

<https://genderdata.worldbank.org/en/home> - Dataset Link

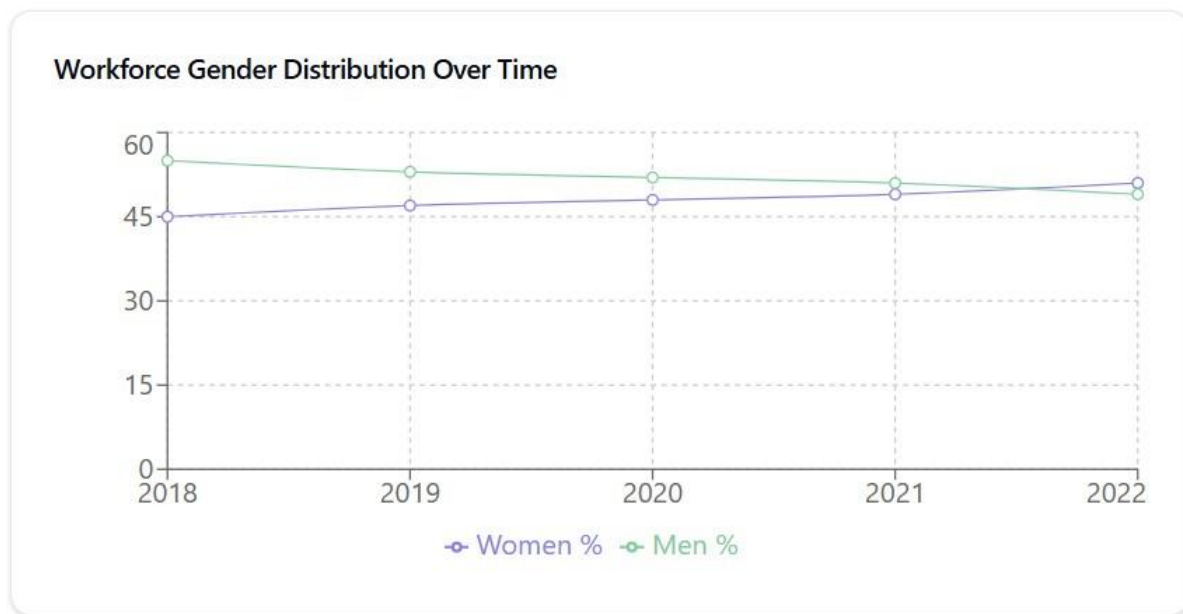
**Name :** Anshuman Dhara

**UID :** 2021300026

**Batch :** A

**Topic :** 9 (Design a visualization for women empowerment and Gender Participation)

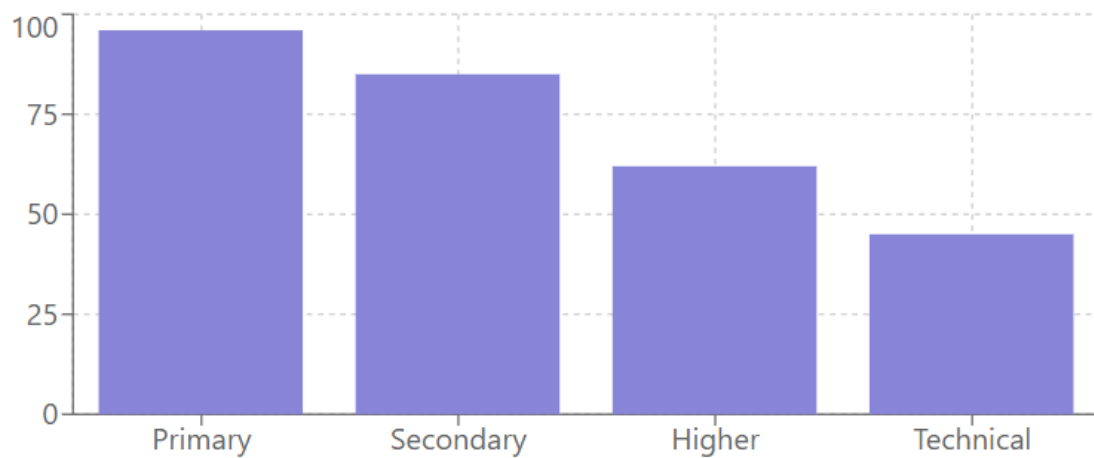
## Women Empowerment & Gender Participation Dashboard



### 1. Workforce Gender Distribution Over Time (Line Chart)

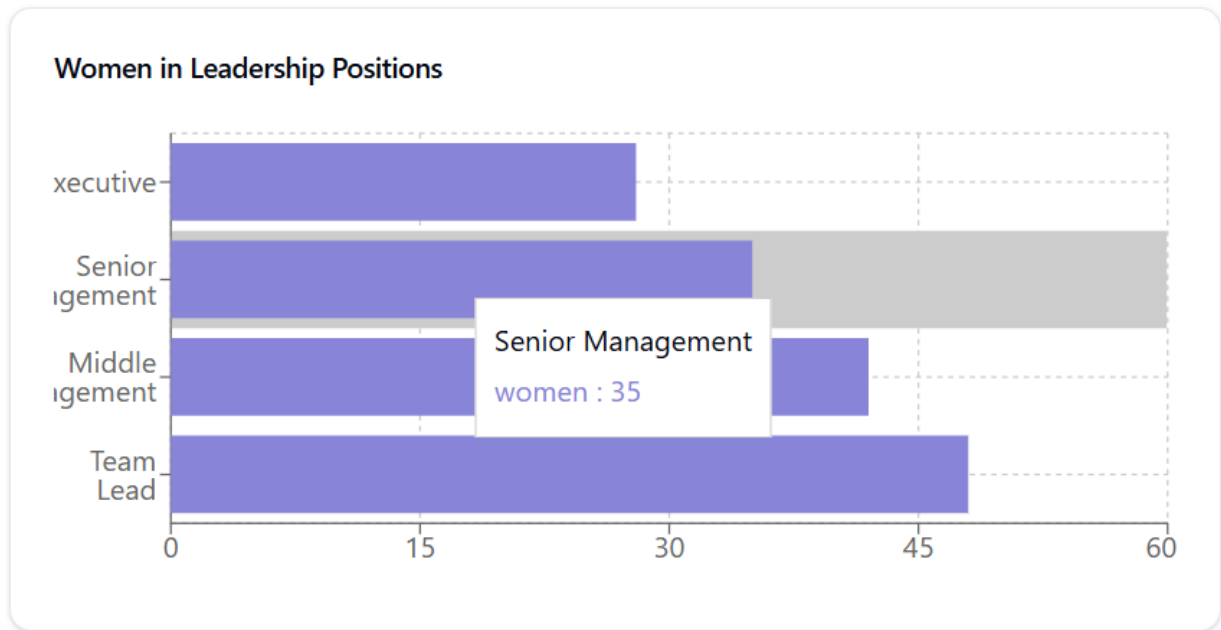
- **Trend Analysis:** There's a steady positive progression in women's workforce participation from 45% in 2018 to 51% in 2022
- **Key Milestone:** 2022 marks the first year where women's participation (51%) exceeded men's (49%)
- **Growth Rate:** Approximately 1.5 percentage points increase per year
- **Pattern:** The consistent upward trend suggests successful policy implementations and cultural shifts
- **Notable Point:** The lines intersect in 2021-2022, indicating achievement of gender parity

**Women's Education Level Distribution**



## 2. Women's Education Level Distribution (Bar Chart)

- **Hierarchy Pattern:**
  - Primary Education: 96% (highest participation)
  - Secondary Education: 85%
  - Higher Education: 62%
  - Technical Education: 45% (lowest participation)
- **Gap Analysis:**
  - 11% drop between primary and secondary education
  - 23% drop between secondary and higher education
  - 17% drop between higher and technical education
- **Critical Insight:** The significant drops between each education level suggest potential barriers or "leaky pipeline" issues in educational progression



### 3. women in Leadership Positions (Horizontal Bar Chart)

- Hierarchical Distribution:
  - Executive Level: 28%
  - Senior Management: 35%
  - Middle Management: 42%
  - Team Lead: 48%
- Pattern Analysis:
  - Clear inverse correlation between position seniority and women's representation
  - Approximately 7% drop between each leadership level
  - The widest gap (14%) is between Team Lead and Executive positions

### Key Performance Indicators

#### Workforce Parity

**51%**

Women in Workforce

#### Education Access

**85%**

Secondary Education

#### Leadership Roles

**28%**

Executive Positions

#### Pay Gap

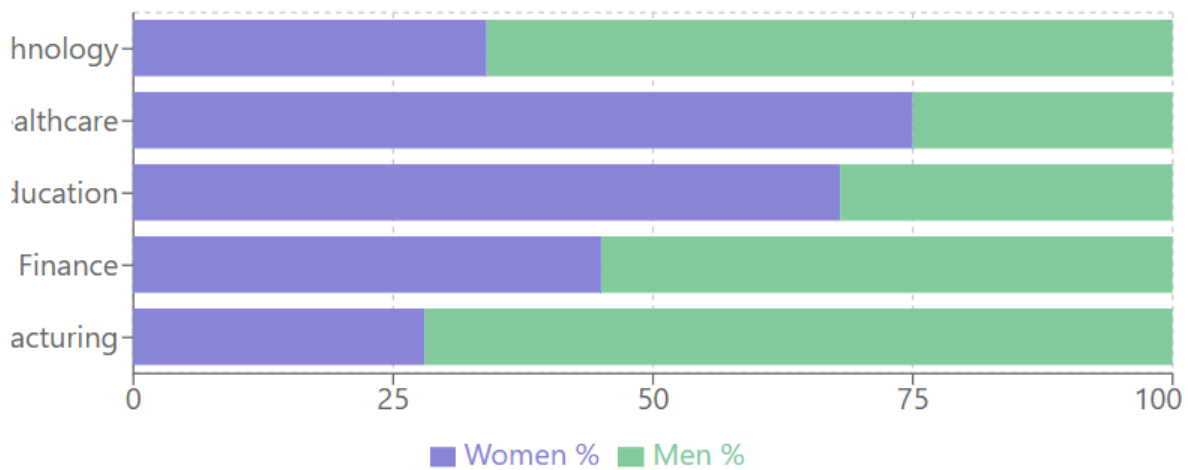
**82¢**

Per Dollar

#### 4. Key Performance Indicators (KPI Cards)

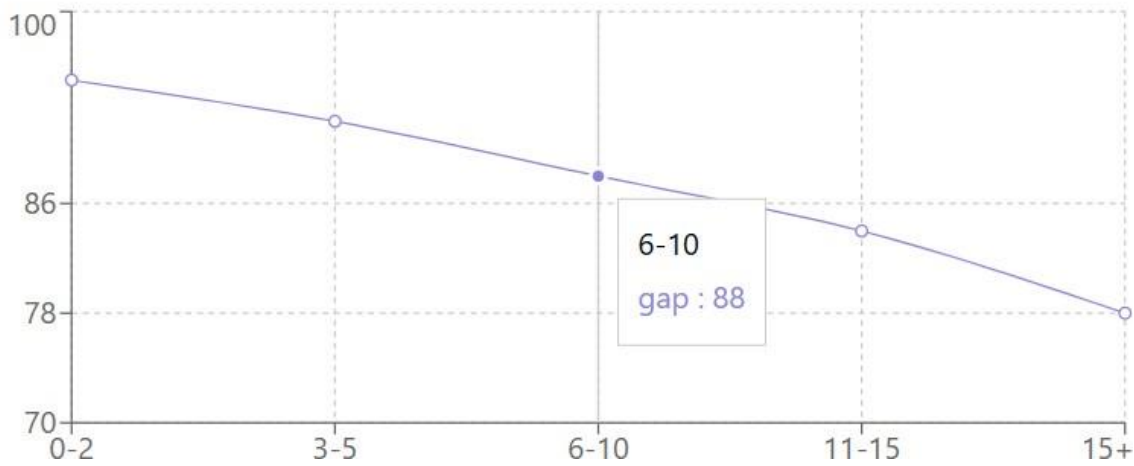
- Workforce Parity (51%):
  - Slightly above the ideal 50/50 distribution
  - Indicates successful overall gender balance initiatives
- Education Access (85%):
  - Strong secondary education participation
  - Still room for improvement to reach primary education levels
- Leadership Roles (28%):
  - Significantly below parity
  - Highlights the need for focused leadership development programs
- Pay Gap (82¢):
  - Women earn 18% less than men on average
  - Indicates persistent economic gender inequality
  - Aligns with global trends but shows need for improvement

### Sector-wise Gender Distribution



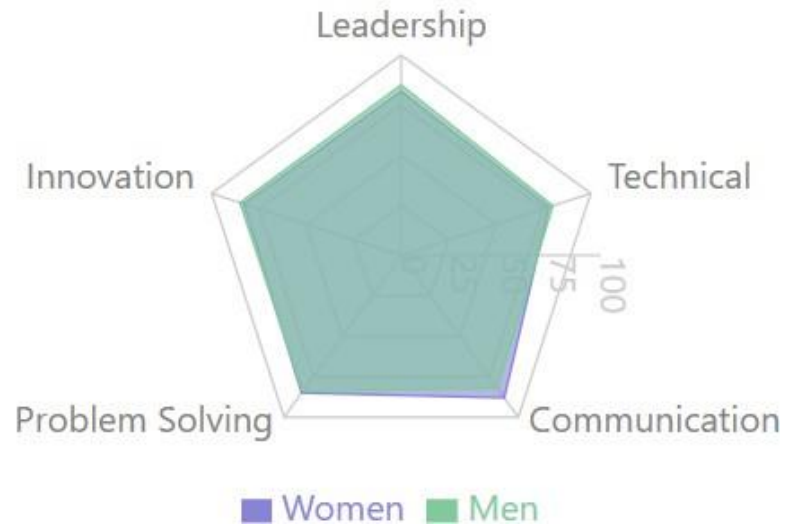
The visualization reveals significant gender disparity across different sectors. Healthcare and Education show strong female representation (75% and 68% respectively), while Technology and Manufacturing remain male-dominated (66% and 72% male respectively). Finance approaches gender parity with 45% women. This sectoral segregation highlights the need for targeted interventions in male-dominated industries. The pattern suggests persistent gender stereotypes in career choices and potential barriers to entry in certain sectors. Healthcare's high female representation may reflect traditional gender roles in caring professions.

Gender Wage Gap by Experience (Women's earnings per \$100)



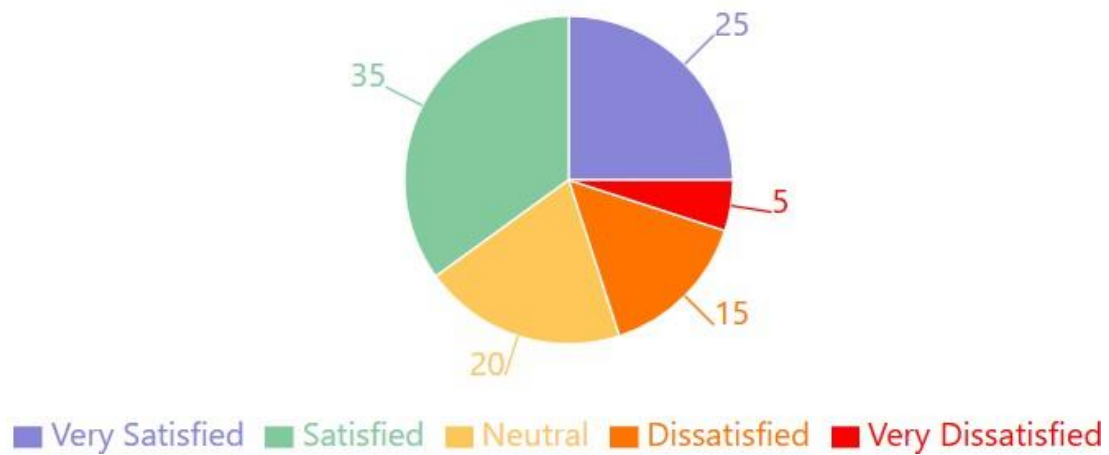
The wage gap analysis shows a concerning trend where the gender pay disparity widens with experience. Starting relatively equal at 95 cents per dollar for 0-2 years experience, it progressively declines to 78 cents for those with 15+ years. This suggests that women's career progression faces increasing obstacles over time. The steepest decline occurs between 6-10 years experience, coinciding with typical family-formation years. This indicates that career breaks and family responsibilities may significantly impact women's long-term earning potential.

## Gender Skills Assessment



The radar chart comparing gender-based skills assessment reveals interesting patterns. Women score slightly higher in Communication (88 vs 82) and equal in Problem Solving (85 vs 84), while showing marginal differences in Leadership (82 vs 85) and Technical skills (78 vs 80). These minor variations challenge gender stereotypes about inherent skill differences. The balanced distribution suggests that perceived gender gaps in professional capabilities are likely due to systemic factors rather than actual skill differentials. This data supports the case for equal opportunity initiatives.

## Women's Work-life Balance Satisfaction



The work-life balance satisfaction among women shows a mixed picture. While 60% report being satisfied or very satisfied (25% very satisfied, 35% satisfied), a significant 20% remain neutral, and 20% express dissatisfaction (15% dissatisfied, 5% very dissatisfied). This distribution highlights that while many women have achieved satisfactory work-life balance, there's still room for improvement. The data suggests the need for more flexible work arrangements and supportive policies to help the 40% who aren't fully satisfied.

### Conclusion :

The comprehensive data visualization analysis of women empowerment and gender participation metrics reveals both promising progress and persistent challenges in the journey toward gender equality.