Gender Diversity in Economics in South Asian Academic Spaces

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Abstract

Women are a minority in the economics profession at the global level, but this phenomenon is particularly pronounced in developing countries. This paper is focused specifically on India, Pakistan, and Bangladesh. It examines the presence of women in the top 25% of academic institutions in economics. The analysis encompasses the evaluation of the upward career mobility of female faculty members and chairpersons in these leading economics departments. It also discusses the proportion of women among highly cited economists and their research subthemes within the academic profession. The research on the barriers in their career trajectories, career options, and preferences is important because it helps in understanding on issues within the pipeline and the impact of limited networking opportunities while climbing the labor market ladder in academia. Thus, the paper offers valuable insights into the experiences of female economists working in higher education institutions and think tanks in the South Asian context. Finally, there is an attempt to delve into the mindset of the new generation of economists, probing for potential shifts in their attitudes and behaviors toward the discipline, particularly concerning gender diversity and inclusivity in economics. The analysis presented in this paper is based on data from RePEc (Research Papers in Economics), New Economic Papers (NEP), semi-structured interviews of prominent women economists in three countries, and a quantitative survey of undergrad final year female students regarding their preferences for graduate studies in specific sub-disciplines within economics.

Keywords: Women economists, broken pipelines, networks, academia, South Asia

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Introduction

Over the past century, there has been a movement to integrate women into various fields, particularly those traditionally considered male-dominated domains, such as economics, finance, public policy, and STEM. Despite the progress, female labor force participation is still low globally, and their representation in the global south is a judgment call for the intelligentsia and policymakers, mainly in higher education institutions. While numerous studies have explored the role and work of women in economics, there is a conspicuous gap in research within the specific context of South Asia. By shedding light on this overlooked area, this paper not only contributes valuable insights but also sparks crucial discussions. It attempts to serve as a promoter for considering the importance of such conversations within the broader context of the global south.

Economics, encompassing the study of human behaviors in consumption and investment, plays a pivotal role in shaping societies through public policy. The limited representation of women in this subject raises concerns about the potential for an unjust society. Apart from this, the literature indicates that gender diversity brings innovative thinking and diverse problem-solving approaches (Gupta & Patel 2021), and gender-balanced teams produce a comprehensive and broader range of perspectives (Jones and Williams, 2023). Several recent studies highlight the persistent gender gap in leadership positions and decision-making in academic and professional settings (Smith et al., 2021; Brown & Johnson 2022). In developing countries, especially in the context of South Asia, the issue is exacerbated due to deeply entrenched misogynistic cultural norms. This disparity can be illustrated by the fact that the *Reserve Bank of India* and *The Bangladesh Bank* have only one woman on their boards, and the board of the *State Bank of Pakistan* consists solely of male members. This situation is a blatant indication of the exclusion of women from high-level policy-making roles, reflecting a concerning state of affairs. Therefore, it is important to study the behaviour toward economics at different levels. The paper examines the status of women economists in academia and their interests within the subfields of economics discipline. The RePEc metadata has been utilized for this analysis. The later part of the paper presents the outcomes of structured and semi-structured interviews with female heads of the top ten percent of economics departments in three countries.

A lot has been done to encourage women and to make them visible, for instance, strengthening policies and laws against gender harassment at workplaces, encouraging women in academia through advocacy, provision of flexible working hours etc. However, their visibility in

the subject is still a question mark. Elinor Ostrom, Esther Duflo and Claudia Goldin are the only three women who got the Nobel prize among the total of 93 Nobel laureates in economics. This drastic imbalance starts from the lower level and continues toward the higher end of the labor market. This phenomenon may be attributed to multiple things including broken pipelines, lack of networks, preferences, culture and more than that. Thus, the visibility of women economists at leading roles is not only a stock variable rather it should be acknowledged as a process of societal advancement. The discussion on later requires the study of the journey and experiences of women economists. For this, the interviews of the leading economists and authors were conducted in these countries to examine the factors restraining women from being in careers related to economics and policy circles.

The South Asian context

There are distinctions and commonalities in the status of women across three countries, namely India, Pakistan and Bangladesh. Their position in society is intertwined with various forms of societal exclusion. The diversity in women's circumstances can be attributed to socio-economic inequality, geographical regions, and the rural-urban divide, which are shaped by uneven socioeconomic progress. Despite these differences, a prevailing traditional and patriarchal culture is shared among them. Nonetheless, regardless of these variations, women consistently encounter systemic subordination compared to men, as patriarchy exerts its pervasive influence across different social classes, geographical regions, and the rural-urban continuum.

Tharakan and Tharakan (1975) presented an interesting argument, suggesting that understanding the role of women in society necessitates an examination of their involvement in the production process and their control over resources required in the production process. Thus, the framework that has been followed in this exploration considers the women in the production process (as faculty members and researchers) and the authority to use resources (women economists in leading positions). While it is difficult to dismiss the notion of certain preferences, which I assume, should be normally distributed across all genders. I further tried to explore the phenomena of taste and certain preferences, through a survey among university students of the economics department to get ideas from the new generation or emerging economists, the outcomes of this analysis are presented in the later part of this paper.

Data

For the analysis in this paper, I exploited one secondary and two primary data sets. First of all, the analysis in the initial section includes a description of the top 25% of economics departments headed by women and top authors and their sub-fields of specialization. I extracted the metadata from RePEc (Research Papers in Economics), which is an initiative that seeks to enhance the dissemination of research in Economics and related areas. This data is available on http://repec.org. The further insights on women economists I obtained data from New Economic Papers (NEP), an announcement service which filters information on new additions to RePEc into edited reports. The goal is to provide subscribers with up-to-date information about the research literature. For this analysis, we considered 'the field of specialization' only if the author appeared at least five or more times in NEP reports. For instance, if an author appears five or more times in NEP-DEV or NEP-AGR is counted as a development economist or agricultural economist and vice versa.

Secondly, I have conducted twelve leading semi-structured interviews with a few women economists. The selection criteria include: (1) the institution/department should be among the top 10% of departments according to RePEC ranking, (2) the interviewee is heading the institution. The interviews were conducted through a Zoom meeting. The duration of each interview was approximately one hour. The third section of this paper provides insights from the experiences of these women economists.

Finally, a survey was conducted in universities in Karachi, a metropolitan city in Pakistan, targeting undergraduate economics major students. While acknowledging that the sample may not be fully representative, it provides a preliminary insight into the preferences of the younger generation of economists. The semi-structured interviews and Google survey from ECON major students were utilized throughout the discussion in the analysis. These two small primary data sets, but very useful, helped to understand the reasons for the low representation of women economists in the region and also their challenges in the context of academia.

<A> Stylized facts from the top 25% of economics departments

The RePEc data provides sufficient information on rankings, hence I initially focused on the presence of female economists in the top 25% of economics departments in three countries. In Pakistan, the average proportion of female economists in the top 25% of departments is 34%,

with a maximum proportion of 70%. In leading economics departments in India, the female proportion is 29%, with a maximum proportion of 89%. Similarly, the average female proportion in Bangladesh's leading departments is 37%, with a highest proportion is 56%. While these statistics are neither very encouraging nor very discouraging, it is important to note that only three departments in Pakistan, five departments in India and two departments in Bangladesh have equal or more than 50% female faculty. Thus, the distribution of faculty is still far from normal. Additionally, it's crucial to recognize that these numbers represent only a small fraction of the overall number of departments.

The statistics presented above are just a preliminary picture of facts that have been used from statistics available on RePEc website. Considering that ample evidence is available from the rest of the world that there is a significant gender difference in recognition (Wu (2019), Card et al. (2020) and Hengel (2022)). I pursued a more in-depth analysis by focusing on female economists heading in the top 25% of economics departments in three countries. In Pakistan, only five out of twenty-one departments (24%) are led by female economists, in India, it's ten out of sixty-two (16%), and in Bangladesh, only three out of fifteen departments (20%) are led by women. These two indicators, departments led by women and departments with at least fifty percent female economists, are not only scarce but also concentrated in major cities like Lahore, Karachi, New Delhi, and Dhaka. This observation opened other venues of thinking especially, the correlation between larger cities and women in the economics discipline. This evidence strongly suggests that traditional culture acts as a barrier to women's upward career mobility. In major cities women are more normalized, and acceptability is higher in policy and in leadership positions.

The exploration of the culture and dynamics of big cities is necessary and is discussed in the later part of this study. Here I would like to give the reference of our recent experience during COVID-19 lockdowns uncovers the realities regarding the division of work within households which are linked to norms and culture in this part of the world, where women are supposed to do all household chores and men can easily isolate themselves for scholarly work that can be produced from home. During this period, female authorship significantly decreased globally, with high inequalities less in favour of underdeveloped countries (Gabster et al. 2020). In the larger cities, the stereotypical thinking regarding women's responsibilities within households is evolving due to increased women's participation in the labor market and levels of

education. These statistical facts raised critical questions for further investigation. The representation of female faculty members at least in leading economics departments is decent in three countries, but the absence of women in leadership positions raises concerns. It remains uncertain whether this gap signifies a leak in the pipeline, indicating barriers preventing women's progression, or if women themselves are hesitant to assume the responsibilities of top positions. Also, we don't know the difference in the degree of influence of culture in larger and smaller cities, as the leadership positions, if held by women are mostly in larger cities.

A closer look at top authors

There is a prevailing perception that women economists tend to concentrate in specific sub-themes of economics, such as health, education, development, or labor economics, with fewer women authors observed in sub-themes like monetary policy and macroeconomics. To investigate this perception the data from New Economic Papers (NEP) of top authors was collected, revealing significant findings. The statistics indicate that very few women economists are placed in the top 10% of authors in Bangladesh and Pakistan, and those who do lack a distinct field of specialization (five or more papers in a specific sub-discipline). Furthermore, it is noteworthy that among those with specialization, the representation of women in sub-disciplines like macroeconomics, monetary policy, finance, econometrics, and stock market analysis is almost non-existent. Similar evidence has been documented in various studies worldwide, including Beneito (2018), Chari and Goldsmith-Pinkham (2017) and Dolado et al. (2012) are few among many others. However, no study is available focusing on the global south, especially South Asia, and the numbers we found here in this region the representation is far below than those reported in papers in the west.[i] This led to an interesting question, whether the glass walls exist in this horizontal distribution or it's a matter of taste and preferences? In this highly skewed distribution, the idea of self-selection cannot be ruled out.

On the flip side, in the context of India, a noteworthy trend emerges where not only many women are placed among top economists but also many of them are in macroeconomics, international trade, monetary policy and banking, and are mostly in think tanks like National Council of Applied Economic Research, Indian Statistical Institute, and Indra Gandhi Institute of Development Research. Once more, it's essential to highlight that these institutes, universities, or think tanks with heightened women authorship are predominantly situated in major cities.

Women economists leading premier economics departments

The top 25% of economics departments/ institutions were identified in each country through IDEAS/RePEc database ranking.[ii] Examining the heads of departments in these premier institutions, we found that in Pakistan only 5 out of 22, in India 10 out of 63, and in Bangladesh, 3 out of 15 are led by women. I conducted semi-structured interviews[iii] with these women economist leaders in top institutions, uncovering several noteworthy points for consideration as elaborated below.

Many women don't reach top positions in their professional journeys due to missed or compromised opportunities along the way. The substantial dropout of women at each step starting from undergraduate to graduate levels, entering the labor market and finally attaining leadership positions, represents not just a simple loss but a loss of talent and diversity. Mobility emerges as a major obstacle in the labor market journey, especially in South Asian region, where relocation for a woman with or without a family poses significant challenges for her career and family life. There are varied reasons for that, for instance, joint family systems and families are large with high dependency on women for routine livelihood, patriarchy, limited freedom women have in this region, safety and religions are just a few among others.

Whilst I tried not to emphasize breaks in women's career due to family issues as this barrier is not limited to economics, however, this is one of the significant reasons that came as a result of interviews. In academic spaces, other than career breaks, usually women face a lack of sponsorships for being part of academic committees, academic boards, and other such voluntary positions, which can significantly enhance their careers. Men often are hesitant while nominating women for such positions, fearing that their nomination will be challenged as women wouldn't be able to perform their responsibilities in these additional positions due to their household responsibilities. For example, during a conversation, a woman economist said that the only solution for women is to work hard and to prove themselves, eliminating any excuse for others not to nominate them. Typically, women encounter a double burden, balancing responsibilities at home and in the labor market, expected to excel in both domains. They are required to be perfect in all places. Such expectations raise concerns about the overall wellbeing of women. Thus, as a result of the lack of sponsorships, due to the perception and experiences, women find it difficult to sit late in the office due to family responsibilities, patriarchal culture, women usually have

limited network, and last but not least lack of socializing is another reason for not being part of voluntary positions – which requires additional working hours and efforts.

The interviewees shared their experiences overcoming societal and familial obstacles to pursue their career paths. They highlighted the specific difficulties encountered by women in conservative societies, prevalent in most of South Asia, where traditional norms can limit educational and career options. Throughout their journeys, spanning from entering the labor market to reaching leadership positions, women have to face discrimination, lack of support, and harassment in professional settings. Additionally, women in the education system and even otherwise often defer promotions due to family constraints, opting to wait until their children are settled. Many women refrain from advocating for better positions or salaries, choosing to remain at home due to family obligations. This complex interplay of societal expectations and family responsibilities underscores the intricate challenges that women in these contexts navigate in their professional lives.

Few interviewees emphasized the role of families, parents, in-laws and husbands in enabling their careers. Gender biases at workplaces, including unequal treatment, lack of promotions, and societal expectations regarding women's roles are embedded in societal mindsets. They stressed that women often face difficulties managing work and family responsibilities, with societal pressure to prioritize motherhood. The conversation also highlighted the significance of social and family harmony in supporting women's career growth. Mariyam Zia Baloch, born and raised in Pakistan, now at IMF Washington DC said that we don't see women on policy-making tables, banks, and governments, that's why young girls don't aspire to be economists. Society has restricted the career roles that a woman can take up. Career-oriented women are either doctors or teachers, besides this, everything else is taboo. Thus, stereotype threats refrain women from being in economics and policy making.

In the private sector, educated and highly ambitious women frequently encounter obstacles after marriage, such as maternity leaves and motherhood leaves, impeding their career advancement. This hinders their progress in the professional sphere. However, in the government sector, factors like marital status and pregnancy do affect career advancement but to a lesser degree. In India, there is a growing inclination towards placing women in administrative roles, driven by the perception that they exhibit greater dedication, punctuality, and productivity than their male counterparts. Despite possessing commendable education and experience, women are

often disregarded due to constraints on their mobility. Mobility is a challenging experience for women globally and poses a particularly significant barrier in the context of South Asia.

Furthermore, the prevailing patriarchal norms in the region emphasize the necessity for gender equality initiatives and inclusion in development agendas. Women in patriarchal societies encounter challenges marked by limited opportunities and persistent discrimination. Despite some achievements, there are significant prevalent gender disparities in academia and policy-making positions, underscoring the need for both societal and systemic change to promote gender equality and inclusion. One of the key findings gleaned from interviews with accomplished women economists in prominent institutions was the significance of networks and connections. Typically, men tend to possess robust professional networks. In contrast to their male counterparts, women in South Asia face restricted opportunities for regular social interactions with friends and colleagues, resulting in a limited professional network. The importance of such networks becomes evident in processes like nominations, transitions between workplaces, and securing prestigious voluntary positions. The networks and connections are also reflected in recognition both within their own organizations and at larger forums. Women are not taken seriously during the conversation. Wu (2020) reported a similar argument in her paper that women are less recognized, and the discussion becomes less academic or professional while discussing the work done by women. She found that the shift in conversation becomes more often about their personal information and conduct rather on their professional and intellectual contribution.

The interviews with leading women economists from India, Pakistan and Bangladesh shed light on the challenges faced by women in leadership roles, particularly within governmental and organizational settings. An illustrative example is the sole female representative among the team members working on high-level decision-making and policies related to China Pakistan Economic Corridor (CPEC), one of the mega projects in Pakistan. During the conversation, she emphasized that whenever she tried to bring a different perspective in policy dialogue related to CPEC, but never heard seriously.

Intersectionality compounds these challenges, as discrimination based on class, ethnicity, and caste further constrains opportunities for women in policy and administrative positions. The World Inequality Database 2023 reports that levels of inequality vary widely across South and Southeast Asia. The class and ethnic divides are sharp and clear in these three countries, and thus

cannot be ignored. To address the intersectionality, there is a need to be unglued from a patriarchal mindset, merit-based promotions, and objective assessment of candidates. The labor market in this region predominantly consists of informal employment. However, in the formal labor market policies are hardly implemented and thus lead to exploitation, low wages, and limited bargaining opportunities. The impact of these practices in the overall labor market is many times higher for women.

Sponsorship plays a crucial role in career advancement, but the opportunities for women remain limited to get sponsorships from their male peers. Specifically, women are seldom sponsored for high positions because of unavailability in late evening meetings and limited networks. The lack of inclusion of women in policy-making processes leads to policies that do not adequately address women's needs and lose a great opportunity for a better society through inclusivity. Efforts should be made to create more opportunities for women based on their capabilities, recognizing the academic achievements of female economists, rather than solely relying on sponsorship. The other way to address this issue can be by defining a mechanism for high-level voluntary positions.

The new generation of female economists and re-thinking economic theory

The expert opinions revealed a transformation in education, where traditional career paths such as economics, engineering, or sociology are being challenged by emerging fields like innovation, technology, and creative disciplines i.e., art, design and media. Social media and technology are creating awareness about these evolving career possibilities, expanding horizons beyond conventional subjects. However, there seems to be a lack of awareness among students regarding niche areas within the economics discipline. Many students opt for core subjects like microeconomics and macroeconomics, not out of genuine interest, but rather by chance, as they choose these subjects due to insufficient awareness and guidance. Consequently, there's a reluctance to deeply engage with these subjects, resulting in a lack of enthusiasm for learning. There is only a minority, around 20 to 30 percent, are genuinely passionate about their subjects, particularly in econometrics, and aspire to become researchers. Despite this, the education system predominantly emphasizes on job prospects rather than nurturing expertise or passion for a subject. Furthermore, there's a societal trend where students, particularly girls tend to gravitate towards traditional or creative disciplines. During interviews with women economists, a

consensus emerged on the need to shift this trend. They emphasized the importance of encouraging students to explore and choose courses based on their passion and interest rather than conforming to societal expectations or limited awareness.

Among female economics majors, 15% expressed a complete disinterest in economics, while 18% of male counterparts shared a similar sentiment. Only 21% of female respondents and 38% of male respondents indicated an intention to specialize in macroeconomics or monetary policy for their advanced studies. Though acknowledging the limitations of concluding a small sample, it is tentatively suggested that the emerging cohort of female economics majors may not be considerably ambitious to pursue economics as a lifelong career. This survey led to the inference that these female graduates in economics need counselling, interaction with role models to follow and the need for women to be in the economics profession. This assertion aligns with the findings of a larger survey articulated by Avilovo and Goldin (2020), which posits that such behavior may be attributed to the phenomenon of 'stereotype' threat. In the context of patriarchal societies, where such threats are likely to be more pronounced, women, when convinced that they are expected to perform poorly in a given subject, tend to shy away from it. Consequently, female economics majors, influenced by the stereotype notion that women may not excel in the discipline, may divert to other fields with more favourable gender perceptions.

An interviewee from Bangladesh, the head of an economics department observed that, regardless of gender, a significant number of undergraduate students tend to dislike studying core economics courses. One plausible explanation for this phenomenon is the use of complex economics jargons, which make it challenging for students to connect economic theories with quite unrealistic assumptions with real-world scenarios and integrate them into everyday conversation. This raises questions about the effectiveness of teaching pedagogies within the field of economics, suggesting a potential need for rethinking the discipline. During the conversation, some participants further asserted that women often lean towards subjects that allow them to explore and understand societal issues, placing a greater emphasis on those marginalized by competition and economic forces. The fundamental principles of economics, rooted in the maximization of material phenomena, may contribute to its perceived lack of empathy. Women driven by their preferences and inclinations, may find it challenging to strongly identify with the core principles of the subject. On a similar note, Dr. Sundus Saleemi

expressed an interesting perspective on conventional economic theories, pointing out that these theories commence with a rational agent primarily focused on optimizing the utility function related to consumption and leisure. Within this framework, leisure is defined as time away from the labor market. Notably, the inadequacy and absence of care and domestic work in the models reveal an implicit bias. The definitions of work and leisure in early texts of economics correspond more closely to a rational economic man than a genderless economic agent and hence are unconvincing and inadequate for analyses of the behaviour of all agents in an economy. This conversation provided a plausible explanation on diminishing the appeal and acceptance of the subject, particularly among female undergraduate students. This discourse underscores the necessity for contemplating an alignment of the subject matter with diverse preferences and inclinations, thereby advocating for a re-thinking of the methodologies employed in the presentation and delivery of economics education.

In the case of India, we have identified a few positive developments. Unstructured interviews have revealed that organizations particularly in the private sector and high-ranking administrative positions like head of departments and deans are now deliberately given to women due to their level of commitment. One interviewee emphasized that women are being chosen for these roles because of their punctuality, conscientiousness in meeting deadlines, and their avoidance of extended breaks such as smoking or socializing with friends during office hours. This contrasts with their male counterparts. It is noteworthy, however, that the observation of a deliberate effort to increase the representation of women in management roles is not a prevalent theme in discussions with experts in Pakistan and Bangladesh.

Women in the frontlines: Catalysts of resilience

Women empowerment requires interventions through public policy on certain laws i.e., labor market policies in favour of women, deliberate and well-designed awareness campaigns to increase awareness and empower women, and interventions in schools and colleges to encourage women to participate in all academic disciplines or join those labor market sectors which are dominated by men etc. However, during the survey, we encountered women who struggled and fought with the system and societal patriarchy. It is important to highlight their perspective,

which was very common but important because it highlights the double burden women have to carry while being in ambitious careers.

The interviews with women in leadership positions reveal that a few passionately advocate for women at the forefront, akin to warriors overcoming all barriers and exemplifying resilience. Along with many challenges in transitioning between states and managing familial responsibilities, women need to remain confident and knowledgeable, and perhaps work harder than their male counterparts, albeit without expecting special concessions. Few participants in the study refrain from blaming society, government, or family, insisting that a woman's decisions, actions, and strength are paramount. Their argument centers on empowering women to make their own choices, work diligently, and challenge traditional norms, showcasing their own experiences as a testament to what women can achieve with determination without external support. Some interviewees also challenge the term 'woman economist' and they said that they want to be called simply economists. However, with this argument, they agree that such thinking places a double burden on women: first to compete in their discipline and second to navigate all cultural, societal, and familial barriers with resilience. With this approach, the well-being of women cannot be ignored.

Conclusion

Developing nations, particularly those in South Asia need to take various affirmative measures at the institutional level to facilitate women in labor force in general, and economics in particular. These initiatives could emulate the formation of 'The Committee on the Status of Women in the Economic Profession'. Their primary objectives should include strengthening the network, providing mentorship and supporting women in career advancement within the professions related to economics through sponsorships and other strategic measures. To address the underrepresentation of women in senior positions across all sectors, particularly in policymaking, there is a crucial need for mechanisms that monitor and track women's participation.

To bring a change it is important to nurture the current and future generations of undergraduates especially those who opt for economics majors in a way to increase their interest in the discipline. This can be achieved by providing them with accurate and detailed information about the various career paths within the field of economics. Additionally, the implementation of

mentoring programs, coupled with the introduction of female economics major students to accomplished role models, can substantially enhance their professional growth. The establishment of supportive networks among students not only facilitates the exchange of experiential knowledge but also cultivates a sense of community. Ultimately, this approach addresses the prevailing issue of inadequate networking opportunities faced by women economists.

To mend the leaky pipelines, it is advisable to establish guidelines promoting women during crucial stages such as PhD admissions, faculty hiring, the formation of gender-balanced committees, participation in seminars, and ensuring an equitable promotion process throughout their careers. Additionally, a notable observation is the scarcity of publicly accessible statistics on women staff in universities in South Asian countries. It is imperative for South Asian and other developing nations to compile gender-segregated statistics of academic and policy spaces, entry and exit points in the profession, among other factors, to enhance our understanding of these phenomena. Undoubtedly, further research is warranted to comprehensively explore the role of women in economics, particularly within the global south and the specific context of South Asia.

Finally, it is crucial to reassess the language and content of basic economic theory textbooks and curricula. This need for rethinking has been highlighted not only by a few interviewees but is also a recognized concern in economic literature. Scholars such as Siminski and Yetsenga (2020), Kabeer (1991), and Akerlof and Kranton (2000) have made arguments addressing this issue. Despite advancements in empirical models and research papers taking a more modern approach, undergraduate students are still exposed to traditional models that were originally developed by and for men, neglecting the consideration of social identities related to gender and their contribution to society.

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[i] An analysis done by Women in Economics Initiative shows that Oceania, as in 2022, has the highest share of women among top authors with 15%. Africa has the second highest share of women with 13%, followed by Europe with 11 %, Latin America with 8 %, North America with 8 %, and Asia with 6%. (See The Women in Economics Index 2023, https://www.women-in-economics.com for more details)

[ii] https://ideas.repec.org/top/top.econdept.html

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