

Internship Selection Procedure

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This paper examines the process I would use to select an overseas career opportunity for myself. There are many criteria to choose from to make this decision. For the purpose of this paper, the country selected for an internship must meet three criteria. The country must support a relatively high wage; there must be equality within the workforce between men and women, and safety among the citizens. These three criterion are selected because they are related to what I would consider my working lifestyle. In order to make a selection about which country is best for me, the country’s data will be benchmarked against the United States. Information used in the decision making process will be shown via maps and charts from GapMinder, WoldMapper, ArcGIS Map 10.2, and other governmental websites.

The world is vast with many diverse options. In order to simplify the decision, the different regions or specific continents will be examined to determine which should be eliminated due to lack of safety. According to WorldMapper, shown below as Figure 1, there are

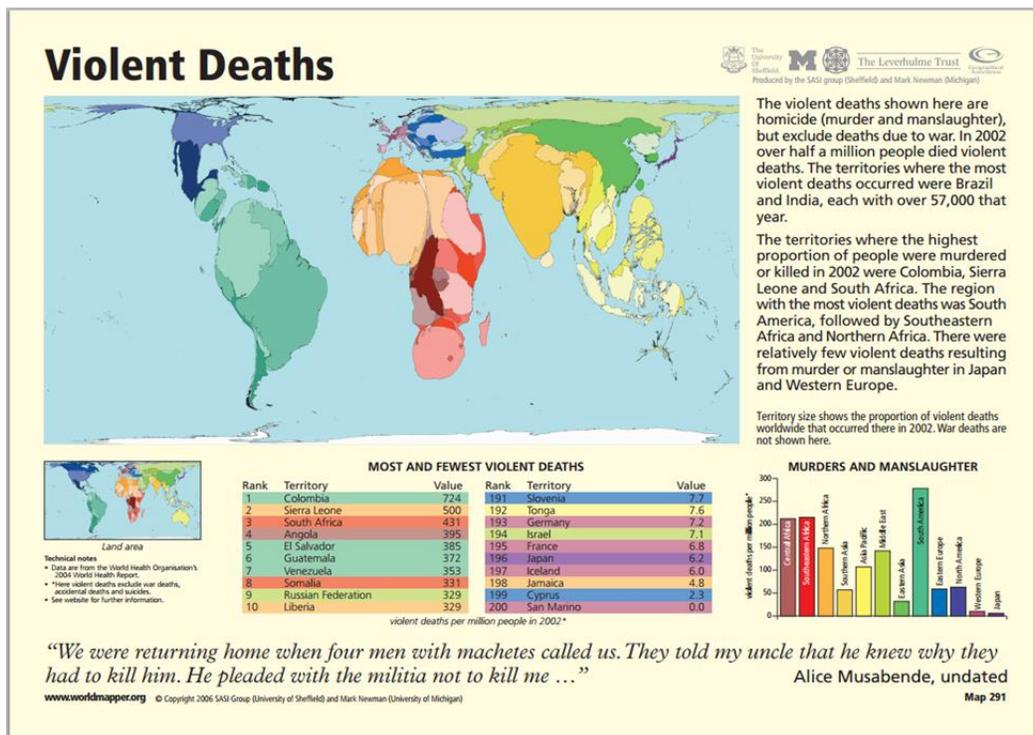


Figure 1, Violent Deaths

Source: http://www.worldmapper.org/posters/worldmapper_map291_ver5.pdf

more “violent deaths” in Africa, South America, Asia Pacific, and Middle East than the United States. This map eliminates all countries with highest proportion of people killed from murder and manslaughter. Unfortunately current data for deaths due to war were not available, however, due to current news, Russia, India, and China are also eliminated due to current conflicts and overall treatment toward women. This map promotes internship destination in Eastern and Western Europe and Japan.

The next requirement refers to overall wealth. In order to justify leaving the United States, the internship must support a relative high wage to sustain a comfortable standard of living within the host country. According to WorldMapper, shown in Figure 2 below, Western Europe, North America, and Japan are the best regions to begin my search. This map supports the previously selected regions from Figure 1.

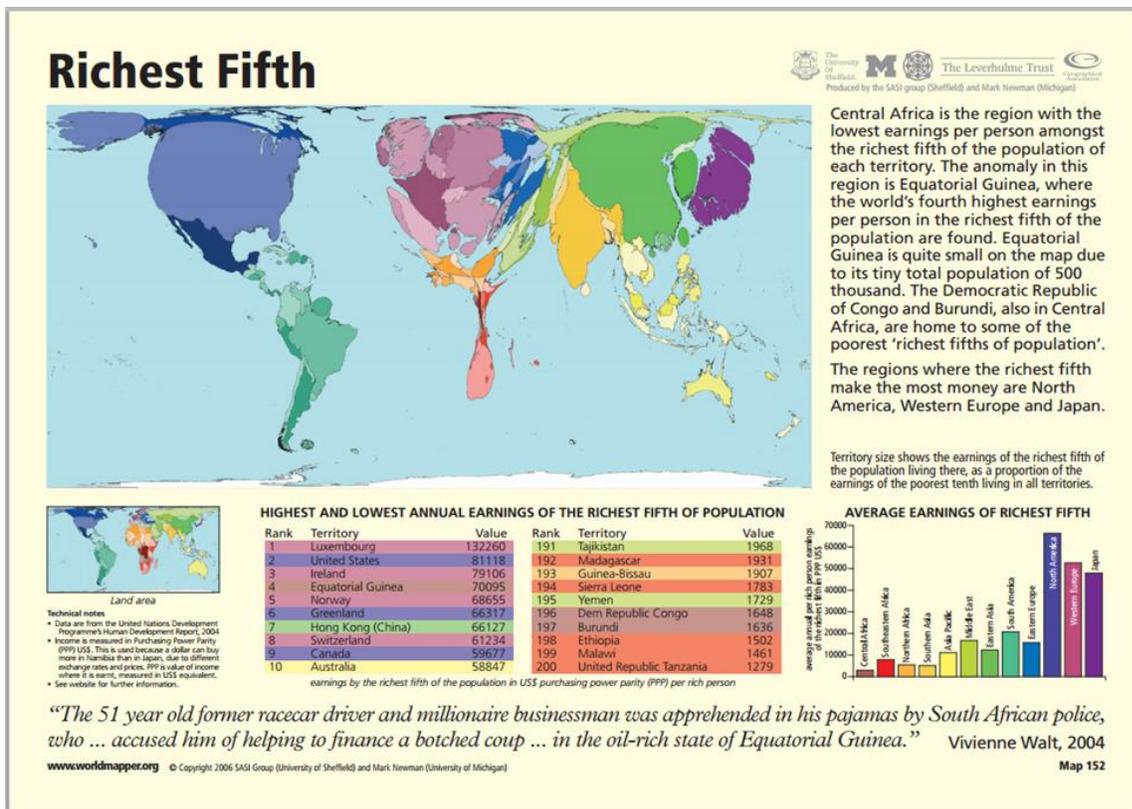


Figure 2, Richest Fifth

Source: http://www.worldmapper.org/posters/worldmapper_map152_ver5.pdf

Now that regions have been selected, individual countries are selected based on employment considerations related to equality between men and women in the workforce. Living in a country with gender equality is a personal concern. To analyze this requirement, data from the World Bank website, <http://datatopics.worldbank.org/gender/>, is used to determine and examine indicators of economic development.

To begin, the analysis of female labor force participation is analyzed. The Labor Force Participation Rate map, shown below as Figure 3, illustrates worldwide female labor force participation rates during 2012. Interestingly, most of the world has a higher rate than the United States. Further reading about female participation rates revealed that many women work in developing countries but do not receive a wage. For this reason, the term “working” will need to be better defined.

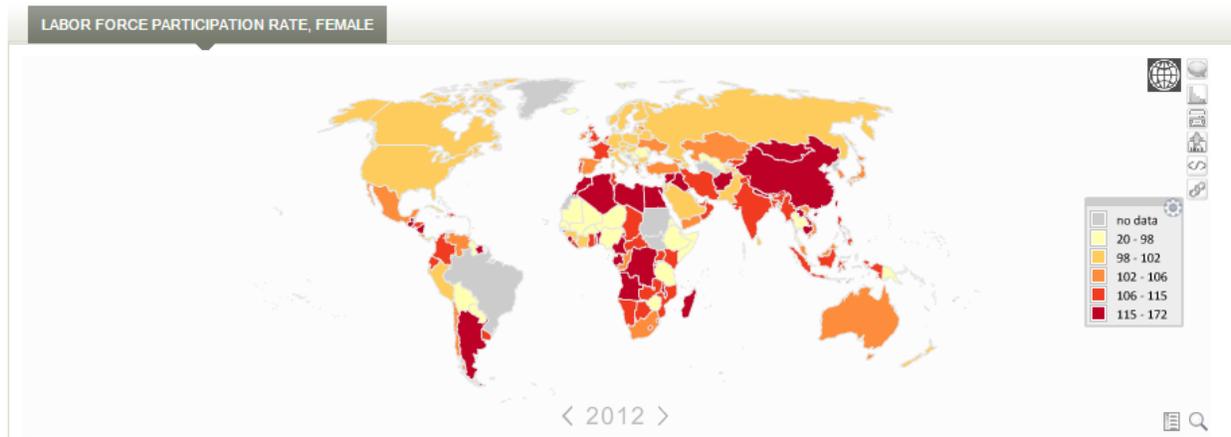


Figure 3, Labor Force Participation Rate, Female, 2012

Source: <http://datatopics.worldbank.org/gender/topic/economic-structure>

For the purpose of this paper, a country considered suitable for an internship must be conducive to female workers who earn a wage. This criterion is available via the World Bank economic indicator shown in Figure 4, below.

Wage and salaried workers, female (% of females employed)

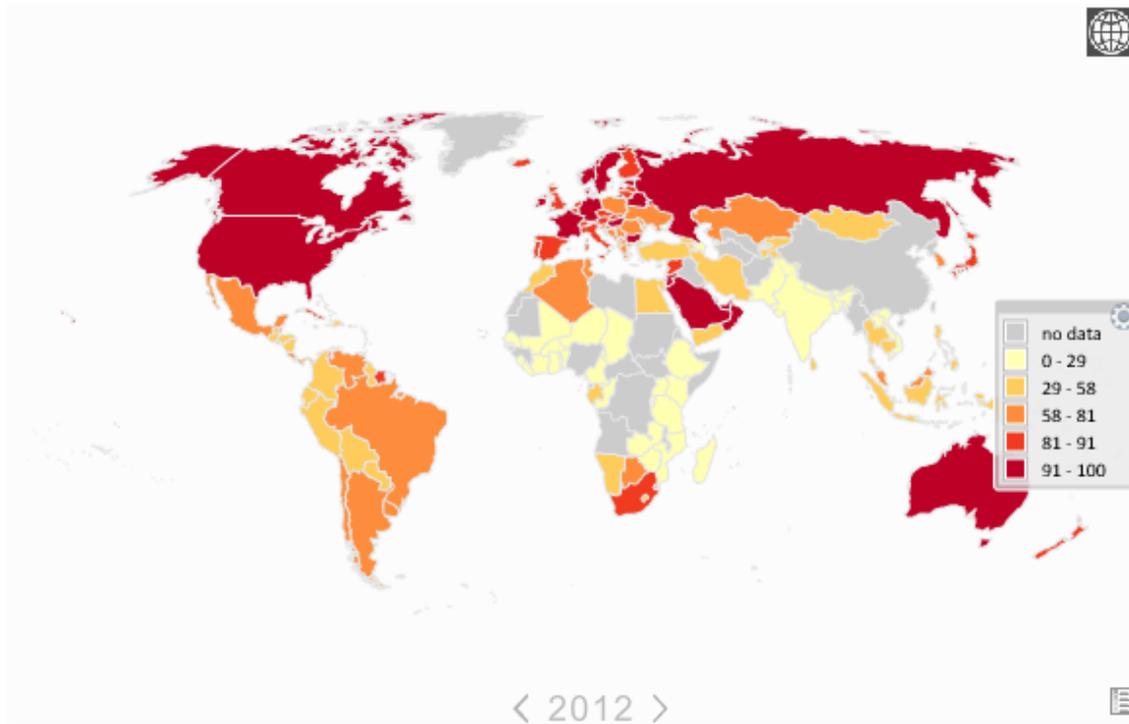


Figure 4, Wage and Salaried Workers, Female, 2012

Source: <http://datatopics.worldbank.org/gender/topic/economic-structure>

Based on 2012 data indicating females earning a wage, Western Europe, North America, and Japan are still viable regions. This information is useful but only within employment context compared to the same data on male employment. Figure 5 is a chart illustrating the data from the World Bank Male 2012 Wage and Salaried Workers map pertaining to five possible internship locations located within the preselected regions.

Country	Female 2012 Wage and Salaried Workers	Male 2012 Wage and Salaried Workers
Norway	95.90%	90.50%
United States	94.50%	99.09%
Sweden	94.09	85.40%
Ireland	92.59%	75.69%
Australia	91.40	86.69%
Japan	88.69	87.09

Figure 5, World Bank’s Female versus Male 2012 Wage and Salaried Workers Data

Source: <http://datatopics.worldbank.org/gender/topic/economic-structure>

All of the countries selected have a higher woman workforce than the male workforce, except the United States. The most interesting fact is that even though Japan has a much lower rate of female employment participation than the other countries, the gap between male and female is much smaller than in the other countries.

The gender wage gap is a powerful indicator of equality within the workforce. The OECD provides data on this topic, shown below in Figure 6. Japan’s wage gap is much larger

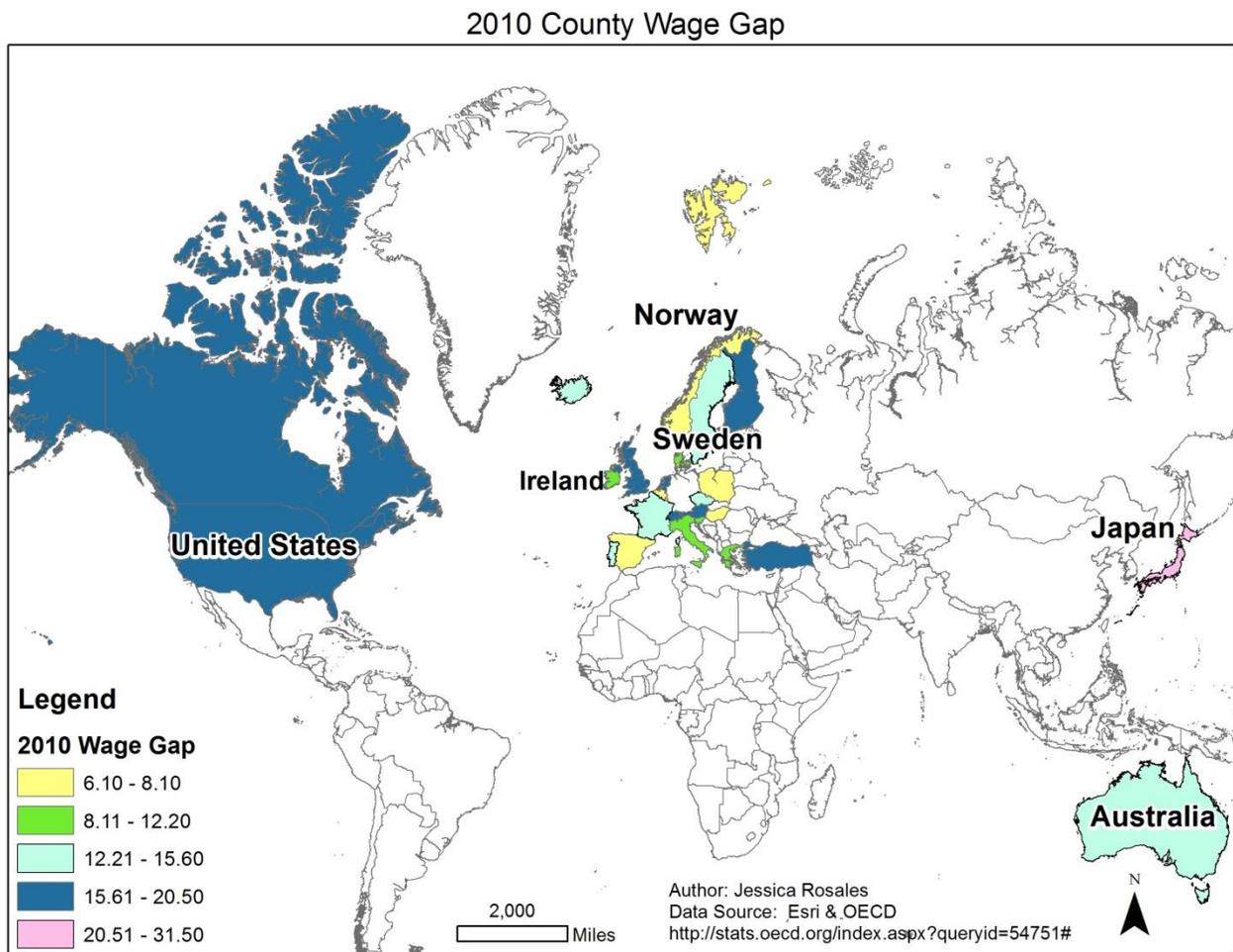


Figure 6, OECD 2010 Wage Gap data
 Source: <http://stats.oecd.org/index.aspx?queryid=54751#>

than the United States. Based on this data, Japan may not be a viable internship opportunity. Even though the country supports wages and female labor force participation, the wage gap between males and females is much larger than the United States benchmark and the other selected countries.

Figure 6 illustrates that while the selected countries have more women working for wages and salaries than men, shown in Figure 3, the women are still receiving lower wages than men are. For this reason, Norway and Ireland might be the top two countries considered for internship opportunities. In order to justify leaving my home country for employment, the chosen country should also be one that would provide a career if the internship lead to a full time employment opportunity.

One way to determine if a country’s corporate mindset supports women holding well-paid jobs is to consult the Organization for Economic Co-operation and Development (OECD) website,

<http://www.oecd.org/gender/data/indicatorsofgenderequalityinemployment.htm> . Below

is a chart, Figure 7, which explains employment by the Shares of Men and Women on the Boards of Listed Companies during 2009. This information further bolsters the selection of Norway as a leading country conducive to women in the workforce and therefore a better location for an internship. This OECD data shows

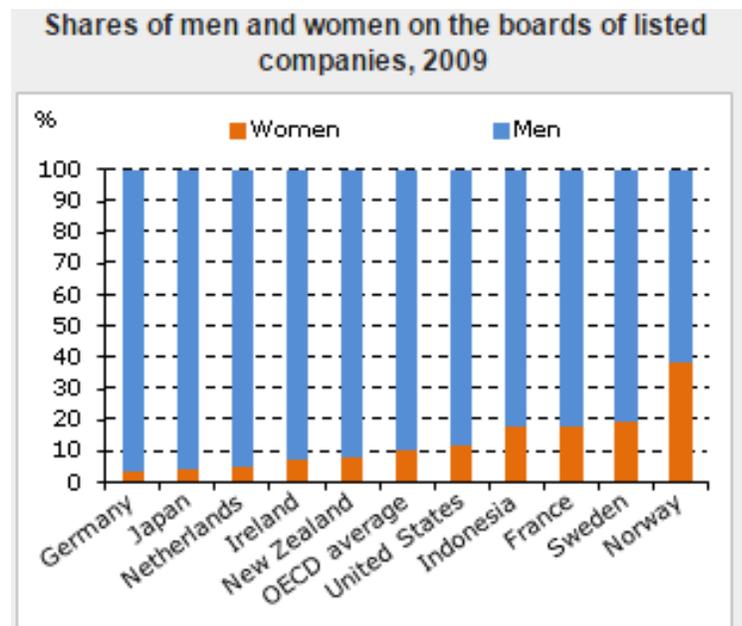


Figure 7, Shares of Men and Women on the Boards of Listed Companies during 2009
 Source: <http://www.oecd.org/gender/data/-indicatorsofgenderequalityinemployment.htm>

Norway has almost three times the women on boards of listed companies compared to the United States and Sweden has almost twice women participants than the United States. Based on this map, Norway and Sweden are considered to have the most potential for an internship. Australia data was unavailable so it will also continue for examination. Japan is now eliminated and Ireland has become less desirable.

The OECD website also mentions that gender gaps could be minimized by creating legislation to address gender quotas, equal education opportunities for male and female children, availability to affordable childcare, and availability to equal entrepreneurship opportunities for women (<http://www.oecd.org/gender/closingthegap.htm> , 2014). According to the OECD, removing bias toward women working in math or science based industries is a sign of gender equality in employment. In order to determine if a woman’s participation in highly compensated

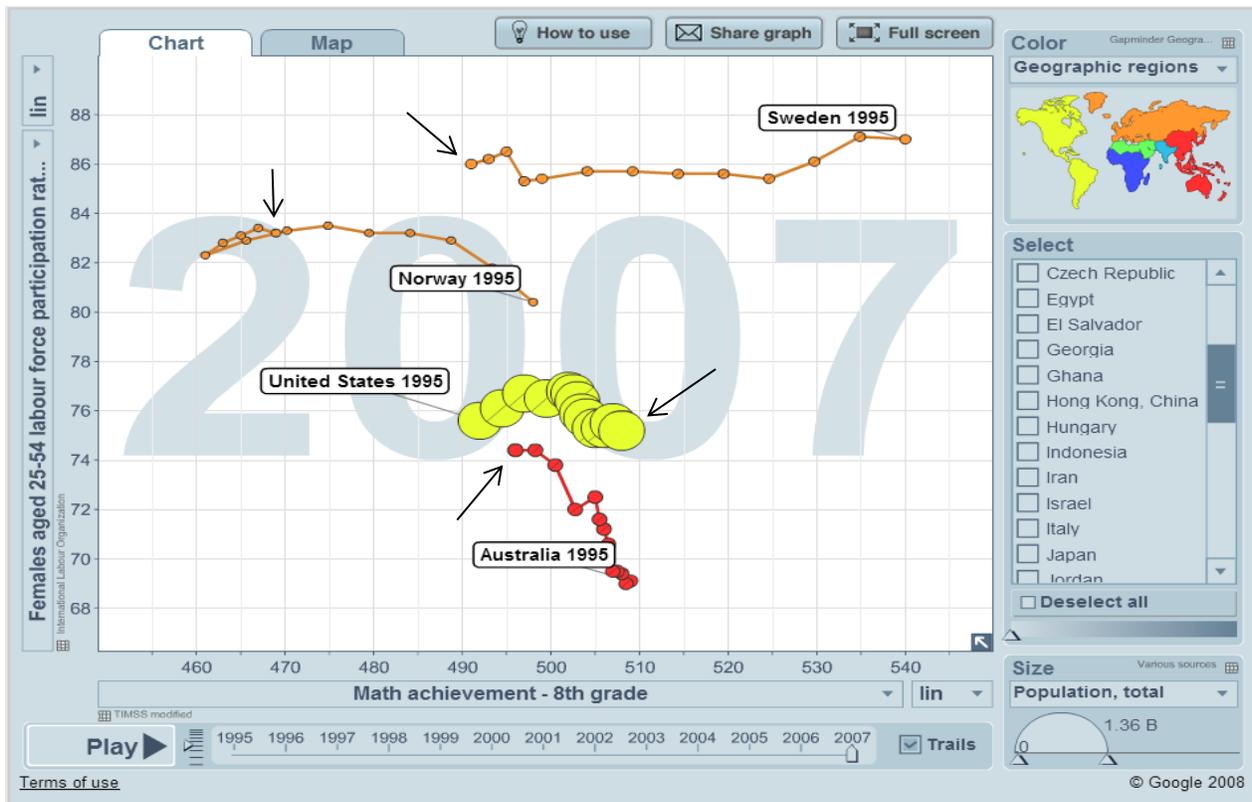


Figure 8, Relationship between math skills and female employment
 Source: <http://www.gapminder.org/>

employment positions is driven by quality of employee or the fulfillment of gender quotas, the history of women in the workforce was analyzed. For this map, Ireland was unavailable leaving Sweden, Norway, and Australia available for an examination of the female workforce participation rate from 1995 to 2007. Black arrows were added to the GapMinder map to designate the 2007 stopping points. This map shows a constant decline in math achievement scores related to the labor force participation rate in all previously selected internship countries except the United States.

The data shown may be evidence of women securing employment due to quotas or evidence that the employment is not in sectors that require advanced math skills. Norway shows three significant shifts. At first, the map shows a five-year pattern of decline in math scores from 1995 until 2000 with an increase of women in the labor force. Then from 2000 to 2003, math scores continued to decline with a similar decline in employment. From 2003 to 2006, there is a steady increase in math scores and an increase in employment. The 2007 math and employment level analysis ends with Norway's levels similar to 2001. Even though the United States was the only country to show an increase in math scores of sixteen points, it also showed a decrease in female labor force participation of one point. This map is difficult to utilize for selecting a country for an internship since none of the countries showed a historic growth. All three of the selected countries showed a decline in math skills resulting in 2007 test levels below the United States.

This paper explains the process used to search the world for possible locations of internship opportunities. Countries were first selected based on their ability to meet safety and standard of living requirements with WorldMapper maps. The process of elimination led to an examination of female labor force participation rates with World Bank data. Esri's ArcMap was

used to show OECD's 2010 wage gap data. Then the Boards of Listed Companies during 2009 data showed Norway and Sweden as leaders and led to the elimination of Japan and Ireland. Australia data was not available so it continued as a potential internship site. Lastly, GapMinder data showed Norway's dedication to improve female math scores while Sweden continued to decline in math skills.

Overall, Norway ranked higher than Australia and Sweden in the richest fifth WorldMapper data, the World Bank wage and salaried workers data, and the wage gap data. Norway was also the top ranking country for percent of women on board of director's data. All of this combined with the fact that Norway seems to have realized the importance of female students achieving higher math scores has contributed to the selection of Norway as the best country to find an internship.