

Gender Inclusion & Diversity At Work Places (Australia Case Study)
MSc Information Technology | Social Media and Web Science
Student Number: 21080655

Introduction

The job market is a crucial indicator of the economic health of a country. The dataset provided offers insights into the distribution of jobs in Australia, based on different factors such as gender, company, location, and age. The information contained in this dataset provides an opportunity to analyze the job market in Australia and understand the demographics of employees across different sectors.

Companies and policy makers can use this data to identify areas where gender inequality exists and take steps to promote gender diversity and inclusion in the workplace. This could involve developing policies and programs to support female job seekers and to encourage them to apply for jobs in male-dominated industries.

“Organizations that do not have sufficient female employees lack diverse opinions, innovation, and even profits. An organization that values diversity is more likely to have financial returns beyond their national industry medians”. (Splash HR, 2023)

Methodology

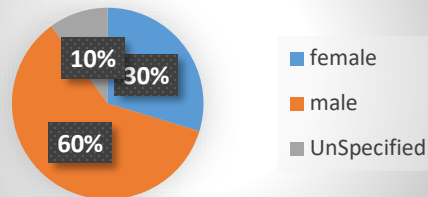
Research aim:

To analyze the job market in Australia and the demographics of employees in various sectors based on gender, company, location, and age.

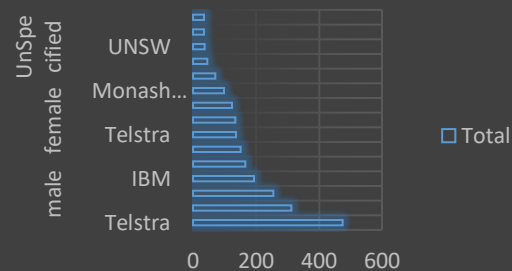
1. Data Collection: The LinkedIn data provided in the uploaded dataset was used for the analysis. Data set is from the Kaggle link <https://www.kaggle.com/datasets/killbot/linkedin-profiles-and-jobs-data>
2. Data Cleaning and Processing: The data was cleaned and processed to ensure accuracy and consistency.
3. Descriptive Analysis: The data was analyzed using descriptive statistics to summarize the distribution of jobs by gender, company, job title/position, location, and age. This included the use of graphs, charts, and tables to visualize the data. <https://github.com/olusegun-adeoye/SocialMediaPoster/blob/main/DataSet-OlusegunAdeoye-21080655.xlsx>

Findings

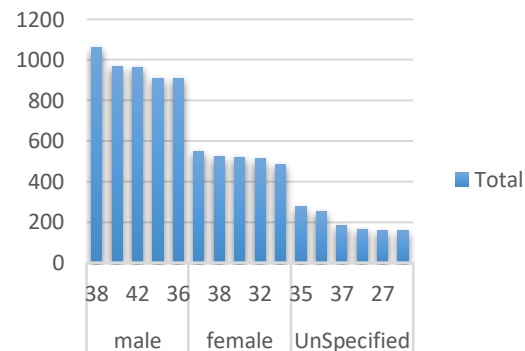
Overall Gender Distribution



Gender Distribution by Company



Gender Distribution by Age



Discussion and Conclusion

The dataset provided presents insights on job distribution in Australia based on gender, company, job title/position, location, and age. Data reveals a gender imbalance, with more male job holders than female, highlighting the need to promote gender inclusion in the workplace. Moreover, it shows information on gender distribution in major companies, enabling them to analyze workforce demographics and take action to promote gender diversity. It furthermore provides information on job distribution based on gender and location, useful for policy makers to identify areas that need further investment to create more job opportunities. In addition, it presents data on job distribution based on gender and age, helpful for companies to identify gaps and develop targeted recruitment strategies to ensure a diverse workforce.

Gender discrimination can be formalized into HR policy if criteria used by organizational decision makers to evaluate job performance systematically favour men over women. For instance, “face time” is a key performance metric that rewards employees who are at the office more than those who are not. Given that women are still the primary care givers (Acker, 1990; Fuegen et al., 2004). Women use flexible work arrangements more often than men and, consequently, face career penalties because they score lower on face time (Glass, 2004).

References

1. Splash HR (2023) Available from <https://splashbi.com/importance-of-gender-diversity-in-the-workplace/> [Accessed April 28 2023].
2. Acker, J. (1990). Hierarchies, jobs, bodies: a theory of gendered organizations.
3. Glass, J. (2004). Blessing or curse? Work-family policies and mother’s wage growth over time.