**Project memo and data diary for SC data**

**Data Diary**

Colum 1: Cleaned Colum J into Colum K. Subject header was about counties.

Colum 2: Cleaned Colum AL into AM Subject was about inspection date.

Colum3: Cleaned Colum BH into BI subject was about submit date

For columns 2 and 3: Plugged =VALUE (BH 2) or (AL 2) into cleaned columns. Scrolled down to apply equation from previous columns into cleaned columns BI or AM. Selected date, short date found in home tab.

Inspection date cleaned had #VALUE after formula was applied. I forgot how to remove this from cleaned columns.

For column 1: Plugged =PROPER (J2) Into cleaned column K.

**Project Memo**

Why does the pay gap exist? What will help close the wage gap in America? What specifically makes the countries such as Denmark, Norway and Sweden have such a low gender wage gap? What is Iceland doing, that has allowed for it to close its gender wage gap at such a quick pace in nearly a decade? (From 2002-2010).

1. **What is the overall topic of your story?**

My story is going to be about the gender wage gap, and specifically the United states could do to decrease it’s gender wage gap based off of data from countries that have a lower wage gap. Factors such as paid leave, affordable childcare and workplace flexibility contribute to closing the gender wage gap.

1. **Why is this story important?**

The story is important in terms of equality, economics and health. America has a larger gender wage gap compared to most wealthy countries. Across the globe there is the cultural expectation that women should be the ones that do most of the childcare, this contributes to the gender wage gap. Also known as the motherhood penalty, researchers have proven with statistical data that motherhood is a reason why there is a gender wage gap. The story is important because it demonstrates how the United States is further behind in terms of gender equality than one would think and how there are potential solutions to that problem.

1. **What benefit does structured data bring to this story? What can numbers tell you that people cannot?**

Numbers and data reinforce the explanations that I want to put into my story. I could provide an anecdote about how a married of couple Jane and John -who are both lawyers and have children- are not earning equal pay. I could tell a story about how after having a kid in her 30’s, Jane decided to stay home because she needed to recover from giving birth and wanted to spend time with her child. The story would continue with John, who also wanted stay home but needed to work because his family needed income. 5 years down the line Jane and John, despite being qualified to do the same job, don’t earn the same amount. I could compare it to a story where it's the same couple, but there are policies involving paid leave and workplace flexibility that actually allowed for them to earn the same wage after 5 years. Data from economist Henrik Kleven and Claudia Godin could reinforce, explain and flesh out the story.

1. **Ideas of at least three people-sources (types of people, if not specific names) who you can interview for your story (you will be required to have three sources besides the data in your final project as well. If these don’t pan out, that’s fine, but start thinking about it now.**

Henrik Kleven, an economist at Princeton University.

Claudia Goldin- Harvard professor, economist and lead researcher in the gender gap

Jody Heyman—director of world policy analysis

Ann Marie slaughter-

Genevieve Wood- heritage foundation spokesperson

Someone from Iceland who can tell me about additions made to their paid leave act in 2000.

1. **Three ideas of what a reader will learn from your story, and how it will impact them.**

The reader will learn the following:

1.Why does the gender pay gap exist?

2.Why the United States is so behind other wealthy countries in terms of the gender wage gap and how that affects its citizens.

3. what specific factors help close the gender wage gap, what degree do those factors close the gap and by what means should those factors be implemented? (Basically, how the U.S. could improve in terms of closing the wage gap.)

1. **Three ideas of what a reader will learn from your story, and how it will impact them.**

I think the things people will take away from the story are that there is still progress that can be made for gender equality and that there are ways in which we can improve the quality of life for both sexes.

1. **What non-data, non-human interview research work you need to do to flesh out your idea. I imagine more will come up as you go, but explain where you plan to start.**

Research compiled by the world policy center offer good starting points for research:

[Paid Parental Leave: A Detailed Look at Approaches Across OECD Countries (worldpolicycenter.org)](https://www.worldpolicycenter.org/sites/default/files/WORLD%20Report%20-%20Parental%20Leave%20OECD%20Country%20Approaches_0.pdf)

1. **Another data source that would help that you wish you had, which would bring better context to your story.**

Reading studies published by some of my interviewees of interest could also be helpful.

Possibly looking into health-related research in relation to time off from work.

[Paid Parental Leave: A Detailed Look at Approaches Across OECD Countries (worldpolicycenter.org)](https://www.worldpolicycenter.org/sites/default/files/WORLD%20Report%20-%20Parental%20Leave%20OECD%20Country%20Approaches_0.pdf)

65 Pettit, Becky, and Jennifer L. Hook. Gendered tradeoffs: women, family, and workplace inequality in twenty-one countries. Russell Sage Foundation, 2009.

[The gender pay gap decreases - Statistics Iceland (statice.is)](https://www.statice.is/publications/news-archive/wages-and-income/the-gender-pay-gap-decreases/) unadjusted vs adjusted gap

[OECD Family Database - OECD](https://www.oecd.org/els/family/database.htm)

[Earnings and wages - Gender wage gap - OECD Data](https://data.oecd.org/earnwage/gender-wage-gap.htm)

[Employment : Length of maternity leave, parental leave, and paid father-specific leave (oecd.org)](https://stats.oecd.org/index.aspx?queryid=54760)

[OECD Family Database - OECD](https://www.oecd.org/els/family/database.htm)

[[Title] (oecd.org)](https://www.oecd.org/els/soc/PF2_1_Parental_leave_systems.pdf)

[Data - OECD](https://www.oecd.org/gender/data/length-of-maternity-leave-parental-leave-and-paid-father-specific-leave.htm)

[Data - OECD](https://www.oecd.org/gender/data/length-of-maternity-leave-parental-leave-and-paid-father-specific-leave.htm)

[Paid parental leave around the world and how the U.S. compares - The Washington Post](https://www.washingtonpost.com/world/2021/11/11/global-paid-parental-leave-us/)

[Employment : Length of maternity leave, parental leave, and paid father-specific leave (oecd.org)](https://stats.oecd.org/index.aspx?queryid=54760)

[Rapport2018\_1.pdf](file:///C:\Users\Grace\Downloads\Rapport2018_1.pdf)

[(PDF) Certified Equality: The Icelandic Equal Pay Standard (researchgate.net)](https://www.researchgate.net/publication/329371051_Certified_Equality_The_Icelandic_Equal_Pay_Standard)

[How Iceland Is Closing the Gender Wage Gap (hbr.org)](https://hbr.org/2021/01/how-iceland-is-closing-the-gender-wage-gap)

[LMF10 Family friendly workplace practices webwa.doc (oecd.org)](https://www.oecd.org/els/family/LMF_2-4-Family-friendly-workplace-practices.pdf#:~:text=On%20average%20across%20OECD%20countries%20with%20available%20comparable,nature%20of%20flexible%20working%20time%20legislation%20across%20countries.)

[A stunning chart shows the true cause of the gender wage gap - Vox](https://www.vox.com/2018/2/19/17018380/gender-wage-gap-childcare-penalty#:~:text=Yet%20Denmark%20has%20a%20gender%20wage%20gap%20nearly,%E2%80%94%20with%20no%20comparable%20salary%20drop%20for%20men.)

[How Iceland Is Closing the Gender Wage Gap (hbr.org)](https://hbr.org/2021/01/how-iceland-is-closing-the-gender-wage-gap)

[Closing the Gender Wage Gap in Iceland - The Borgen Project](https://borgenproject.org/gender-wage-gap-in-iceland/)

[(PDF) Certified Equality: The Icelandic Equal Pay Standard (researchgate.net)](https://www.researchgate.net/publication/329371051_Certified_Equality_The_Icelandic_Equal_Pay_Standard)

[Paid Parental Leave: A Detailed Look at Approaches Across OECD Countries (worldpolicycenter.org)](https://www.worldpolicycenter.org/sites/default/files/WORLD%20Report%20-%20Parental%20Leave%20OECD%20Country%20Approaches_0.pdf)

[Iceland's Success With The Gender Gap - Women's Republic (womensrepublic.net)](https://www.womensrepublic.net/icelands-success-with-the-gender-gap/)

[Paid sick leave a crucial weapon during COVID-19 era and beyond, UCLA study finds | Jonathan and Karin Fielding School of Public Health](https://ph.ucla.edu/news/press-release/2020/may/paid-sick-leave-crucial-weapon-during-covid-19-era-and-beyond-ucla-study)

[Maternity Leave by Country 2022 (worldpopulationreview.com)](https://worldpopulationreview.com/country-rankings/maternity-leave-by-country)

PROSPERED Project's Longitudinal Adult Labor Policy Database