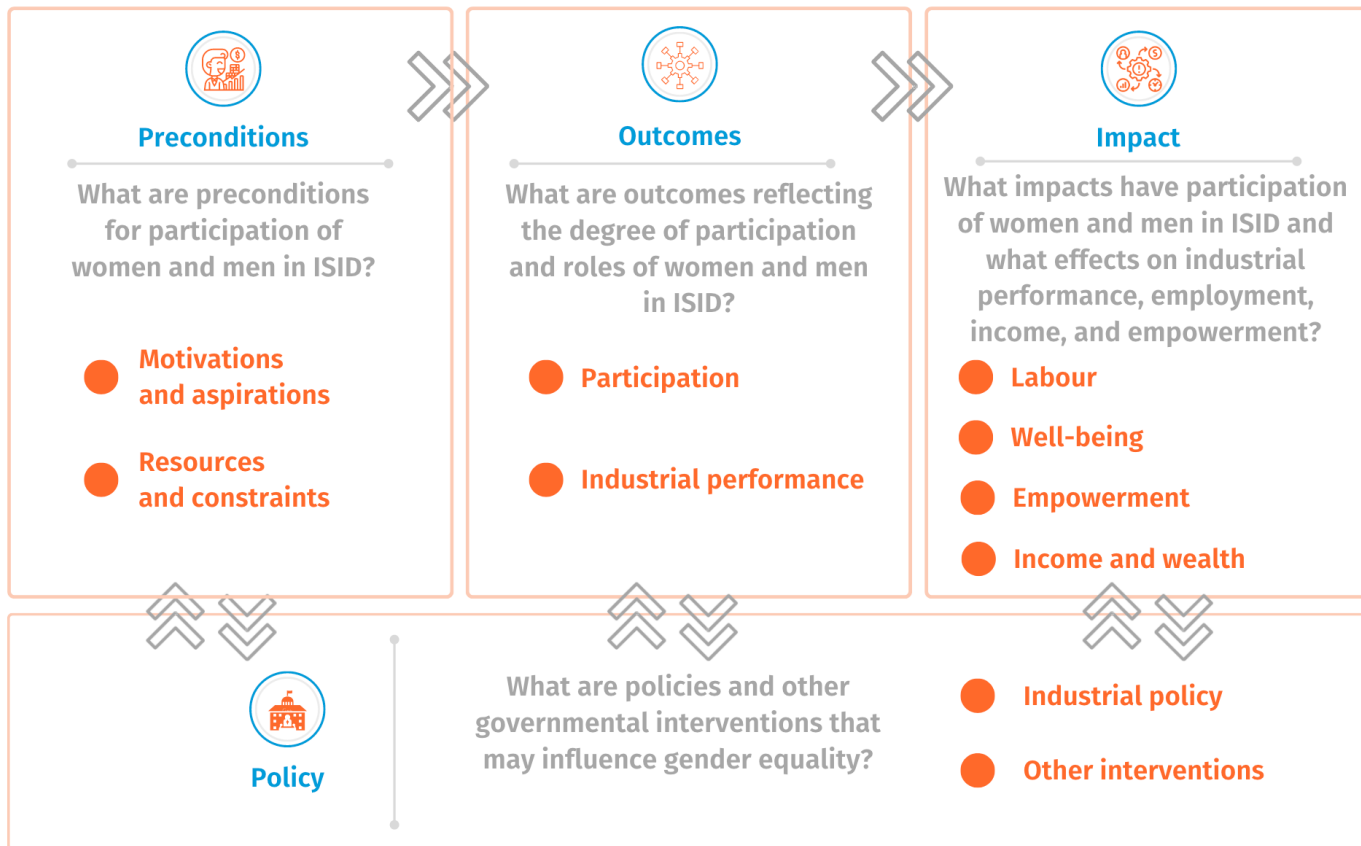
Data gaps and collection limitations

- **Confidentiality** - in industries where only a few businesses operate
 - **Representativeness** – due to sampling
 - **Comparability** - different classifications or statistical methodologies may be used not consistent with international statistical recommendations
 - **Communication**
 - **Within the NSS** - among different departments at the NSO or different national data producers
 - **External data exchange** between NSS and international agencies
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Conceptual framework to measure gender-relevant aspects of industrial development

Source: UNIDO elaboration, adapted from UNCTAD





Future priorities on industrial gender statistics

- Identifying industry-related, sex-disaggregated data available in other international organizations and establishing collaboration agreements
- Improving interactions and data exchange with national data providers.
- Providing technical support and capacity building to national statistical systems
- Carrying out targeted ad-hoc surveys where national capacity does not allow data reporting.
- Exploring alternative data sources, including administrative data, big data and citizen generated data
- Providing estimated gender/industry indicators using different methodologies
- Providing more in-depth analytical information on the relation of industrial development and gender equality



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Thank you!
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