

Gender Equality Trends

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Introduction

The fight for gender equality has often found its most important battlegrounds to be in national parliaments, middle and senior management of private firms as well as in ownership groups of firms. Studies (<https://www.vox.com/2016/7/27/12266378/electing-women-congress-hillary-clinton>) have shown that women members of national parliaments are more likely to introduce legislation that benefits women hence are an important part in the fight to getting rid of institutional gender inequality. On the other hand, the gender glass ceiling and gender wage gaps in private companies are not only another obstacle in the gender equality movement but is also a drag on economic growth. Research conducted at the Booth School of Business (<https://www.sciencedaily.com/releases/2018/08/180822150812.htm>) have found that women continue to face resistance in joining the upper echelons of private companies.

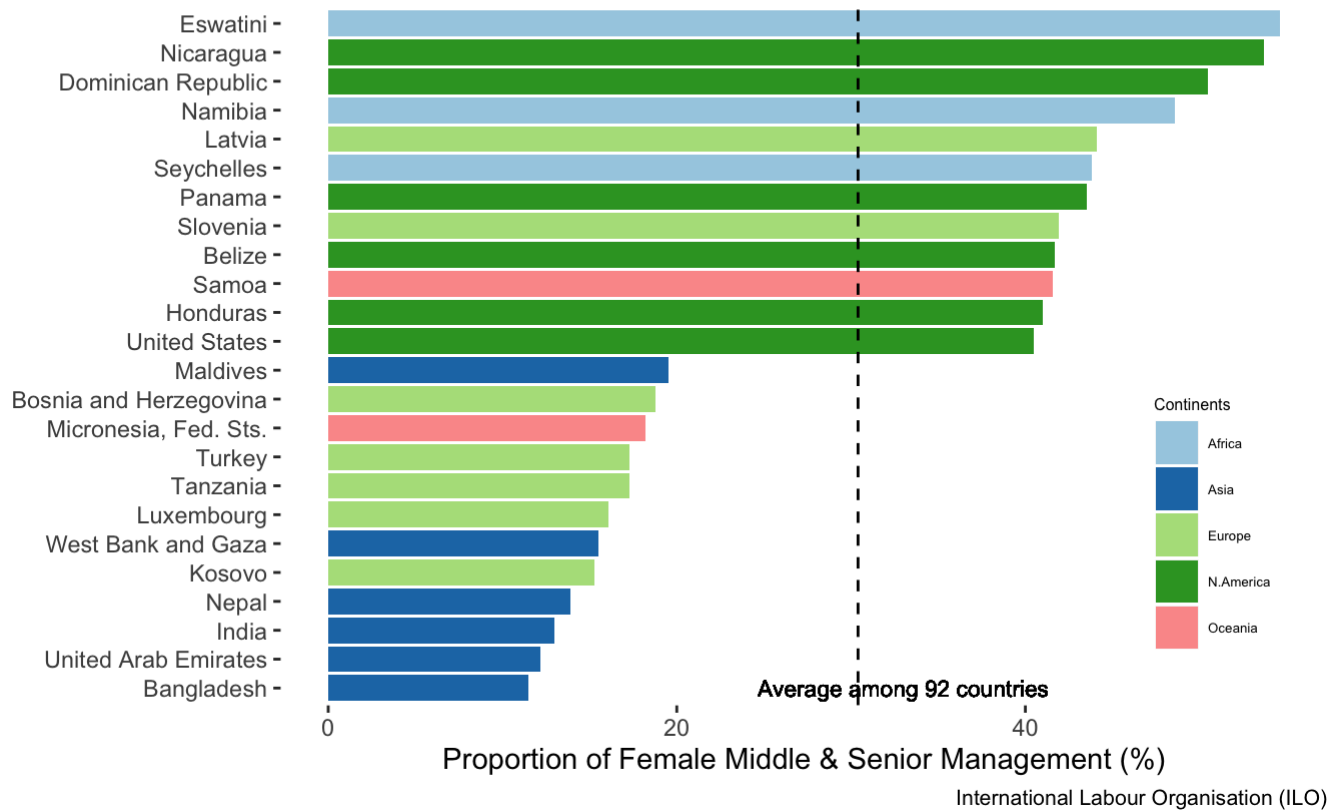
It is clear that increasing female representation in national parliaments and in the upper echelons of private firms is an important metric of gender equality. However, it is also apparent that progress in these areas have not been even across the world. Hence, the purpose of this analysis is threefold. Firstly, this analysis will seek to identify regional trends to determine which Continents are doing well and which are faring poorly in increasing female representation in the different arenas. Secondly, this analysis will also attempt to identify any relationship between female representation in national parliaments, middle and senior management as well as ownership of firms. Finally, this analysis will try to use these three areas of female representation as predictor variables for predicting a general gender equality score hence evaluating which predictor variable appears to be more important.

Regional Trends

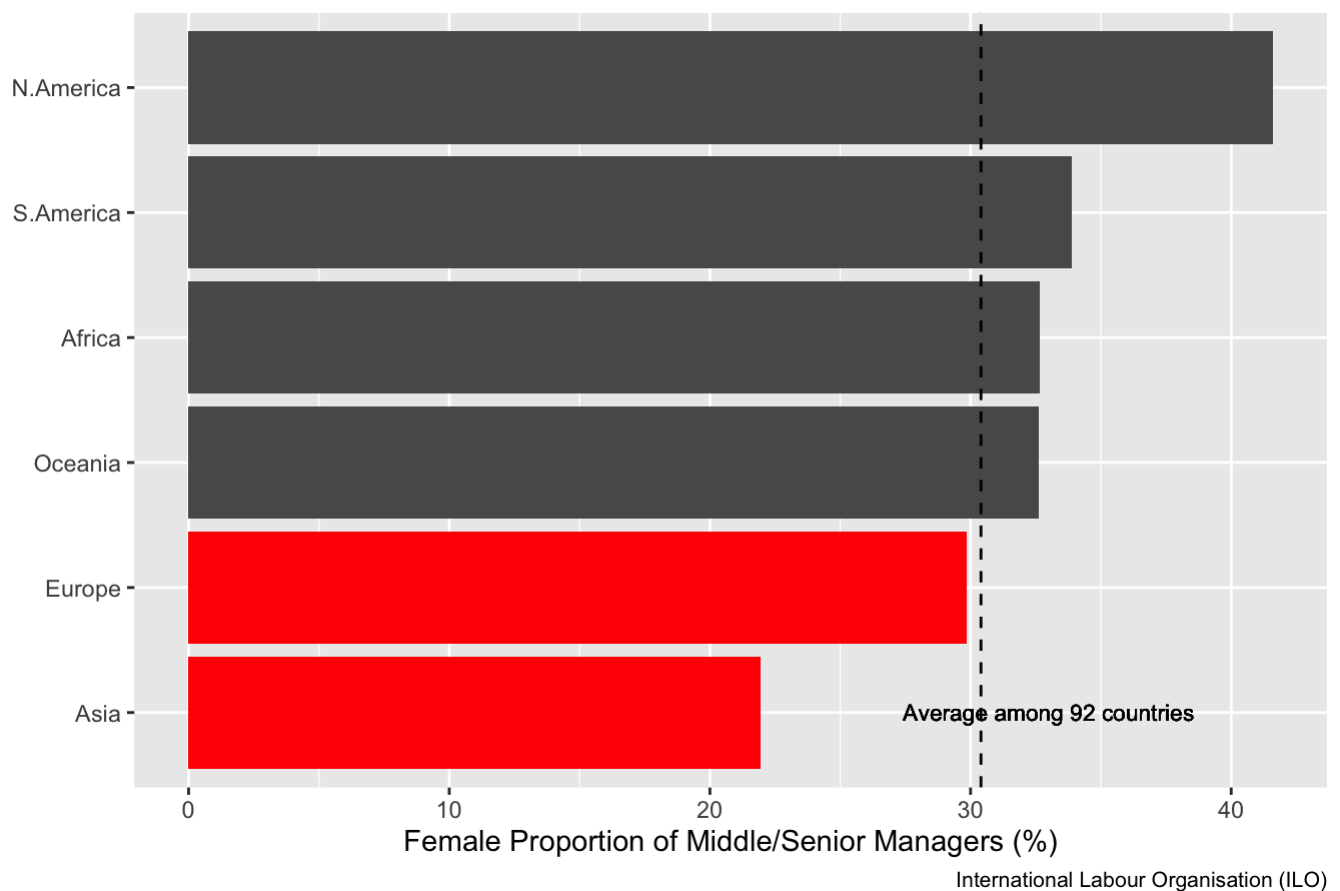
Female Share of Senior & Middle Management

Countries with the highest and lowest proportion of female middle and senior managers

Proportion calculated by dividing female managers by total working females, Data from 2011 - 2017



Average of female middle and senior managers proportion



The average proportion of female middle & senior managers among 92 countries is 30.4%. North American countries perform well in this metric with not only the highest average at 41.61% but with several countries such as Nicaragua, Panama and the US falling within the top 12 countries. African countries also perform

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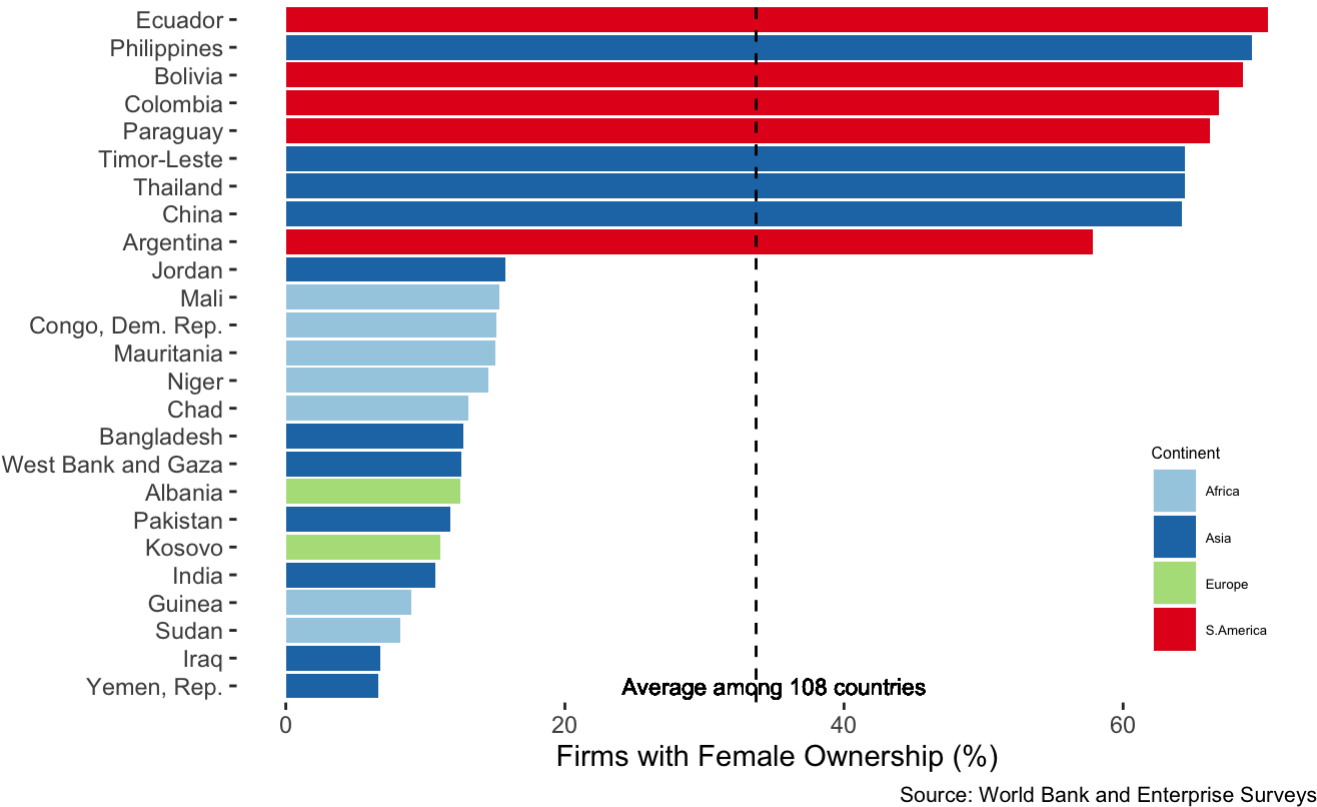
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“surprisingly” well with Eswatini taking the top spot and the African continent has the third highest average at 32.64%. European countries perform surprisingly poorly in this metric and this is across developed countries such as Luxembourg who ranks 85 out of 92 countries as well as developing countries such as Kosovo. Lastly, the Asian continent ranks last with an average that is far below the mean. Other than Europe, only Asia lies below the mean. Asian countries in South Asia such as Bangladesh, India and Nepal performs exceptionally poor.

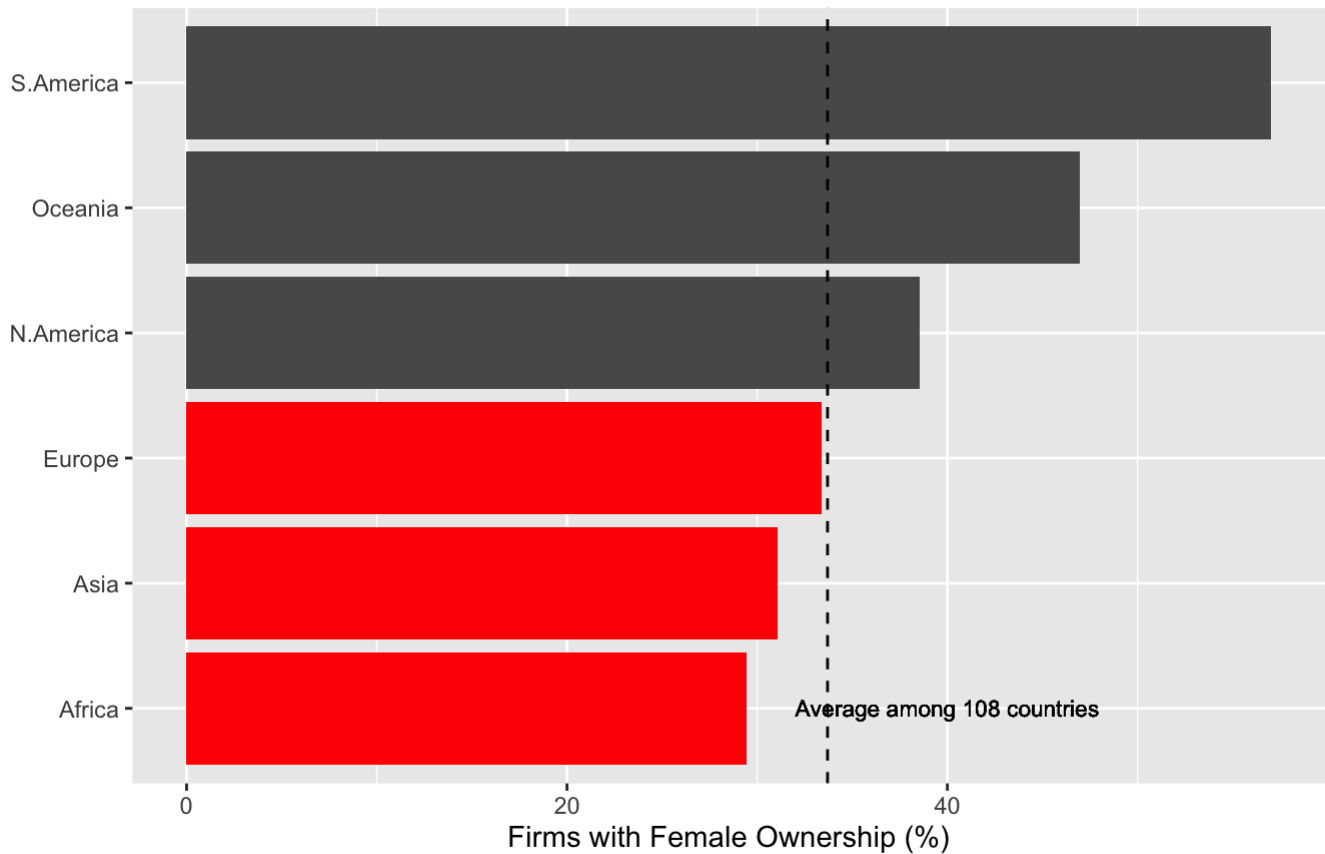
Female Share of Firm Ownership

Countries with the highest and lowest share of firms which counts a female as one of its principal owners

Data from 2011 to 2018



Continental average of firms with female ownership

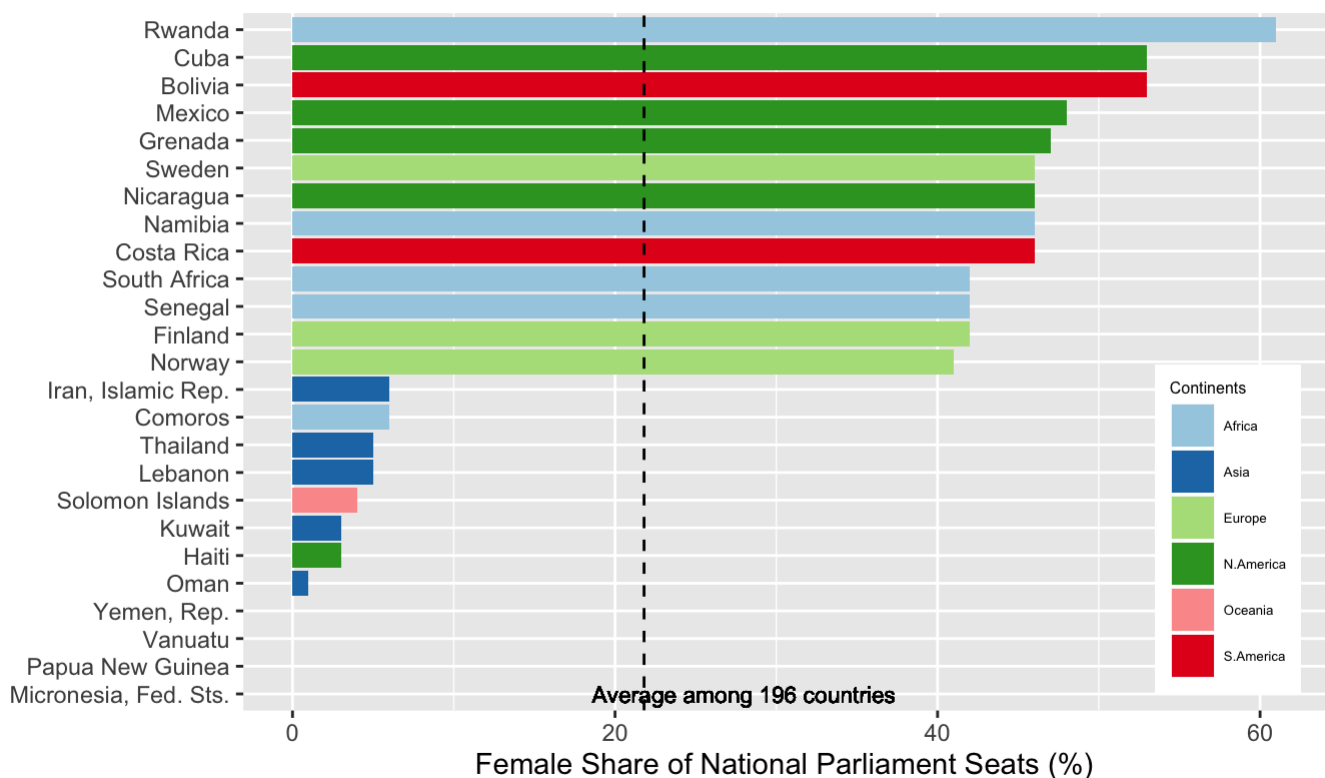


Source: World Bank and Enterprise Surveys

Female Share of National Parliamentary Seats

Countries with the highest and lowest female share of national parliament seats

Data from 2018

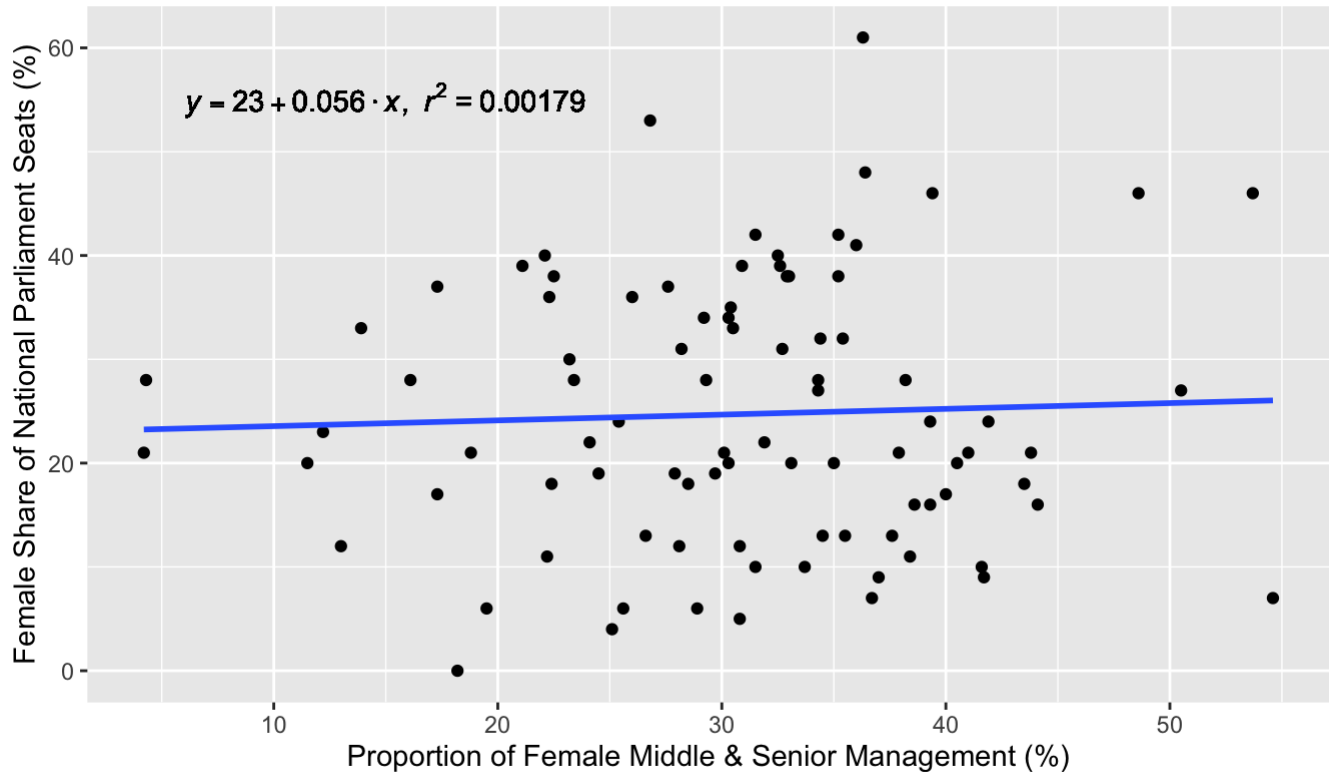


Source: Inter-Parliamentary Union

Relationship between female participation in different arenas/fields

Understanding the relationship between female share of parliaments and senior management positions

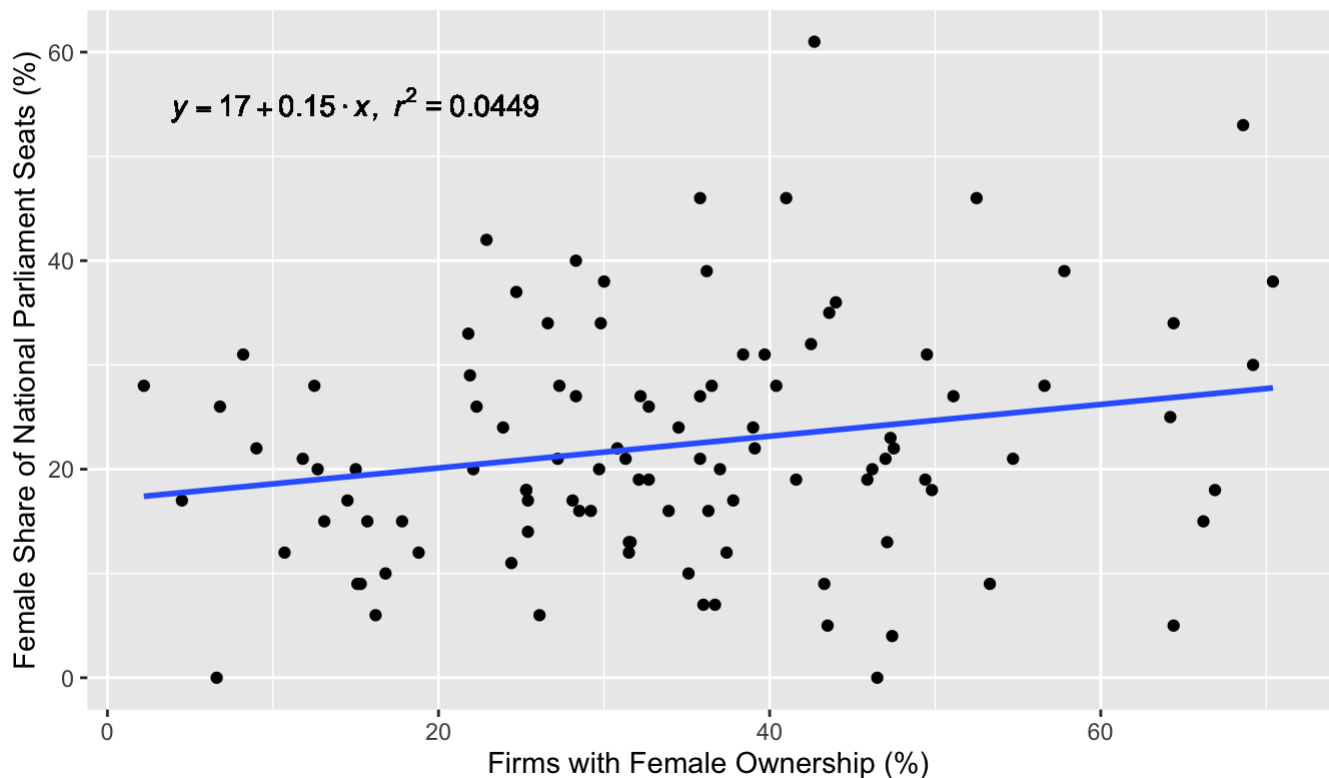
90 countries with data for both national parliament & senior management share



Source: Inter-Parliamentary Union & International Labour Organisation

Understanding the relationship between female share of parliaments and female firm ownership

105 countries with data for both national parliament & firm ownership share



Source: Inter-Parliamentary Union, World Bank & Enterprise Surveys

