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#### **Employment Miracles**

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# **Employment Miracles**



**Caroline Freund and Bob Rijkers** 

World Bank, Office of the Chief Economist Middle East and Northern Africa Region

"Labor Markets Through the Lens of the Great Recession"

Jacques Polak Annual Research Conference, IMF, Washington DC

# Introduction

- How can policymakers engineer enduring reductions in unemployment?
- The jury is out despite a rich literature on
  - the determinants of unemployment (eg. Blanchard and Wolfers 2005, Nickell 1995, 1997)
  - labor market institutions and their impact on economic performance (eg. Bentolila and Bertola 1990, Nickell and Layard 1999)
    - The interaction between shocks and institutions in shaping LM outcomes
- Our approach: look at the incidence, and subsequently, the determinants of employment miracles; large and sustained decreases in unemployment.
  - Large events could isolate key factors that are obscured in time series studies because of noise or asymmetries.
  - Large and sustained events could be different
  - This is what many countries want

# Preview of Results

- Miracles happen.
- Miracles coincide with acceleration of GDP growth, trade surge, higher investment and lower government spending.
- Sound regulation, property rights and contract enforcement offer double dividend:
  - Unemployment is lower on average.
  - In periods of high unemployment, more likely to have miracle.
- Non results also important. Little evidence labor regulations are binding constraints.

# **Outline of Presentation**

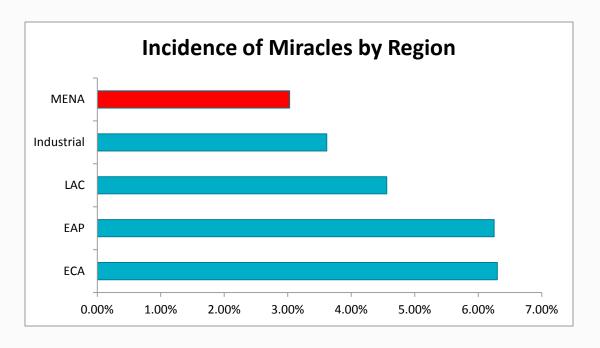
- Defining Miracles
- Incidence
- Initial Conditions
  - Macro
  - Regulations
  - Governance
- Evolution of Key Explanatory Variables
- Predicting Miracles
  - Baseline Model
  - Robustness
- Which Policies Matter Most? Bayesian Model Averaging
- Conclusion

# What is an Employment Miracle? A Large and Sustained Reduction in Unemployment

- A decline in unemployment starting at period t counts as an unemployment spell if
- 1. Unemployment declines at least 3 percentage points over a 4 year period
- The decline in unemployment over this 4 year period is at least 25% of total initial unemployment
- 3. The drop in unemployment must remain below the critical unemployment reduction tresholds for at least another 3 years
- 4. Unemployment <u>strictly declines</u> in the first year of the miracle
- An unemployment miracle did not commence in the previous
   7 years; employment miracles <u>do not overlap</u>.

# Incidence of Miracles (1/2) Miracles are prevalent – but not in MENA

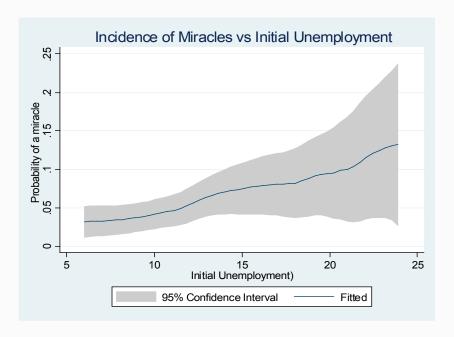
- 43 miracles in total (Data: WDI, 1980-2008)
  - Approximately 1 in 20 countries embark on a miracle each year
  - Data do not cover low-income countries

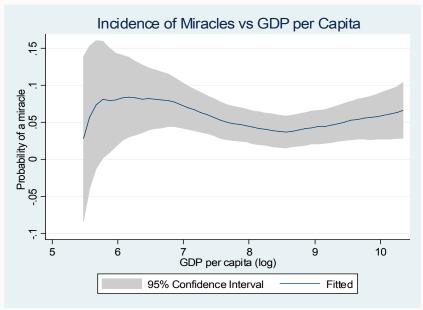


# Incidence (2/2)

# Likelihood of miracles rises with initial unemployment

# But does not vary strongly with the level of development





# Initial Conditions (1/3) Similar initial conditions, save for initial unemployment

Descriptive Statistics	Onso	et of Mirac	cle	N	o Takeoff	
	Mean	SD	$\mathbf{N}$	Mean	SD	N
Initial Unemployment						
Unemployment	<u>14.69</u>	5.75	42	<u>11.67</u>	4.99	672
GDP						
GDP per capital (log)	8.25	1.19	41	8.38	1.10	668
GDP per capita growth	0.78	4.81	42	1.27	4.01	670
Trade						
Exports	38.66	17.09	40	35.33	19.22	665
Imports	37.75	16.35	40	38.27	20.15	665
FDI	2.67	2.42	41	2.14	5.60	644
Core Macro						
Investment	19.14	5.30	40	20.45	4.42	654
Government spending	17.21	4.60	42	16.85	5.77	658
Inflation	0.12	0.15	39	0.20	0.47	636
Crisis						
Crisis	0.14	0.36	35	0.12	0.33	478
Democracy and Conflict						
Polity Score	6.08	5.63	40	6.95	5.01	600
War	0.13	0.33	40	0.07	0.25	600
Overall Regulatory Quality						
Economic freedom	6.35	1.08	41	6.21	1.08	605
Ease of Doing Business -Rank	56.90	44.51	40	68.75	47.17	654
Regulation (WGI)	0.62	0.63	42	0.57	0.57	662

# Initial Conditions (2/3)

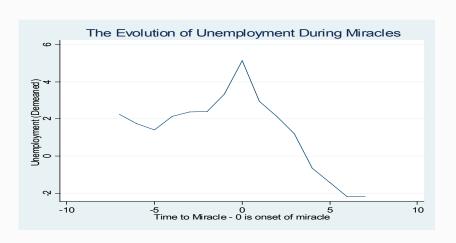
Minimal Regulatory Differences, save for Business Regulations

Descriptive Statistics	Onse	et of Miracl	'e	No Takeoff			
	Mean	SD	$\mathbf{N}$	Mean	SD	N	
Dimensions of Economic Freedom							
Government Size	5.55	1.40	41	5.55	1.63	602	
Legal System	6.15	2.26	40	6.20	2.00	592	
Money	7.07	2.16	41	6.75	2.44	611	
Free Trade	6.89	1.36	41	6.68	1.27	605	
Regulation	6.17	1.01	40	5.90	1.12	598	
Labor Regulation							
Rigidity of Employment DB	27.80	19.09	40	29.47	19.52	654	
MW Stringency	0.34	0.20	29	0.40	0.19	415	
Unemployment Benefits GRR	0.30	0.28	36	0.25	0.22	482	
Severance Pay	1.14	1.69	36	0.96	1.33	489	
Advance Notice	2.67	1.87	36	2.35	1.71	489	
Financial Openness							
Financial Openness	0.64	0.29	36	0.63	0.25	495	
Domestic Credit to the Private Sector	46.00	1.18	41	47.20	4.79	632	
Trade Regulation							
Time to Export - log(Days) DB	2.85	0.64	40	2.98	0.57	640	
Time to Import - log(Days) DB	2.77	0.58	40	2.87	0.51	640	
Business Regulations							
Starting a Business - log(Days) DB	3.43	0.80	38	3.57	0.92	596	
Closing a Business - log(Days) DB	1.11	0.35	39	1.24	0.43	633	
Time to Enforce a Contact DB log(Days) DB	6.20	0.52	40	6.41	0.45	640	

# Initial Conditions (3/3) No Significant Differences in Governance

Descriptive Statistics	On	No Takeoff				
	Mean	SD	N	Mean	SD	N
Governance (WGI)						
Rule of Law	0.49	0.98	42	0.47	0.87	664
Voice	0.53	0.81	42	0.54	0.73	664
Political Stability	0.29	0.91	42	0.18	0.86	664
Government Effectiveness	0.64	1.04	42	0.53	0.97	664
Control of Corruption	0.62	1.07	42	0.48	0.98	662

Overall, differences in Initial Conditions are remarkably small





#### Main Findings

- -Macroeconomic conditions improve
  - -Growth accelerates
  - Government spending and inflation abate, trade surges, investment rises
- -Regulations improve
- -Incidence of crises abates

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

	<b>Evolution of Key Explanatory Variables: FE Regressions</b>									
Dependent variable	Level		Den	neaned						
	Beginning	End		Beginning	End					
Variable	(t=1,2,34)/se	(t=5,6,7)/se	N	(t=1,2,34)/se	(t=5,6,7)/se	N				
Unemployment	-1.902***	-5.350***	381	-2.113***	-5.188***	381				
	(0.309)	(0.333)		(0.306)	(0.330)					
GDP per capita (log)	0.189***	0.506***	385	0.052**	0.194***	385				
	(0.031)	(0.034)		(0.021)	(0.023)					
GDP growth	3.759***	2.629***	385	2.577***	1.436***	385				
	(0.351)	(0.380)		(0.347)	(0.375)					
Exports	4.658***	5.528***	365	2.769***	0.457	365				
	(0.564)	(0.610)		(0.560)	(0.605)					
Imports	4.156***	5.717***	365	2.879***	1.680***	365				
	(0.556)	(0.601)		(0.514)	(0.556)					
FDI	1.363***	2.985***	385	0.016	-0.299	385				
	(0.369)	(0.398)		(0.379)	(0.410)					
Govt spending	-1.072***	-1.380***	385	-0.841***	-0.761***	385				
	(0.233)	(0.252)		(0.240)	(0.259)					
Investment	0.553	2.232***	368	0.726**	2.309***	368				
	(0.373)	(0.404)		(0.354)	(0.383)					
Inflation (log)	-0.077**	-0.074**	377	-0.028	-0.016	377				
	(0.032)	(0.034)		(0.033)	(0.036)					
Crisis	-0.147***	-0.144***	319	-0.111***	-0.111***	319				
	(0.029)	(0.031)		(0.029)	(0.031)					
War	0.000	0.005	363	0.014	0.025	363				
	(0.021)	(0.023)		(0.021)	(0.023)					
Polity	0.939***	1.631***	363	0.337	0.436	363				
	(0.246)	(0.266)		(0.262)	(0.283)					

Growth Accelerates

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

	Evolution of Key Explanatory Variables: FE Regressions								
Dependent variable	Level	!		Den	neaned				
	Beginning	End		Beginning	End				
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Polity	0.939***	1.631***	363	0.337	0.436	363			
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Trade Surges

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

	Evolution of Key Explanatory Variables: FE Regressions									
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Polity	0.939***	1.631***	363	0.337	0.436	363				
	(0.246)	(0.266)		(0.262)	(0.283)					

Government spending decreases, investment increases

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

	Evolu	ution of Key Exp	olanator	y Variables: FE	Regressions		
Dependent variable	Level	,		Den	neaned		<u> </u>
	Beginning	End		Beginning	End		
Variable	(t=1,2,34)/se	(t=5,6,7)/se	N	(t=1,2,34)/se	(t=5,6,7)/se	N	
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	(0.021)	(0.023)		(0.021)	(0.023)		
Polity	0.939***	1.631***	363	0.337	0.436	363	
	(0.246)	(0.266)		(0.262)	(0.283)		

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

<i>it</i>	1- B S		E — · ·		ıt		<u> </u>
	Evolution of Ke	y Explanatory V	ariables	FE Regression	S		
		Level		D	emeaned		
Variable	Beginning	End	Δ.	Beginning	End	Α,	
	(t=1,2,34)/se	(t=5,6,7)/se	Ν	(t=1,2,34)/se	(t=5,6,7)/se	N	
Financial Openness	0.084***	0.140***	313	-0.002	-0.009	313	
	(0.015)	(0.018)		(0.010)	(0.011)		
Dom Credit	3.876***	15.398***	383	0.130	5.881***	383	
	(1.459)	(1.570)		(1.437)	(1.546)		
UB GRR	0.004	-0.009	313	-0.006	-0.035***	313	
	(0.005)	(0.006)		(0.006)	(0.006)		
Min Wage Stringency	0.009	0.024*	259	-0.002	-0.002	259	
	(0.012)	(0.014)		(0.012)	(0.013)		
EPL	0.033	0.057*	313	-0.019	-0.022	313	
	(0.027)	(0.031)		(0.027)	(0.032)		
Advance Notice	-0.075	0.100	313	-0.156*	-0.073	313	
	(0.086)	(0.100)		(0.086)	(0.100)		
Economic Freedom	0.354***	0.584***	385	0.167***	0.198***	385	Regulation improves
	(0.045)	(0.049)		(0.037)	(0.040)		
Regulation	0.323***	0.560***	379	0.114***	0.149***	379	
	(0.046)	(0.049)		(0.037)	(0.040)		
Free trade	0.195***	0.218***	385	-0.010	-0.099***	385	
	(0.047)	(0.051)		(0.032)	(0.034)		
Government Size	0.214***	0.519***	382	0.024	0.099	382	
	(0.066)	(0.071)		(0.065)	(0.070)		
Legal System	0.056	0.314***	375	0.089*	0.300***	375	
	(0.058)	(0.063)		(0.053)	(0.057)		
Sound Money	0.944***	1.283***	385	0.488***	0.466***	385	
	(0.117)	(0.127)		(0.107)	(0.115)		

$$Y_{it} = \beta_B Beginning + \beta_E End + u_i + \varepsilon_{it}$$

	<b>Evolution of Ke</b>	y Explanatory V	ariables	FE Regression	S		
		Level		D	emeaned		
Variable	Beginning (t=1,2,34)/se	End (t=5,6,7)/se	N	Beginning (t=1,2,34)/se	End (t=5,6,7)/se	Ν	
Financial Openness	0.084*** (0.015)	0.140*** (0.018)	313	-0.002 (0.010)	-0.009 (0.011)	313	_
Dom Credit	3.876***	15.398***	383	0.130	5.881***	383	
UB GRR	(1.459) 0.004 (0.005)	(1.570) -0.009 (0.006)	313	(1.437) -0.006 (0.006)	(1.546) -0.035*** (0.006)	313	
Min Wage Stringency	0.009	0.024*	259	-0.002	-0.002	259	
EPL	(0.012) 0.033 (0.027)	(0.014) 0.057* (0.031)	313	(0.012) -0.019 (0.027)	(0.013) -0.022 (0.032)	313	
Advance Notice	-0.075 (0.086)	0.100 (0.100)	313	-0.156* (0.086)	-0.073 (0.100)	313	
Economic Freedom	0.354*** (0.045)	0.584*** (0.049)	385	0.167*** (0.037)	0.198*** (0.040)	385	Regulation improves.
Regulation	0.323*** (0.046)	0.560*** (0.049)	379	0.114*** (0.037)	0.149*** (0.040)	379	Due to
Free trade	0.195*** (0.047)	0.218*** (0.051)	385	-0.010 (0.032)	-0.099*** (0.034)	385	improvements in i) business
Government Size	0.214*** (0.066)	0.519*** (0.071)	382	0.024 (0.065)	0.099 (0.070)	382	regulation, ii) property rights
Legal System	0.056 (0.058)	0.314*** (0.063)	375	0.089* (0.053)	0.300*** (0.057)	375	and
Sound Money	0.944*** (0.117)	1.283*** (0.127)	385	0.488*** (0.107)	0.466***	385	iii) access to sound money

**Probit Model** 

$$Pr(Miracle_{it} \mid X_{it}) = \Phi(X_{it}'\beta)$$

Where

 $Miracle_{it}$   $\begin{cases} 0 \text{ if a miracle did not start but could have} \\ 1 \text{ if a miracle started in year country i in year t} \end{cases}$ 

Country-year observations in which miracles cannot commence (i.e. the first seven years after the onset of a miracle) are excluded.

### Predicting Miracles: Probit Models – Marginal Effects (Standard Errors)

	$\frac{1 \text{ Wodels} - \text{Wi}}{(1)}$	(2)	(3)	(4)	(5)	(6)
Unemployment	0.009***	0.007***	0.007***	0.012***	0.009***	0.009***
	(0.002)	(0.002)	(0.002)	(0.003)	(0.002)	(0.002)
GDP per capita growth	-0.001		-0.001	-0.003	-0.002	-0.004
	(0.003)		(0.004)	(0.004)	(0.003)	(0.004)
Log GDP per capita	-0.001		-0.002	0.010	-0.024	-0.038*
	(0.011)		(0.015)	(0.014)	(0.015)	(0.023)
Openness		0.001	0.001			0.000
		(0.000)	(0.000)			(0.000)
Total Investment % of GDP		-0.004	-0.004			-0.004
		(0.003)	(0.003)			(0.003)
FDI - net inflows		0.000	0.001			0.000
		(0.001)	(0.001)			(0.001)
Government Spending % of GDP		-0.000	0.000			0.005*
		(0.002)	(0.002)			(0.003)
Inflation (log)		-0.034	-0.039			-0.009
		(0.034)	(0.039)			(0.031)
Polity		-0.001	-0.001			0.002
		(0.002)	(0.003)			(0.003)
War				0.064		0.104
				(0.060)		(0.092)
Crisis				-0.002		0.000
				(0.042)		(0.038)
Economic Freedom (EFW)					0.036**	0.050***
					(0.015)	(0.019)
Year Dummies	Yes	Yes	Yes	Yes	Yes	Yes
Number of observations	498	459	459	367	498	355
Pseudo R2	0.100	0.113	0.114	0.138	0.121	0.181

note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample.

		Pred	licting Mira	icles:			
	Prob	it Models – M	arginal Effec	ets (Standard	Errors)		
		(1)	(2)	(3)	(4)	(5)	(6)
	Unemployment	0.009***	0.007***	0.007***	0.012***	0.009***	0.009***
		(0.002)	(0.002)	(0.002)	(0.003)	(0.002)	(0.002)
	GDP per capita growth	-0.001		-0.001	-0.003	-0.002	-0.004
		(0.003)		(0.004)	(0.004)	(0.003)	(0.004)
	Log GDP per capita	-0.001		-0.002	0.010	-0.024	-0.038*
		(0.011)		(0.015)	(0.014)	(0.015)	(0.023)
	Openness		0.001	0.001			0.000
			(0.000)	(0.000)			(0.000)
Macro does not	Total Investment % of GDP		-0.004	-0.004			-0.004
matter			(0.003)	(0.003)			(0.003)
	FDI - net inflows		0.000	0.001			0.000
(conditional on initial	al		(0.001)	(0.001)			(0.001)
unemployment)	Government Spending % of GDP		-0.000	0.000			0.005*
			(0.002)	(0.002)			(0.003)
	Inflation (log)		-0.034	-0.039			-0.009
			(0.034)	(0.039)			(0.031)
	Polity		-0.001	-0.001			0.002
			(0.002)	(0.003)			(0.003)
	War				0.064		0.104
					(0.060)		(0.092)
	Crisis				-0.002		0.000
					(0.042)		(0.038)
	Economic Freedom (EFW)					0.036**	0.050***
						(0.015)	(0.019)
	Year Dummies	Yes	Yes	Yes	Yes	Yes	Yes
	Number of observations	498	459	459	367	498	355
	Pseudo R2	0.100	0.113	0.114	0.138	0.121	0.181

note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample.

	Pre	dicting Mira	icles:			
Probit	Models – M	arginal Effec	ets (Standard	Errors)		
	(1)	(2)	(3)	(4)	(5)	(6)
Unemployment	0.009***	0.007***	0.007***	0.012***	0.009***	0.009***
	(0.002)	(0.002)	(0.002)	(0.003)	(0.002)	(0.002)
GDP per capita growth	-0.001		-0.001	-0.003	-0.002	-0.004
	(0.003)		(0.004)	(0.004)	(0.003)	(0.004)
Log GDP per capita	-0.001		-0.002	0.010	-0.024	-0.038*
	(0.011)		(0.015)	(0.014)	(0.015)	(0.023)
Openness		0.001	0.001			0.000
		(0.000)	(0.000)			(0.000)
Total Investment % of GDP		-0.004	-0.004			-0.004
		(0.003)	(0.003)			(0.003)
FDI - net inflows		0.000	0.001			0.000
		(0.001)	(0.001)			(0.001)
Government Spending % of GDP		-0.000	0.000			0.005*
		(0.002)	(0.002)			(0.003)
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note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample.

Better regulation is associated with increased incidence of miracles

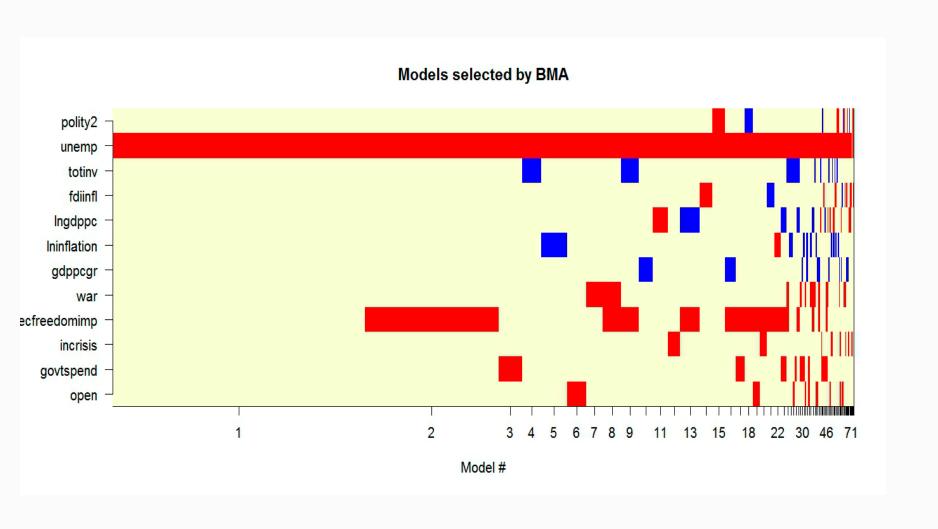
# Relationship between Regulation and Miracles is Robust

- Alternate indicators and sample restrictions
  - WGI, Doing Business
  - Excluding countries at war, crisis; no unemployment restricution
- Alternative filters and different thresholds
  - Stricter sustainability; Excluding declines in participation
  - Different thresholds—10 and 20 percent higher lower
- Accounting for unobserved heterogeneity and rare-events bias
  - Fixed effects.
  - Modified logistic regression.

# Alternate Technique Bayesian Model Averaging

- Bayesian Model Averaging: a method to deal with uncertainty in model selection and also test robustness.
  - Estimate all possible combinations of models
  - Average over them
  - Attaching more weight to ones that receive support from the data.

# **BMA** Results



# BMA Results (1/3) Replicating the Extended Specification

#### **Bayesian Model Averaging Results**

(Dependent Variable: Onset of an Employment Miracle – Logistic Regression Models) *Extended Specification* 

	Mean	SD	PIP	Unemployment is
Unemployment	0.167	0.040	99.9	<del>the</del> strongest predictor
Economic Freedom (EFW)	0.493	0.246	35.3	·
Total Investment % of GDP	-0.063	0.055	7.6	Followed by regulation
Log GDP per capita	-0.145	0.343	7.5	regulation
War	0.765	0.694	7.4	
GovtSpending % of GDP	0.044	0.040	7.0	
Inflation (log)	-0.550	0.801	6.6	
Openness	0.004	0.005	5.2	
GDP per capita growth	-0.041	0.052	4.8	
Polity	-0.007	0.045	3.9	
FDI - net inflows	0.001	0.038	3.8	
Crisis	0.147	0.578	3.6	
N		355		

#### BMA Results (2/3)

#### Different Dimensions of "Economic Freedom"

#### **Bayesian Model Averaging Results**

(Dependent Variable: Onset of an Employment Miracle – Logistic Regression Models)

Different dimensions of "Economic Freedom"

	Mean	SD	PIP	
Initial unemployment				
Unemployment	0.165	0.041	99.7	
Sub-components of the EFW index				The legal system
Legal System	0.323	0.180	34.8	and regulation
Regulation	0.474	0.238	23.9	are especially
Sound Money	0.164	0.108	12.4	important
Free Trade	0.093	0.261	5.1	
Government Size	-0.048	0.162	4.5	
Other				
Log GDP per capita	-0.446	0.414	13.1	
War	1.146	0.782	11.4	
GovtSpending % of GDP	0.040	0.043	5.9	
Inflation (log)	-0.041	0.970	3.9	
Openness	0.004	0.005	4.4	
GDP per capita growth	0.004	0.005	4.4	
Polity	-0.028	0.049	4.1	
FDI - net inflows	-0.005	0.042	4.0	
Crisis	0.137	0.584	2.9	
Total Investment % of GDP	-0.052	0.054	4.9	
N		329		

### BMA Results (3/3) Alternative Policy Indicators

#### **Bayesian Model Averaging Results**

(Dependent Variable: Onset of an Employment Miracle – Logistic Regression Models)
Alternative Policy Indicators

	Mean	SD	PIP		
Initial Unemployment	0.16	0.04	100	Contract	
Unemployment  Alternative Policy Indicators	0.16	0.04	100	enforcement and the control of corruption	
Time to Enforce a Contract (log)	-0.950	0.434	33.3	seem especially	
Control of Corruption	0.590	0.528	22.9	important for job	
Rule of Law	-0.404	0.802	12.5	creation	
Time to Start a Business (log)	-0.353	0.229	12.4		
Severance Pay	0.178	0.156	9.3		
Political Stability	0.291	0.304	9.3		
Time to Export	-0.312	0.443	6.3		
Financial Openness	-0.272	0.874	4.5		
Time to Close a Business	-0.241	0.566	4.5		
Unemployment Benefits	0.150	0.905	3.9	Labor regulations fall at the bottom	
Advance Notice	0.023	0.114	3.9		
Rigidity of Employment - DB	-0.004	0.010	3.9	ian at the bottom	
N		377			

### Conclusion (1/3)

#### Miracles are prevalent, and coincide with improved economic conditions

- Miracles are prevalent and associated with a large decline in unemployment
  - Unemployment halves on average
- Yet, they are difficult to predict;
  - initial conditions in countries that embark on miracles are similar to those in countries that do not
  - Except for higher initial unemployment, and less prompt contract enforcement
- Miracles are accompanied by
  - i) an acceleration of growth
  - ii) an improvement in macroeconomic conditions
  - iii) improved regulation

## Conclusion (2/3)

### Sound business regulation and good governance are crucial

- Better regulation is strongly and robustly correlated with a higher incidence of miracles.
  - Robust to: allowing for fixed effects, different definitions of a miracle, alternative sample restrictions, correcting for rare-events bias.
- Contract enforcement and good governance appear important enablers of employment growth.

# Conclusion (3/3) Policy Priorities

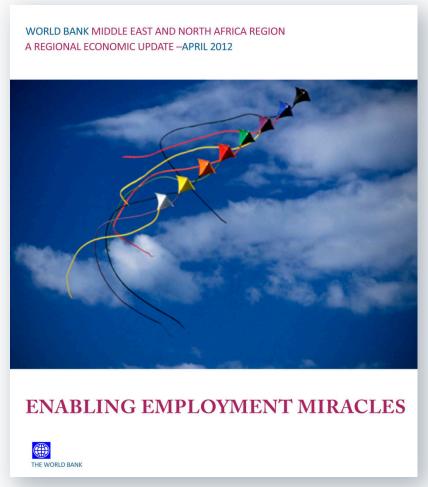
- Prudent Macroeconomic Management
  - Employment miracles coincide with an acceleration of growth, and an overall improvement in macroeconomic conditions
- Sound Business Regulation (Regulation, Control of Corruption)
  - Pays a double dividend: Associated with:
    - lower unemployment on average
    - Decreased likelihood of remaining stuck with high unemployment
- Good Governance (Legal system, Contract Enforcement)
  - Consistent implementation and enforcement of rules is critical

# **Comments Welcome**



# Supplementary Slides

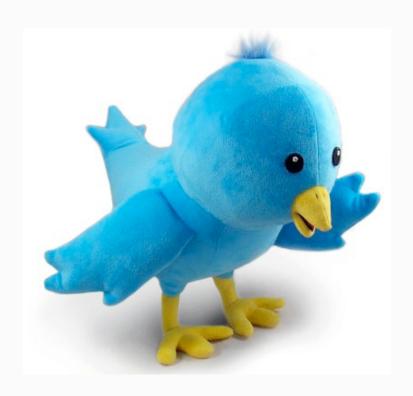
# **Employment Miracles**



**Caroline Freund and Bob Rijkers** 

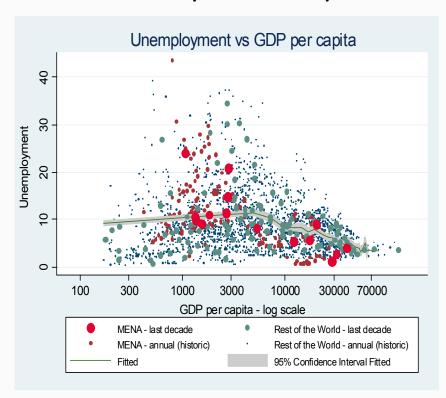
World Bank, Office of the Chief Economist Middle East and Northern Africa Region

# Employment, Growth and Regulation: A Bird's Eye View

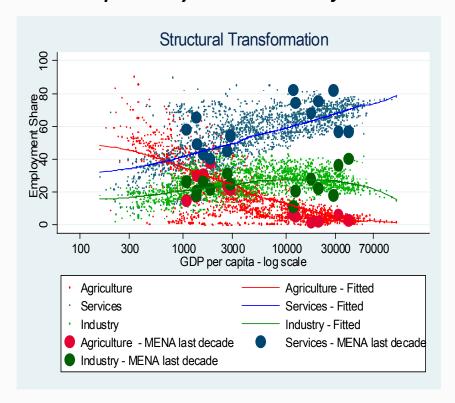


# **Development and Unemployment**

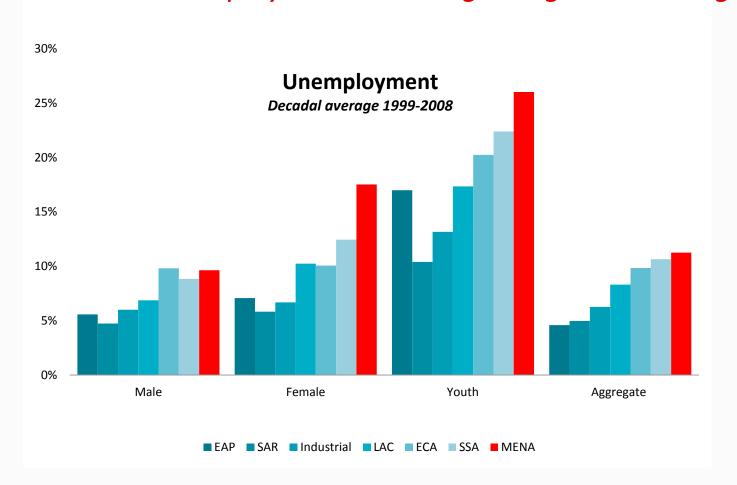
#### An inverse U-shaped relationship



#### Accompanied by structural transformation

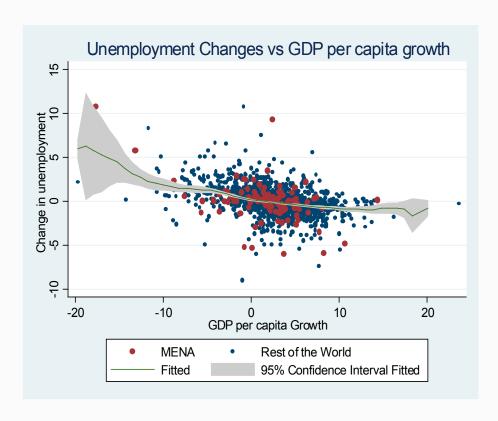


### The Global Employment Challenge: Urgent and Large





# Growth is typically, but not always, associated with unemployment declines



## Robustness (1/3) Alternative Indicators and Sample Restrictions

	Robustnes	s Checks			
Probit mo	dels – Marginal Effects	(Standard Errors i	n parentheses)		
	Alternative Indicators of	of Regulatory Qua	ılity		
Doing Business WGI					
Ease of Doing Business	-0.001***	-0.001***			
	(0.000)	(0.000)			
Regulatory Quality			0.026**	0.041***	
(WGI)			(0.012)	(0.014)	
Controls	IC	Full	IC	Full	
Number of observations	488	355	471	333	
Pseudo R2	0.118	0.178	0.115	0.174	
	Sample Res	strictions			
	No restrictio	ns on initial	Excluding countri	es at war, in crisis	
	unempl	oyment	or recoverin	g from these	
Economic Freedom (EFW)	0.036**	0.050***	0.057***	0.096***	
	(0.015)	(0.019)	(0.017)	(0.033)	
Controls	IC	Full	IC	Full	
Number of observations	498	355	298	156	
Pseudo R2	0.121	0.181	0.141	0.247	

Note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample. "IC" means initial unemployment, GDP per capita (log), GDP per capita growth and year dummies were included as controls. "Full" means that, in addition to these, openness, investment, FDI, government spending as a share of GDP, inflation, polity, war and crisis were included as controls.

Results are robust to using alternative proxies and sample restrictions

## Robustness (1/3) Alternative Indicators and Sample Restrictions

	Robustnes	s Checks			
Probit mo					
	Alternative Indicators of	of Regulatory Qua	ality		
	Doing E	Business	W	GI	
Ease of Doing Business	-0.001***	-0.001**			
	(0.000)	(0.000)			Results obtain using
Regulatory Quality			0.026**	0.041***	alternative proxies for
(WGI)			(0.012)	(0.014)	regulatory quality
Controls	IC	Full	IC	Full	28: 33: 7 4:3 37
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## Robustness (1/3) Alternative Indicators and Sample Restrictions

	Robustnes	s Checks			
Probit mo	dels – Marginal Effects	(Standard Errors i	in parentheses)		
	Alternative Indicators	of Regulatory Qua	ality		<u> </u>
	Doing E	Business	W	GI	
Ease of Doing Business	-0.001***	-0.001**			
	(0.000)	(0.000)			
Regulatory Quality			0.026**	0.041***	
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	Sample Re	strictions			<u></u>
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	unempl	oyment	or recoverin	g from these	
Economic Freedom (EFW)	0.036**	0.050***	0.057***	0.096***	And are robust to
	(0.015)	(0.019)	(0.017)	(0.033)	alternative sample
Controls	IC	Full	IC	Full	restrictions
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Results are robust to using alternative proxies and sample restrictions

	Robustnes	s Checks		
Probit model	ls – Marginal Effects	(Standard Errors	s in parentheses)	
	Different Definiti	ons of the Filter	<u> </u>	
	Stricter Su	stainability	Excluding decline	es in participation
Economic Freedom (EFW)	0.045***	0.054***	0.0569***	0.028***
	(0.015)	(0.019)	(0.011)	(0.023)
Controls	IC	Full	IC	Full
Number of observations	393	291	502	325
Pseudo R2	0.183	0.310	0.217	0.147
	Different T	reshholds		
	10% )	higher	20% l	nigher
Economic Freedom (EFW)	0.032**	0.042***	0.013	0.006*
	(0.013)	(0.016)	(0.012)	(0.006)
	IC	Full	IC	Full
Number of observations	484	330	439	297
Pseudo R2	0.142	0.284	0.202	0.466
	10%	lower	20%	lower
Economic Freedom (EFW)	0.035**	0.041**	0.033**	0.029
	(0.014)	(0.019)	(0.015)	(0.020)
Controls	IC	Full	IC	Full
Number of observations	545	396	522	376
Pseudo R2	0.122	0.174	0.147	0.205

Note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample. "IC" means initial unemployment, GDP per capita (log), GDP per capita growth and year dummies were included as controls. "Full" means that, in addition to these, openness, investment, FDI, government spending as a share of GDP, inflation, polity, war and crisis were included as controls.

	Robustnes	ss Checks			
Probit mode	els – Marginal Effects	(Standard Errors	s in parentheses)		
	Different Definiti	ons of the Filter			_
	Stricter Su	stainability	Excluding decline	es in participation	_
Economic Freedom (EFW)	0.045***	0.054***	0.0569***	0.028***	
	(0.015)	(0.019)	(0.011)	(0.023)	Imposing stricter
Controls	IC	Full	IC	Full	standards strengthens
Number of observations	393	291	502	325	the result
Pseudo R2	0.183	0.310	0.217	0.147	
	Different T	reshholds			
	10%	higher	20% /	higher	
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	Robustnes	ss Checks			
Probit mode	els – Marginal Effects	(Standard Errors	s in parentheses)		
	Different Definiti	ons of the Filter			<del>_</del>
	Stricter Su	stainability	Excluding decline	es in participation	_
Economic Freedom (EFW)	0.045***	0.054***	0.0569***	0.028***	The result is robust to
	(0.015)	(0.019)	(0.011)	(0.023)	
Controls	IC	Full	IC	Full	excluding miracles
Number of observations	393	291	502	325	during which
Pseudo R2	0.183	0.310	0.217	0.147	participation declines
	Different T	reshholds			_
	10%	higher	20% i	higher	
Economic Freedom (EFW)	0.032**	0.042***	0.013	0.006*	_
	(0.013)	(0.016)	(0.012)	(0.006)	
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	Robustnes	ss Checks			
Probit mode	ls - Marginal Effects	(Standard Errors	s in parentheses)		
	Different Definiti	ions of the Filter			<del>_</del>
	Stricter Su	stainability	Excluding decline	es in participation	_
Economic Freedom (EFW)	0.045***	0.054***	0.0569***	0.028***	<del>_</del>
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	10%	higher	20% I	higher	_
Economic Freedom (EFW)	0.032**	0.042***	0.013	0.006*	_
	(0.013)	(0.016)	(0.012)	(0.006)	Results are also robust
	IC	Full	IC	Full	to using different
Number of observations	484	330	439	297	treshholds
Pseudo R2	0.142	0.284	0.202	0.466	tresimoras
	10%	lower	20%	lower	
Economic Freedom (EFW)	0.035**	0.041**	0.033**	0.029	<del>_</del>
	(0.014)	(0.019)	(0.015)	(0.020)	
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### Robustness (3/3)

#### Accounting for Unobserved Heterogeneity and Rare-Events Bias

	Alternative Esti	mation Methods		
	Random Ej	fects Probit	Linear FE Model	
Economic Freedom (EFW)	0.375**	0.494**	0.054*	0.069*
	(0.186)	(0.237)	(0.029)	(0.040)
Controls	IC	Full	IC	Full
Number of observations	626	460	626	460
Tests for RE and FE	$LR\chi^2(1)=0.48$	$LR\chi^2(1)=0.03$	F(72,529)	F(53,374)
	0.243	0.431	=2.44(p=0.00)	=2.84(p=0.00)
	Rare Eve	ents Logit		
	Coef/Se	<u>Attributable</u>	Coef/Se	<u>Attributable</u>
		<u>Risk</u>		<u>Risk</u>
Economic Freedom reeomFreedom	0.565**	3.93%	0.932**	7.01%
(EFW)				
	(0.229)		(0.365)	
Controls	IC		Full	
N	488		355	

Note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample. "IC" means initial unemployment, GDP per capita (log), GDP per capita growth and year dummies were included as controls. "Full" means that, in addition to these, openness, investment, FDI, government spending as a share of GDP, inflation, polity, war and crisis were included as controls.

Results are robust to controlling for unobserved heterogeneity and rare events bias

**Conclusion:** Sound regulation is **robustly** correlated with an increased incidence of miracles

### Robustness (3/3)

#### Accounting for Unobserved Heterogeneity and Rare-Events Bias

Alternative Estimation Methods						
	Random Ej	Random Effects Probit		FE Model		
Economic Freedom (EFW)	0.375**	0.494**	0.054*	0.069*		
	(0.186)	(0.237)	(0.029)	(0.040)		
Controls	IC	Full	IC	Full		
Number of observations	626	460	626	460		
Tests for RE and FE	$LR\chi^2(1)=0.48$	$LR\chi^2(1)=0.03$	F(72,529)	F(53,374)		
	0.243	0.431	=2.44(p=0.00)	=2.84(p=0.00)		

Controlling for unobserved heterogeneity does not change the results

Rare Events Logu						
	Coef/Se	<u>Attributable</u>	Coef/Se	<u>Attributable</u>		
		<u>Risk</u>		<u>Risk</u>		
Economic Freedom reeomFreedom	0.565**	3.93%	0.932**	7.01%		
(EFW)						
	(0.229)		(0.365)			
Controls	IC		Full			
N	488		355			

Note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample. "IC" means initial unemployment, GDP per capita (log), GDP per capita growth and year dummies were included as controls. "Full" means that, in addition to these, openness, investment, FDI, government spending as a share of GDP, inflation, polity, war and crisis were included as controls.

Results are robust to controlling for unobserved heterogeneity and rare events bias

**Conclusion:** Sound regulation is **robustly** correlated with an increased incidence of miracles

### Robustness (3/3)

#### Accounting for Unobserved Heterogeneity and Rare-Events Bias

Alternative Estimation Methods					
	Random E	ffects Probit	Linear FE Model		
Economic Freedom (EFW)	0.375**	0.494**	0.054*	0.069*	
	(0.186)	(0.237)	(0.029)	(0.040)	
Controls	IC	Full	IC	Full	
Number of observations	626	460	626	460	
Tests for RE and FE	$LR\chi^2(1)=0.48$	$LR\chi^2(1)=0.03$	F(72,529)	F(53,374)	
	0.243	0.431	=2.44(p=0.00)	=2.84(p=0.00)	
Rare Events Logit					

Rare Ev	ents .	Logit
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	Coef/Se	<u>Attributable</u>	Coef/Se	<u>Attributable</u>
		<u>Risk</u>		<u>Risk</u>
Economic Freedom reeomFreedom (EFW)	0.565**	3.93%	0.932**	7.01%
	(0.229)		(0.365)	
Controls	IC		Full	
N	488		355	

Correcting for rare events bias does not alter the qualitative pattern of results dramatically

Note: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1, standard errors are heteroscedasticity robust and clustered by country, observations with unemployment lower than 6% were excluded from the sample. "IC" means initial unemployment, GDP per capita (log), GDP per capita growth and year dummies were included as controls. "Full" means that, in addition to these, openness, investment, FDI, government spending as a share of GDP, inflation, polity, war and crisis were included as controls.

Results are robust to controlling for unobserved heterogeneity and rare events bias

**Conclusion:** Sound regulation is **robustly** correlated with an increased incidence of miracles

# Which Policies Matter Most? Bayesian Model Averaging (Theory 1/2)

- Bayesian Model Averaging: a method to deal with uncertainty in model selection.
  - Estimate all possible combinations of models,
  - Average over them,
  - Attach more weight to ones that receive support from the data.
- Some notation:

$$\mu = X\beta$$

Y is assumed to follow a logistic distribution with mean  $n \neq p$  matrix of candidate explanatory variables  $m = \{M_1, M_2, ..., M_q\}$  Possible models (with model space)

Marginal distribution of data for a given model

$$P(Y | M_K) = \int p(Y | M_K, \beta_K) * \pi(\beta_K | M_K) * d\beta_K$$

• Where  $\pi(\beta_K | M_k)$  is the prior distribution of coefficients given model k.

# Which Policies Matter Most? Bayesian Model Averaging (Theory 2/2)

Posterior model probability

$$P(M_K | Y) = \frac{P(Y | M_K) * \pi(M_k)}{\sum_{k=0}^{q} P(Y | M_K) * \pi(M_k)}$$

Where  $\pi(M_k)$  is the prior probability that model  $M_k$  is true

Posterior expected model coefficients:

$$E(\beta | Y) = \sum_{k=0}^{q} P(M_K | Y) * E(\beta_K | M_K, Y)$$

# Frazer Institute: Economic Freedom Index

• The index published in *Economic Freedom of the World* measures the degree to which the policies and institutions of countries are supportive of economic freedom. The cornerstones of economic freedom are personal choice, voluntary exchange, freedom to compete, and security of privately owned property. Forty-two data points are used to construct a summary index and to measure the degree of economic freedom in five broad areas: (1) size of government: expenditures, taxes, and enterprises; (2) legal structure and security of property rights; (3) access to sound money; (4) freedom to trade internationally; and (5) regulation of credit, labor and business.