

GENDER EQUALITY DEVELOPMENT IN THE FIELD OF CAREER AND BUSINESS

Timo Kaasik, Sofia Kriuchkova, Erko Käär

INTRODUCTION

The world has changed a lot in the last 20 years and now is much closer to achieving gender equality than it used to be. In most countries of the world, women have the same rights as men. They can sign contracts, get jobs, and hold high positions on an equal footing with men. However, there is still a problem of gender inequality in the world and there are countries that are just beginning to pass laws in favor of women's rights. Our goal is to track what the world has done over the past 20 years to achieve gender equality and to predict what we can expect in the next 5 years.

DATA

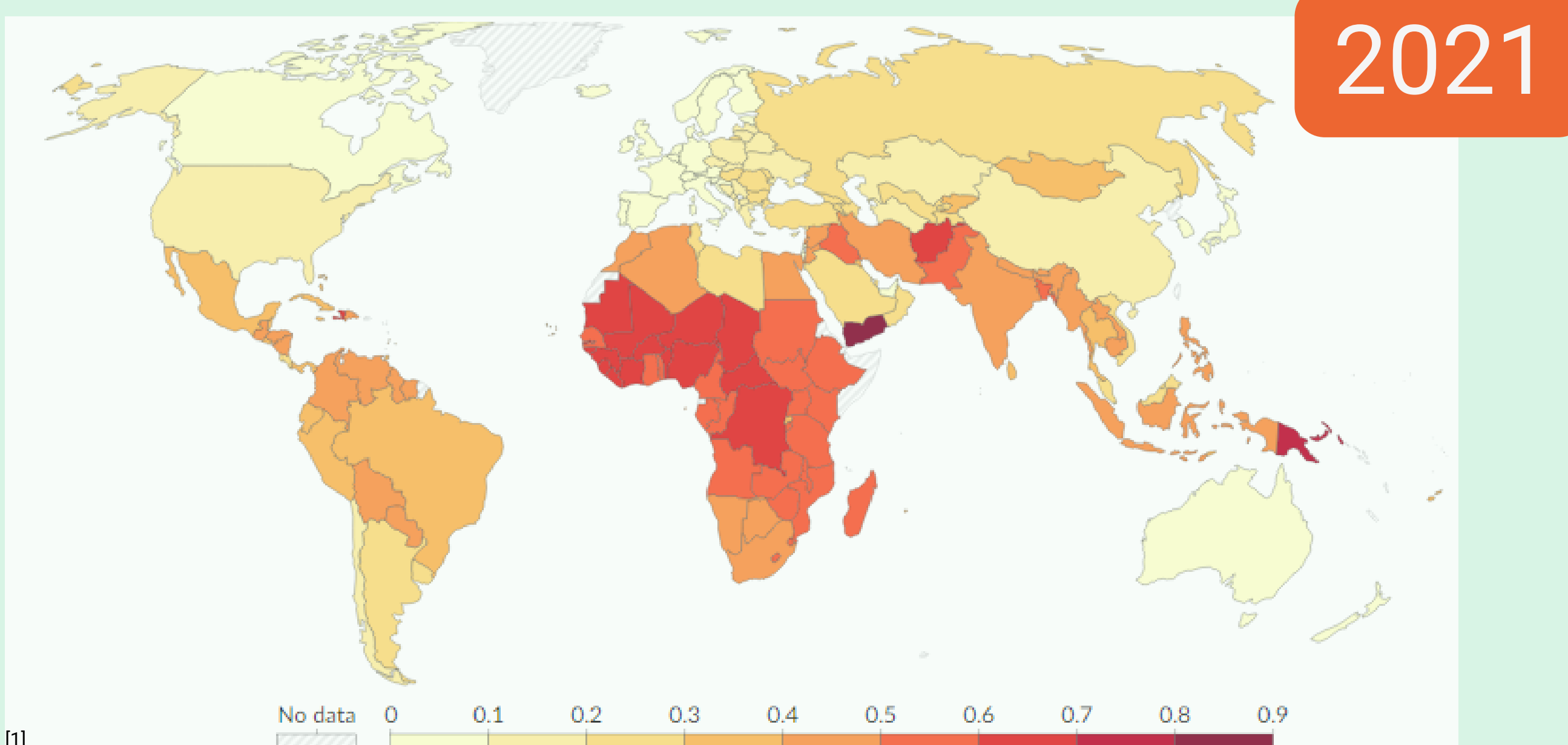
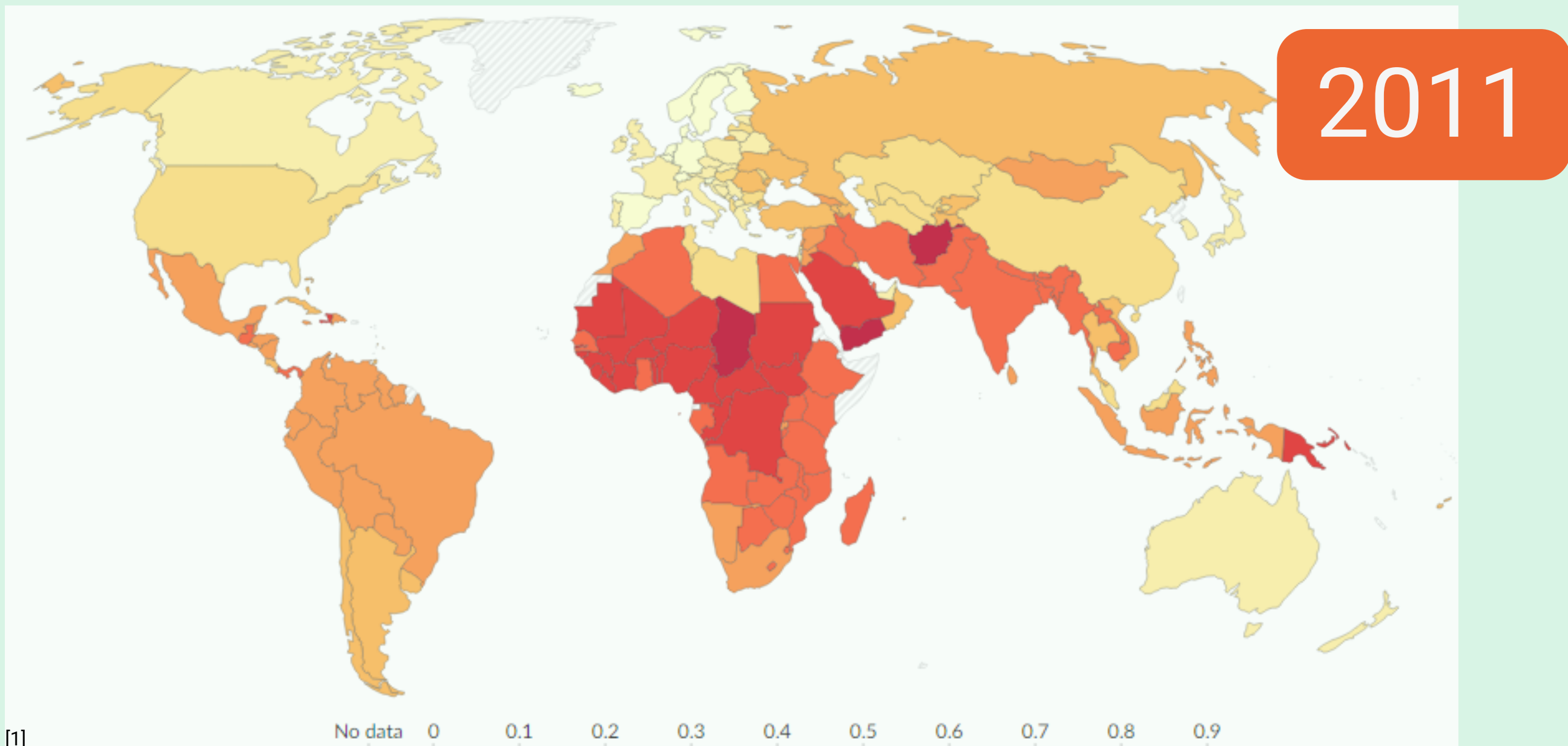
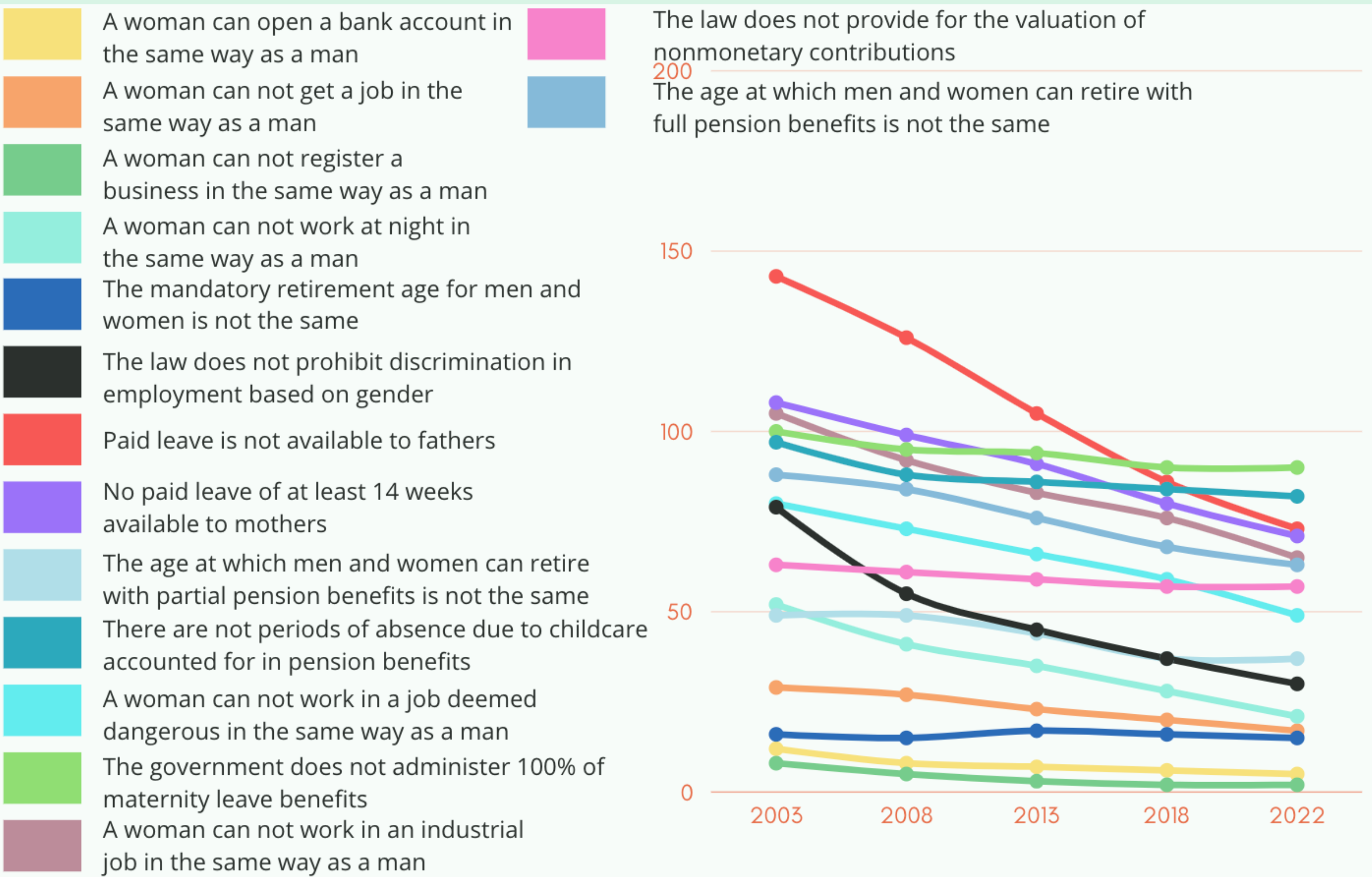
The dataset used is from the World Bank's DataBank Gender Statistics dataset. 217 countries and 3255 attributes in 15 career and business-related topics were used selected.

The preprocessing included:

- Removing mostly valueless attributes
- Choosing appropriate attributes
- Data conversions and transformations

METHODOLOGY

The analysis involved generating attribute plots to gain insights into potential connections between different variables, utilizing correlations between attributes, and subsequently calculating scores for an index based on the statistical relationships identified. For the forecasts, linear regression was used.



ANALYSIS

The graphs show that over the last 20 years there has been a trend of decreasing gender gap in many business and career related fields. The situation is stable in all fields, so we can assume that in the next 20 years we can also expect the gender gap to continue to narrow. It is important to note that the strongest performance gap is present in the first five years (2003 -2008). This is due to the rapid development of new technologies and technology in general, the growth and strengthening of the economy, increasing social stability, and the rise of female university graduates. Subsequent economic crises and political conflicts have markedly slowed the movement towards gender equality, but have not stopped it. Also, ever since the 1990s, many organizations (UN, UN Women, Equality Now) have been created to help accelerate the progress towards gender equality.

CONCLUSION

Using data analysis and data mining methods, we were able to highlight positive trends and forecast further improvements over the next two decades. Our analysis emphasizes the importance of continuing efforts to address gender inequality and the need to develop targeted strategies to address specific challenges in each country. Gender equality is not only a matter of rights and justice, but also a key factor in sustainable social and economic development in the world.

DATA SOURCES

[1]: UNDP, Human Development Report (2021-22) (2022)
OurWorldInData.org/economic-inequality-by-gender