

BREDA UNIVERSITY OF APPLIED SCIENCES, Applied Data Science and Artificial Intelligence



SCIENTIFIC POSTER:

Discrimination Bad?



INTRODUCTION

Research Question

 What is the correlation between an employee's gender identity and the likelihood of experiencing discriminatory practices in a professional work environment. -relational question



Introduction

 The recent news of the lawsuit from the DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING vs. **ACTIVSION BLIZZARD reminds us** that discriminatory practices are still present in professional work environments. Discrimination in the workplace refers to discrimination based on race, sex, sexual orientation, religion, national origin, physical disability, and age by employers. Discriminatory practices include bias in hiring, promotion, job assignment, termination, compensation, retaliation, and various types of harassment. The aim of my research question is to deduce if there is a clear correlation between someone's identity and the chance of getting discriminated in a work environment. It would also be interesting to view in which scenarios this is not the case and why.

EDA METHODOLOGY

TITLE

Discrimination Bad?

Data Selection. Understand: Which data exists in the world

- For my research I want to look at data revolving around Discrimination on the bases of Sex. The SDG has - The data is distributed over male, data on reported cases by victims.
- I got the data from unstat.un.org, an official website from the United Nations with all the data on the SDG indicators.

Data Cleaning. Apply:

- The data given is a large data set with all the reports on discrimination in a country. I need a dataset that only has discrimination based on sex.
- the data cleaning process, removed columns with useless values, changed the names of some columns and made some smaller data frames to have a clear view of all the data.

- Summary Statistics:
- For the software Rstudio will be used. The used Libraries are readxl, ggplot2, dplyr, neonUtilities.

Data Visualisation. Visualise:

- female and bothsex indicators.
- I visualized the discrimination based on sex in Sweden and Ireland, I chose those two countries because of my introduction, relating it back to discrimination based on sex in a work environment. Because both countries live in a western society, there will be differences with Sweden and Ireland compared to the USA but they will not influence the data greatly.
- Summary Statics visualized:

DATA SELECTION: ←EDA METHODOLOGICA df_Ire_2019 <- df_Ire_2019 %>% slice(-c(4, 5, 6)) df_Swe_2018 <- df_Swe_2018 %>% slice(-c(6, 7, 8, 9, 10)) colnames(df_Swe_2018)[5] <-"Percent" df_Swe_2018\$Percent <- as.integer(df_Swe_2018\$Percent)</pre>

03 DISCUSSION

Considerations in interpreting the data

During the data visualization process there were some things I took note off. Ireland has data on discrimination based on sex for two years, 2014 and 2019. Sweden has data on discrimination based on sex for the years 2015, 2016 and 2018, not 2014 and 2019. This also made me wonder how the data collection process works. The US has no data regarding this subject but from news reports in that country we can state that discrimination takes place, this begs the question, "How does the UN gather its data and are the reasons why countries do not provide data?"

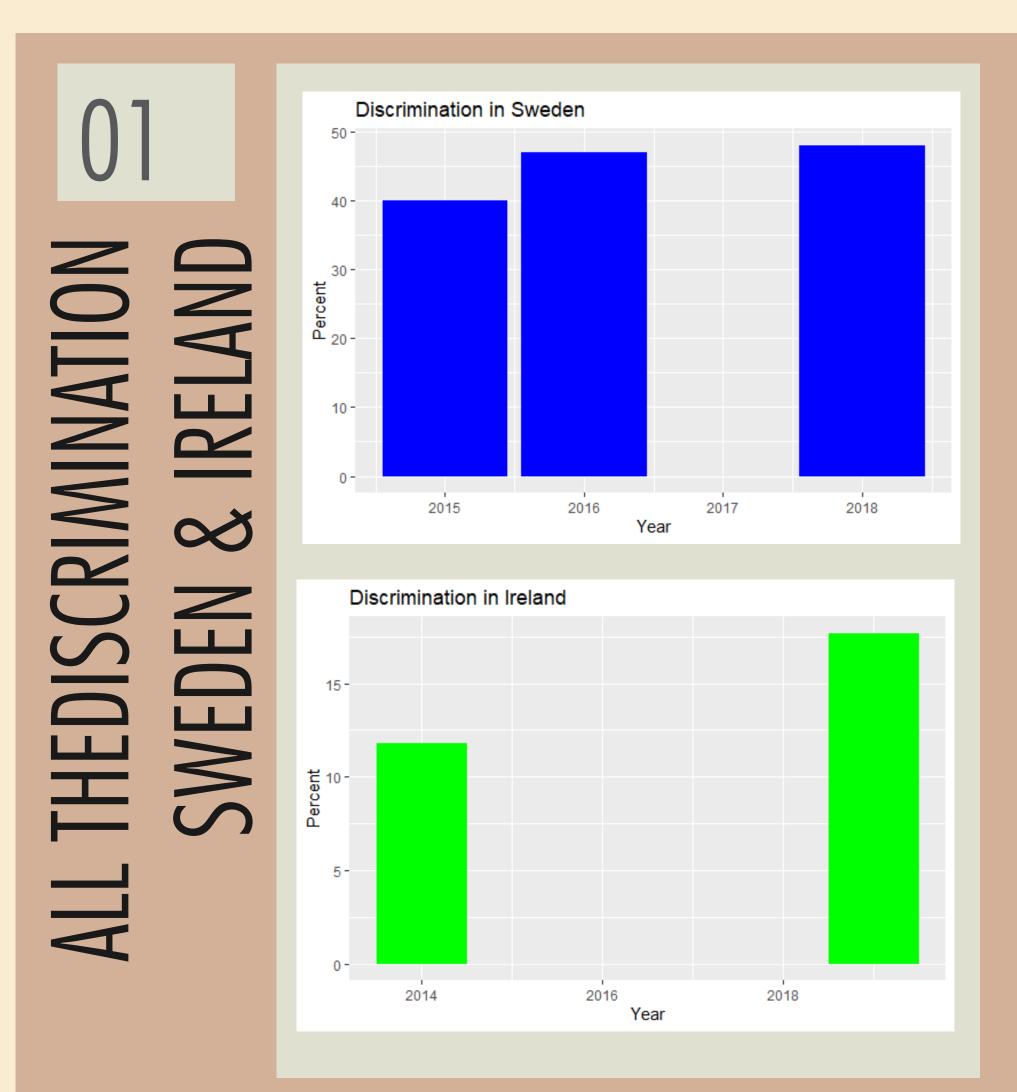
The data that has been used was not accurate enough, the reports are not from employees so we can not answer that specific part of the question. We can however investigate the difference in discrimination based on sex regarding male and female victims. It might be interesting for the SDG to collect more specific data on this topic, if there is any.

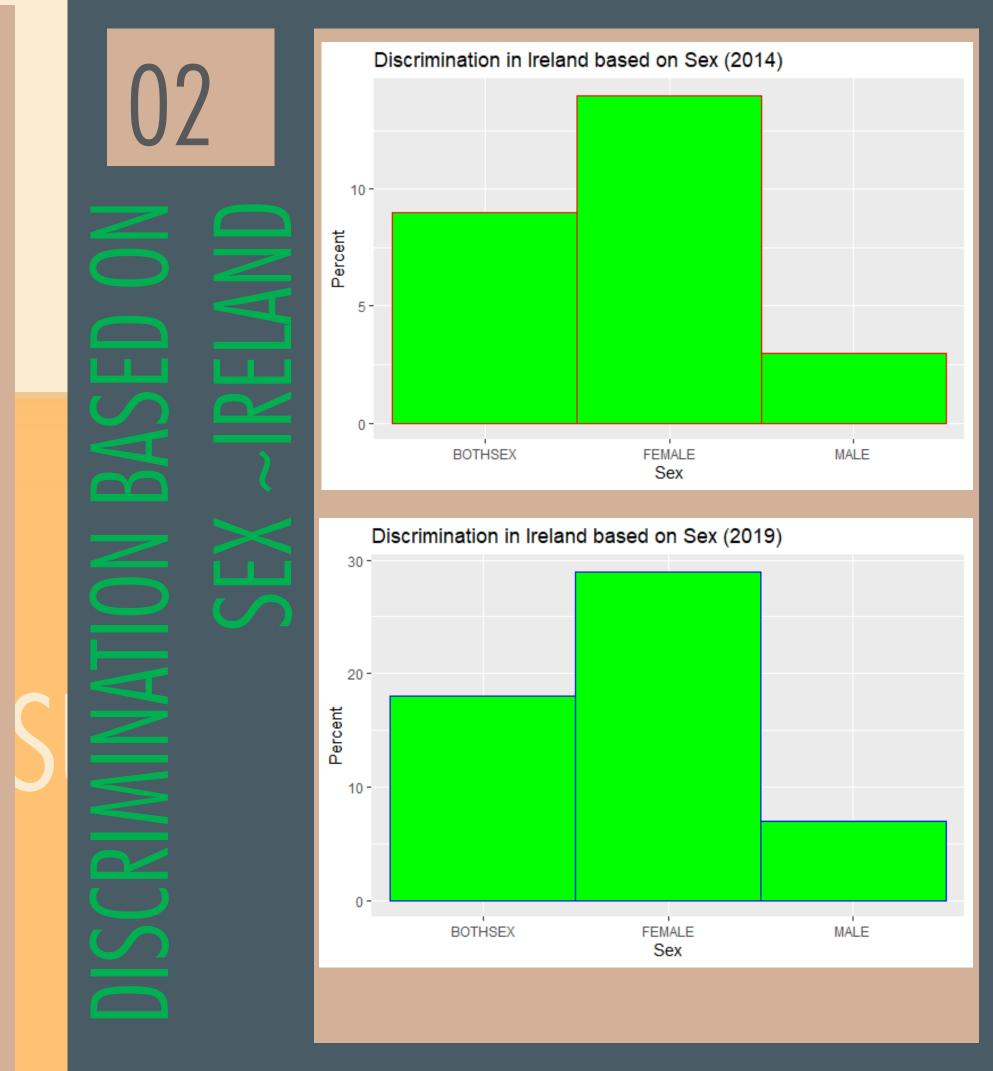
Recommendations for future analyses & data-driven decisions: For future research it might be interesting to look at data sets that focus

on discrimination in a work environment. It might also be interesting to further investigate why Sweden has three different percentages for **BOTHSEX** reports

Interesting future research questions:

What is the correlation between management and the amount of discrimination reports in a work environment?





04 CONCLUSION

What is the correlation between someone's gender identity and the likelihood they will experience discrimination?

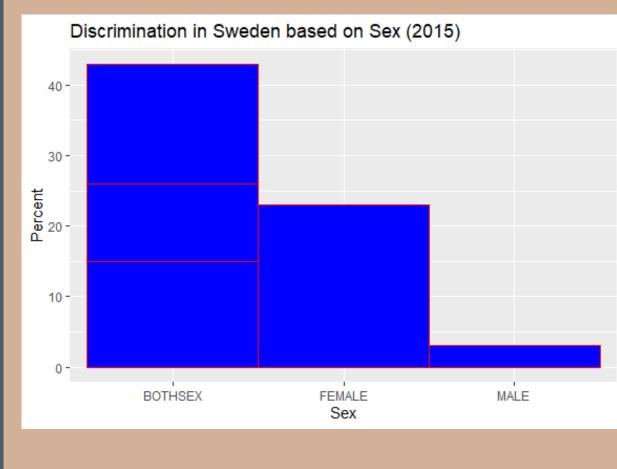
The data is not complete, these graphs do show that overall, more women get discriminated compared to men, but the data is not clear enough to fully conclude this as a fact and on top of that, the data does not show discrimination in a work environment which is what I wanted to focus on. There might be more datasets that could help for future investigation.

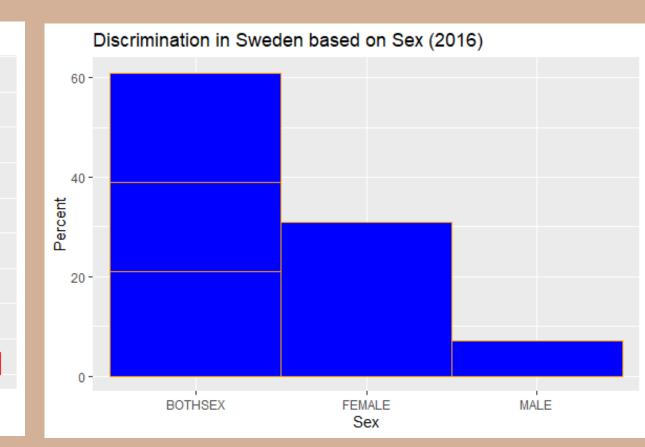
It could be beneficial to focus on more diverse work environments, this way it is easier for people to be held accountable.

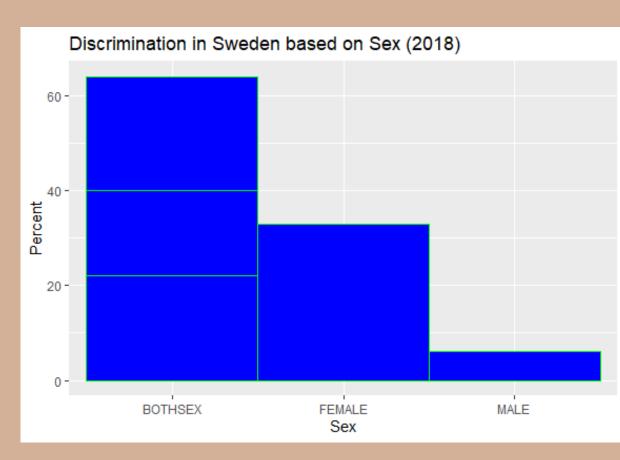
More diversity on all levels in a company, not just the ground level possessions would be a way to achieve this diversity.

DISCIMINATION BASED ON SEX ~SWEDEN









Notes

There was insufficient data to properly answer the research question.

Sources https://unstats.un.org/sdgs/unsdg

Resources Rstudio, readxl, ggplot2, dplyr, neonUtilities.

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GRADE:

DATE :JJ/MM/AAAA GRADED BY: