Topic : Women’s Education / Professional Development / Empowerment

Possible problem statements :

1. If and how the pay gap (men vs women) is affecting country and global economy ?

* How lesser pay means women are indirectly being discouraged to pursue careers in technology, finance, business etc., and how this has a cascading effect in scientific and economic progress.

2. ~~A women’s lower pay affects her family (mentally and physically) as the below article claims.~~

[~~https://www.psychologytoday.com/blog/presence-mind/201404/the-gender-pay-gap~~](https://www.psychologytoday.com/blog/presence-mind/201404/the-gender-pay-gap)

* ~~There are many claims made in the article~~ 
  + ~~‘Many families rely on a woman’s income, and some can’t survive or thrive unless she makes a fair wage.’~~
  + ~~‘The gender pay gap even~~ [~~makes student loan burdens greater for women~~](http://www.aauw.org/files/2013/03/Graduating-to-a-Pay-Gap-The-Earnings-of-Women-and-Men-One-Year-after-College-Graduation-Executive-Summary-and-Recommendations.pdf)~~.’~~
  + ~~‘Gender occupational segregation is less than it was but it persists. Gender stereotypes, gender roles, and gender socialization prepare women and men for different types of jobs as well as affecting employers’ perceptions of who is appropriate for a given job. Most of us also seek training,~~ [~~education~~](https://www.psychologytoday.com/basics/education)~~, and jobs consistent with our gender role and receive encouragement from others to do so.’~~
* ~~We could use these claims as bases to weave a story saying that women have not been or are not being encouraged to pursue professional roles that are not stereotypically accepted as female centric. Hence right from their upbringing, to their education to their actual job they are being hampered both by outside forces and by their own perceptions of what women should and shouldn’t do. And this is affecting their families in the long run.~~

All these problems will definitely be more pronounced in developing countries where even the basic rights of women are not being upheld. So if we were to choose this problem statement, then we could do a comparison of a first world and third world country of similar population density and diversity.

(<https://www.quora.com/What-are-First-World-Second-World-and-Third-World-countries>) refer to this link for checking out a map of 1st, 2nd and 3rd world countries.

Possible sources of information/datasets we may refer to -

<http://uis.unesco.org>

<https://www.kaggle.com/uconn/human-rights>

<https://www.kaggle.com/theworldbank/education-statistics>

<https://www.kaggle.com/timemagazine/magazine-covers>

<https://www.kaggle.com/miroslavsabo/young-people-survey>

<https://www.kaggle.com/sdorius/globses>

<https://www.kaggle.com/wenruliu/adult-income-dataset>

<https://www.kaggle.com/undp/human-development>

<http://dss.princeton.edu/cgi-bin/dataresources/newdataresources.cgi?term=27>

<http://ucsd.libguides.com/c.php?g=90871&p=587535>

<http://data.worldbank.org/topic/education>

<http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm>

<https://duckduckgo.com/?q=women+empowerment+efforts+statistucs++by+country&t=osx&ia=web>

<https://www.nytimes.com/2016/03/20/upshot/as-women-take-over-a-male-dominated-field-the-pay-drops.html?_r=1>

**Research - Mishita**

1. **A**rticle providing some very good incites about the employment status of women in USA, despite getting comparatively more degrees than men, they are paid less. This also highlights the condition of hispanic and black women in US(Hispanic women will have to wait [until 2248](http://iwpr.org/publications/if-current-trends-continue-hispanic-women-will-wait-232-years-for-equal-pay-black-women-will-wait-108-years/) and Black women will wait until [2124](http://iwpr.org/publications/if-current-trends-continue-hispanic-women-will-wait-232-years-for-equal-pay-black-women-will-wait-108-years/) for equal pay.)

<https://iwpr.org/issue/employment-education-economic-change/pay-equity-discrimination/>

Data source for the research :

h[ttps://statusofwomendata.org/explore-the-data/download-the-data/](https://statusofwomendata.org/explore-the-data/download-the-data/)

1. <https://iwpr.org/tools-data/data-for-researchers/status-women-states-data/>

These data sources provides us the employment status with respect to several aspects such as race, ethnicity, their role in politics,health aspects and many more.

2.Another article - The Simple Truth about the Gender Pay Gap (Spring 2017), it also has some tabular data about earnings ratio and some interesting visualizations.

<http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

3. **The narrowing, but persistent, gender gap in pay, more mothers than fathers experience career interruptions:**

[**http://www.pewresearch.org/fact-tank/2017/04/03/gender-pay-gap-facts/**](http://www.pewresearch.org/fact-tank/2017/04/03/gender-pay-gap-facts/)

**4.80 Cents on the Dollar - Higher education administration is still a man’s world if you’re measuring pay and position title, women working in administrative positions mostly filled by men did earn relatively more than many of their peers who work in positions largely filled by women**

[**https://www.insidehighered.com/news/2017/02/15/gender-pay-gap-persists-higher-education-administrators**](https://www.insidehighered.com/news/2017/02/15/gender-pay-gap-persists-higher-education-administrators)

**5.** Canada's pay gap: Women earn 87 cents on the dollar, It gives the numbers of several aspects such as - 47.9 per cent of women were absent from work for involuntary reasons such as illness, disability or parental leave compared to 27.6 per cent of men.

<http://www.ctvnews.ca/business/canada-s-pay-gap-women-earn-87-cents-on-the-dollar-1.3315893>

6. Here are six excuses for the gender wage gap you can stop using. - <http://time.com/money/4285843/gender-pay-gap-excuses-wrong/>

7. Forbes article on - **Don't Buy Into The Gender Pay Gap Myth, Harvard university students sharing their view:** [**https://www.forbes.com/sites/karinagness/2016/04/12/dont-buy-into-the-gender-pay-gap-myth/#304e51242596**](https://www.forbes.com/sites/karinagness/2016/04/12/dont-buy-into-the-gender-pay-gap-myth/#304e51242596)

**8. *New Pay Equity Bill Introduced -*** [***http://www.pay-equity.org/***](http://www.pay-equity.org/)

***9. What is the gender pay gap and is it real? The complete guide to how women are paid less than men and why it can’t be explained away. Would adjusting the raw gender wage gap to include factors such as education help explain the gap? Maybe it is not as big of a problem as it seems?Why adjusted measures can’t gauge the full effects of discrimination ………***

[***http://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/***](http://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/)

***10. Women working for Phoenix earn 91 cents for every dollar men earn -*** [***http://www.azcentral.com/story/news/local/phoenix/2017/04/07/phoenix-gender-pay-gap-lower-than-average/100090120/***](http://www.azcentral.com/story/news/local/phoenix/2017/04/07/phoenix-gender-pay-gap-lower-than-average/100090120/)

1. In this article there are some links at the bottom - 10 jobs with the largest pay gap in phoenix , positions where women are not well represented, etc.

11. Half the sky movement - turning oppression into opportunities for women - information regarding economic empowerment of women -

<http://www.halftheskymovement.org/issues/economic-empowerment>

Ricken Cheng

1. Women soccer

<http://www.pbs.org/newshour/rundown/data-how-does-the-u-s-womens-soccer-team-pay-compare-to-the-men/>

US women’s soccer vs man’s (Article analysis with VIZ)

2. European gender pay gap (analysis with VIZ)

<http://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics>

3. Women in the workforce (data with different countries)

http://www.catalyst.org/search/node/Women%20In%20The%20Workforce

**Research - Sherry**

1. **McKinsey study of woman in the workplace** [**http://www.mckinsey.com/business-functions/organization/our-insights/women-in-the-workplace**](http://www.mckinsey.com/business-functions/organization/our-insights/women-in-the-workplace)
2. **This is a report of the McKinsey study of woman in the workplace McKinsey's Women in the Workforce Study Shows We've Got a Long Way to Go** [**http://www.consultingmag.com/sites/cmag/2017/02/22/mckinseys-women-in-the-workforce-study-shows-weve-got-long-way-to-go/**](http://www.consultingmag.com/sites/cmag/2017/02/22/mckinseys-women-in-the-workforce-study-shows-weve-got-long-way-to-go/)
3. **The 2017 Global Information SecurityWorkforce Study: Women in Cybersecurity**

[**https://iamcybersafe.org/wp-content/uploads/2017/03/WomensReport.pdf**](https://iamcybersafe.org/wp-content/uploads/2017/03/WomensReport.pdf)

1. [**Gender Pay Gap by Sector**](https://www.kaggle.com/ryouready/d/kaggle/sf-salaries/gender-pay-gap-by-sector) **data set**

[**https://www.kaggle.com/ryouready/d/kaggle/sf-salaries/gender-pay-gap-by-sector**](https://www.kaggle.com/ryouready/d/kaggle/sf-salaries/gender-pay-gap-by-sector)

1. **U.S. Incomes by Occupation and Gender data set**

**https://www.kaggle.com/jonavery/incomes-by-career-and-gender**

**Sherry:**

**MEDIAN EARNINGS IN THE PAST 12 MONTHS (IN 2014 INFLATION-ADJUSTED DOLLARS) OF WORKERS BY SEX AND WOMEN'S EARNINGS AS A PERCENTAGE OF MEN'S EARNINGS BY SELECTED CHARACTERISTICS**

<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2002&prodType=table>

**OCCUPATION BY SEX FOR THE CIVILIAN EMPLOYED POPULATION 16 YEARS AND OVER** more information

**2011-2015 American Community Survey 5-Year Estimates**

<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2401&prodType=table>

**2011-2015 American Community Survey 5-Year Estimates**

<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S1501&prodType=table>

**Purnima Tripathi**

Good reads on women empowerment:

<http://journals.sagepub.com/doi/abs/10.1177/004908570103100304?journalCode=scha>

Professor suggested dollar and cents theory, some good reads on gender pay gap

* [**http://www.pewresearch.org/fact-tank/2017/04/03/gender-pay-gap-facts/**](http://www.pewresearch.org/fact-tank/2017/04/03/gender-pay-gap-facts/)

* [**https://www.insidehighered.com/news/2017/02/15/gender-pay-gap-persists-higher-education-administrators**](https://www.insidehighered.com/news/2017/02/15/gender-pay-gap-persists-higher-education-administrators)

Tried to make a rough layout of what our story looks like

Different dimensions through which we can proceed our research:

<https://www.bls.gov/opub/ted/2011/ted_20110216.htm>

Different datasets related to these dimensions:

<https://www.bls.gov/data/>

About movies:

<http://www.the-numbers.com/>

<https://fivethirtyeight.com/features/the-dollar-and-cents-case-against-hollywoods-exclusion-of-women/>

Harvard undergraduate women study by Forbes:

<https://www.forbes.com/sites/karinagness/2016/04/12/dont-buy-into-the-gender-pay-gap-myth/>

Professor asked us to look at the dimensions where women chose family over their careers. They want more flexible work hours.

<http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

<http://hdr.undp.org/en/composite/GII>

[Considered Gender inequality as conclusion because in USA unequal pay is dominent and we wanted to conclude on a note that this is not even a metrics considered worldwide for gender descrimination.](http://hdr.undp.org/en/composite/GII)

<http://hdr.undp.org/en/composite/GII>

Tennis DAta: <https://cleaningthelines.wordpress.com/2016/03/24/57-analysing-atp-and-wta-prize-money/>

<https://fivethirtyeight.com/features/u-s-women-are-stronger-in-the-tennis-world-than-u-s-men/>

Why are we choosing tennis among other sports

Serena Williams comes at the top in the list of women in sports:

http://www.adweek.com/brand-marketing/meet-30-most-powerful-women-sports-172202/

women involved more in household and kids:

http://www.pewresearch.org/fact-tank/2015/10/01/women-more-than-men-adjust-their-careers-for-family-life/

http://time.com/2895235/men-housework-women/

CEO: https://www.fastcompany.com/3046855/how-the-10-highest-paid-women-ceos-compare-to-their-male-counterparts

Movie: https://stephenfollows.com/films-make-money-pt2-30m-100m-movies/

Jennifer Lawrence: <http://time.com/4099494/jennifer-lawrence-gender-pay-gap-katniss-hunger-games/>

fewer lead roles in movies for female: http://variety.com/2015/film/news/women-lead-roles-in-movies-study-hunger-games-gone-girl-1201429016/

Try to find out analyzing Education data state wise in USA and its relation to the ration of unequal pay .

http://fortune.com/2017/03/22/pay-gap-wyoming-florida-census/

Who takes the most responsibility of household work.

https://www.theguardian.com/society/2012/mar/10/housework-gender-equality-women