Women Rising

Trends, Impacts, Challenges

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OBJECTIVES

Disseminate status and trends of female leadership to broad range of stakeholders

Provide a comprehensive view of gender equality data published by institutions worldwide

Enable users to explore factors that are influencing progress

Reach a broad audience of stakeholders:
policy influencers, business executives, students, the workforce

USERS & TASKS

D&I	What is the composition of the global workforce with regards to gender and how has it changed over time?
	What is the trend and what do the numbers look like when it comes to leadership positions?
SENIOR MANAGEMENT	
	Are there some regions that are doing distinctly better than the others? Have they done so historically?
HR	What are some factors affecting these trends? How are countries performing on with respect to these factors?
	Which business leaders and companies can we study to understand the trajectory of women successfully rising?
FUTURE	
	What direction could we take in terms of framing or positioning policies that would help gender parity?

DATA SOURCES
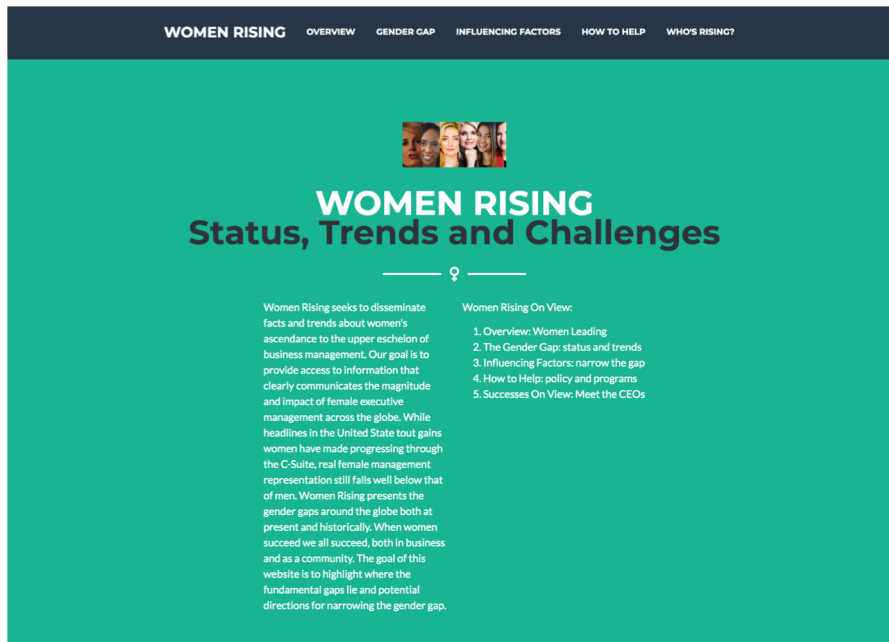
Create datasets

PROJECT WEBSITE

INSIGHTS

HISTORICAL TRENDS

- Women make up 45% of the full-time workforce yet comprise only 22% of the leadership
- Progress on board seats does not necessarily translate to increase in executive executive positions.

GENDER GAP

- Gap between male and female employment
- Gap in wages and salaries across the globe
- The gap between female and male leadership is at least 20% and much higher in the C-Suite

INFLUENCING FACTORS

- Positive relationship between childcare support and flexibility and more leaders
- Positive relationship between a greater work-life balance and more female leaders

HOW TO HELP

- Promote more women leaders, as role models and as agents of change
- Put institutional programs in place for awareness, training and support
- Invest in programs that support women's needs

WOMEN RISING (CEOS)

- Inspire and support young leaders
- Female successful leaders on display for exploration, possible user-based insights.

CONCLUSIONS

VIZ BUILDING

TABLEAU
Effective and got the point across

DATA
Good data is hard to find!

VIZ COMMUNICATING

USERS
Testing is important and necessary

IMPACT
Future iterations

THANK YOU!

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