



INF 554  
FINAL PROJECT

# Team Skir Skir

Zihao Tan  
Yifan Yang  
You Zhang



# Women in the Workplace

Team Skir Skir

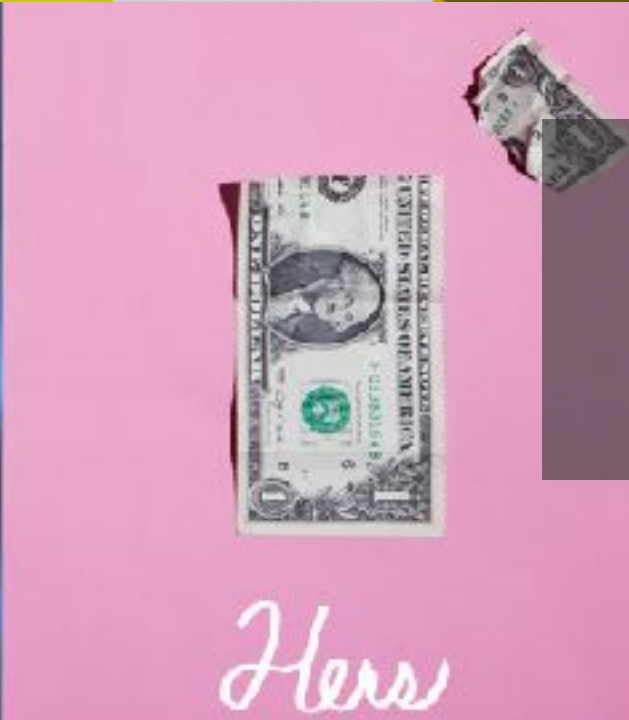
Yifan Yang | You Zhang | Zihao Tan

Let's get started

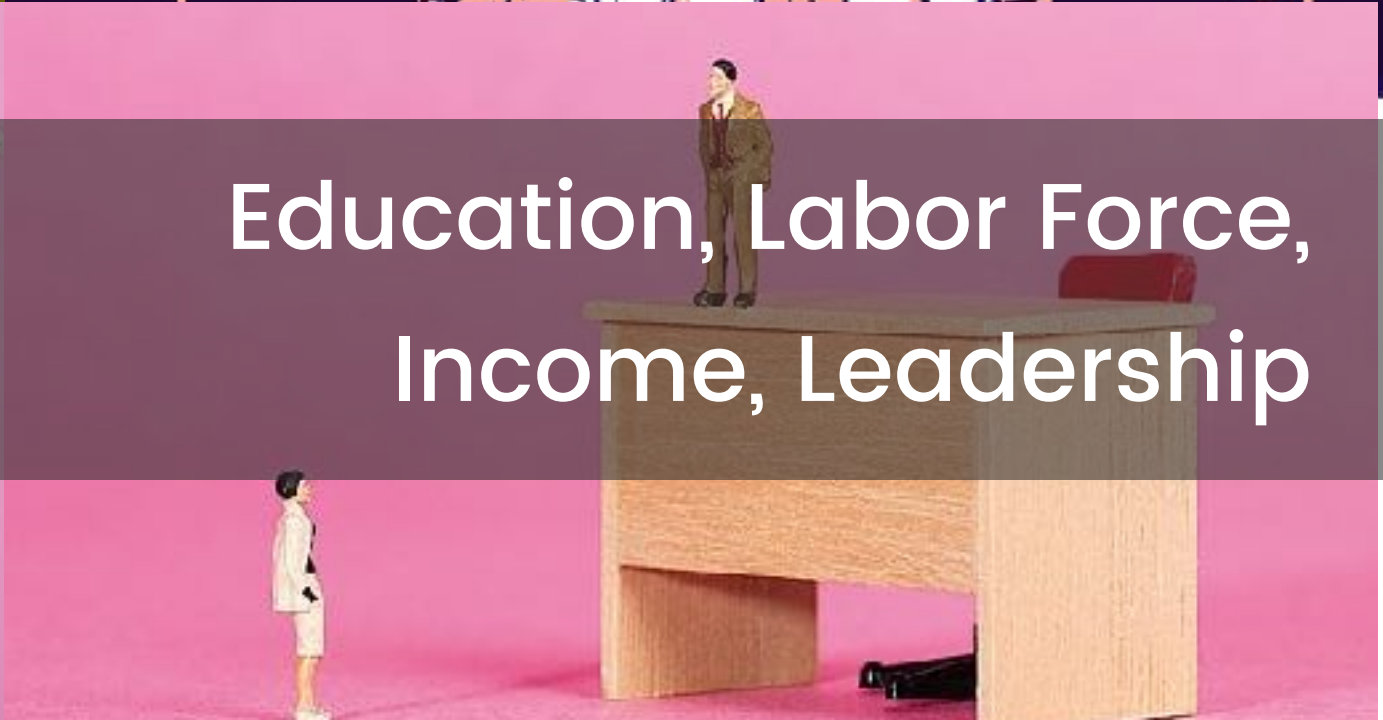




*His*



*Hers*



Education, Labor Force,  
Income, Leadership

## THE IMPACT OF GENDER INEQUALITY IN EDUCATION AND EMPLOYMENT ON ECONOMIC GROWTH: NEW EVIDENCE FOR A PANEL OF COUNTRIES

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*Stephan Klasen and Francesca Lamanna*

### ABSTRACT

Using cross-country and panel regressions, we investigate to what extent gender gaps in education and employment (proxied using gender gaps in labor force participation) reduce economic growth. Using the most recent data and investigating an extended time period (1960–2000), we update the results of previous studies on education gaps on growth and extend the analysis to employment gaps using panel data. We find that gender gaps in education and employment considerably reduce economic growth. The combined “costs” of education and employment gaps in the Middle East and North Africa, and South Asia amount respectively to 0.9–1.7 and 0.1–1.6 percentage point differences in growth compared to East Asia. Gender gaps in employment appear to have an increasing effect on economic growth differences between regions, with the Middle East and North Africa, and South Asia suffering from slower growth in

Table 3. Gender Inequality Index

		Gender Inequality Index		Maternal mortality ratio	Adolescent birth rate	Share of seats in parliament	Population with at least some secondary education		Labour force participation rate	
				(deaths per 100,000 live births)	(births per 1,000 women ages 15–19)	(% held by women)	(% ages 25 and older)		(% ages 15 and over)	
		Value	Rank	2013	2010/2015	2014	Female 2005–2014	Male 2005–2014	Female 2013	Male 2013
Country		2014	2014							
VERY HIGH HUMAN DEVELOPMENT										
1	Norway	0.057	9	4	7.5	39.8	97.4	96.7	81.2	88.7
2	Australia	0.110	19	6	12.1	30.5	94.3	94.6	68.6	71.6
3	Switzerland	0.026	2	6	1.9	26.5	95.0	96.6	61.6	74.6
4	Denmark	0.038	4	5	5.1	38.0	95.5	96.6	66.7	66.4
5	Netherlands	0.032	7	6	0.2	30.9	97.7	96.5	66.0	70.0
6	Germany	0.041	3	7	3.3	36.9	96.3	97.0	55.6	66.4
7	Ireland	0.113	21	5	0.2	19.9	90.5	76.0	55.1	68.1
8	United States	0.230	55	23	31.0	19.4	95.1	94.8	56.3	68.6
9	Canada	0.120	25	11	14.6	28.2	100.0	100.0	61.6	71.0
9	New Zealand	0.137	32	8	25.3	31.4	95.0	95.3	62.0	73.8
11	Singapore	0.038	13	6	6.0	25.3	74.1	81.0	56.6	77.2
12	Hong Kong, China (SAR)	..	..	..	3.5	..	72.2	79.2	51.3	67.8
13	Liechtenstein					20.0				
14	Sweden	0.035	6	4	6.5	43.6	96.5	97.3	60.3	67.8
14	United Kingdom	0.177	38	5	25.8	23.5	99.8	99.9	55.7	68.7
16	Iceland	0.007	12	4	11.5	41.3	91.0	91.0	70.0	77.4
17	Korea (Republic of)	0.125	23	27	2.2	16.3	77.0	96.1	50.1	72.1
18	Israel	0.101	18	2	7.9	22.6	94.4	97.3	67.6	69.1
19	Luxembourg	0.100	17	11	8.3	28.3	100.0	100.0	50.7	64.6
20	Japan	0.133	26	6	5.4	11.6	97.0	95.8	46.6	70.4
21	Belgium	0.053	8	6	6.7	42.4	77.5	92.9	47.5	59.3
22	France	0.038	13	12	5.7	25.7	78.0	93.2	50.7	61.6
23	Austria	0.053	5	4	4.1	30.3	100.0	100.0	54.6	67.7
24	Finland	0.075	11	4	9.7	42.5	100.0	100.0	55.7	64.0
25	Slovenia	0.016	1	7	0.5	27.7	95.6	96.0	52.3	63.2
26	Spain	0.035	16	4	10.6	38.0	96.8	75.1	52.5	65.6
27	Italy	0.050	10	4	4.0	30.1	71.2	90.5	39.0	59.0
28	Czech Republic	0.091	15	5	4.9	18.9	99.9	99.7	51.1	68.3
29	Greece	0.116	29	6	11.0	21.0	50.6	57.0	44.2	62.6



Reset

Female

Male

Female Male Ratio

Labor Force

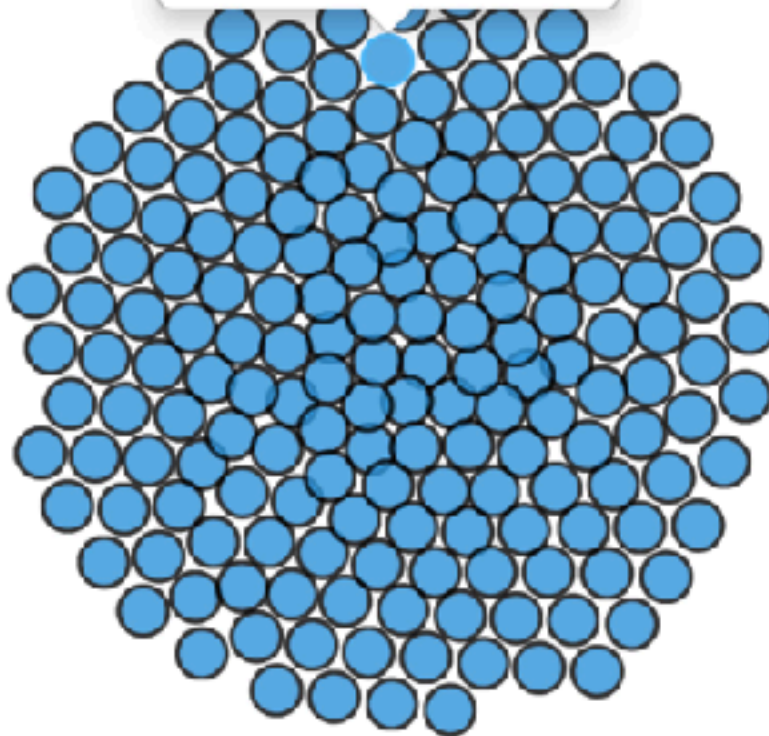
Education

### All-Countries

Country Name: Lithuania

Female: 55.8

Male: 67.3



Reset

Female

Male

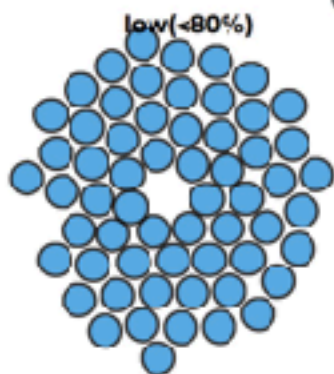
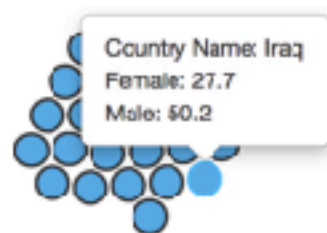
Female Male Ratio

Labor Force

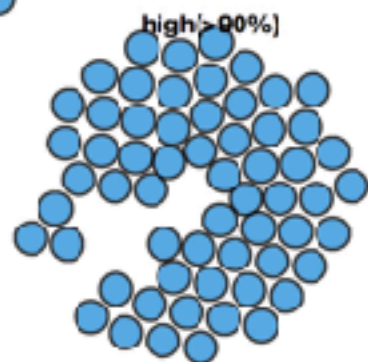
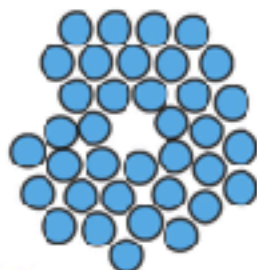
Education

**very low(<50%)**

**fair(80%~90%)**



**low(<80%)**



**high(>90%)**

Reset

Female

Male

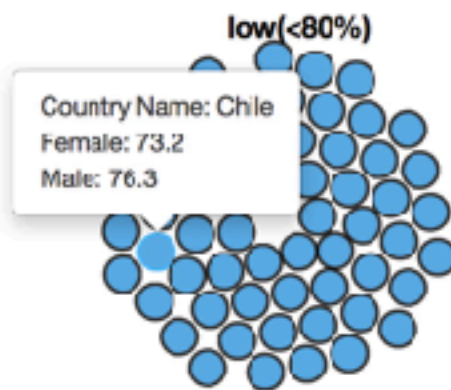
Female Male Ratio

Labor Force

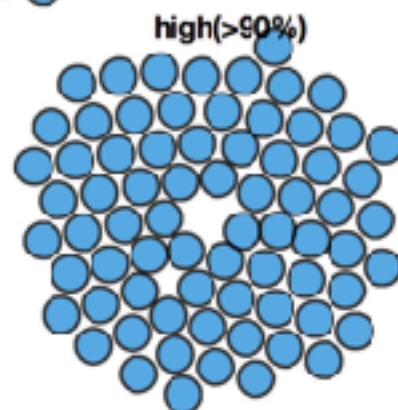
Education

**very low(<80%)**

**fair(80%~90%)**



**low(<80%)**



**high(>90%)**

Reset

Female

Male

Female Male Ratio

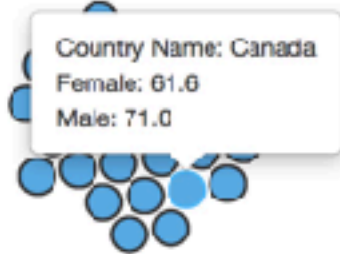
Labor Force

Education

low(<40%)

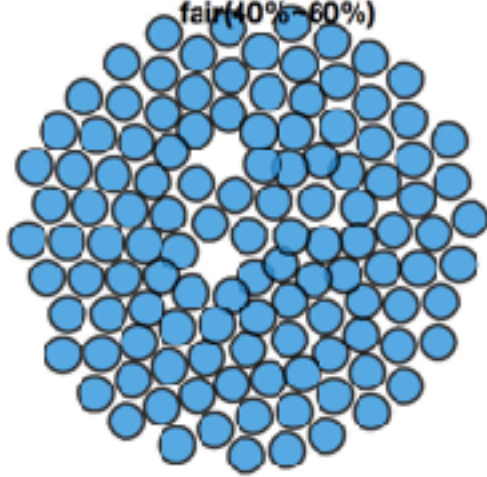


high(>60%)



Country Name: Canada  
Female: 61.6  
Male: 71.0

fair(40%~60%)



Reset

Female

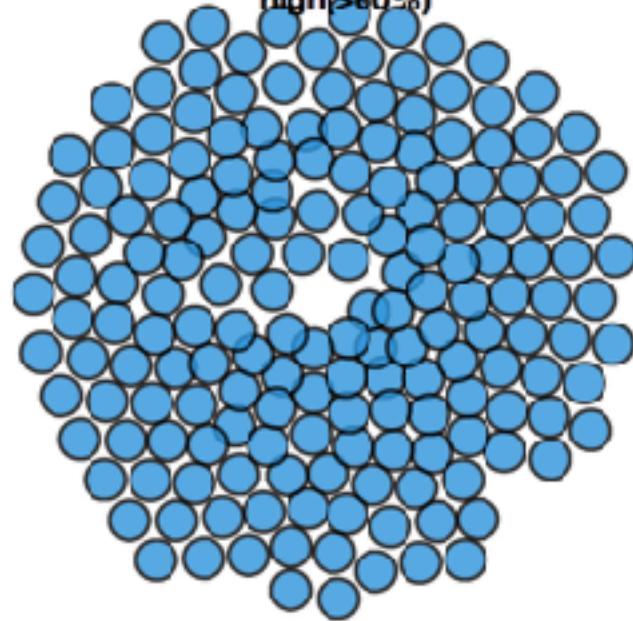
Male

Female Male Ratio

Labor Force

Education

high(>60%)



fair(40%~60%)







EMPOWERING WOMEN  
SINCE 1881

ISSUES WHAT WE DO MEMBERSHIP

## WHAT WE DO

### What We Do

#### Research

Campus Initiatives

STEM Education

Public Policy

Legal Advocacy Fund

Educational Funding and  
Awards

## Research That Matters Women and Girls

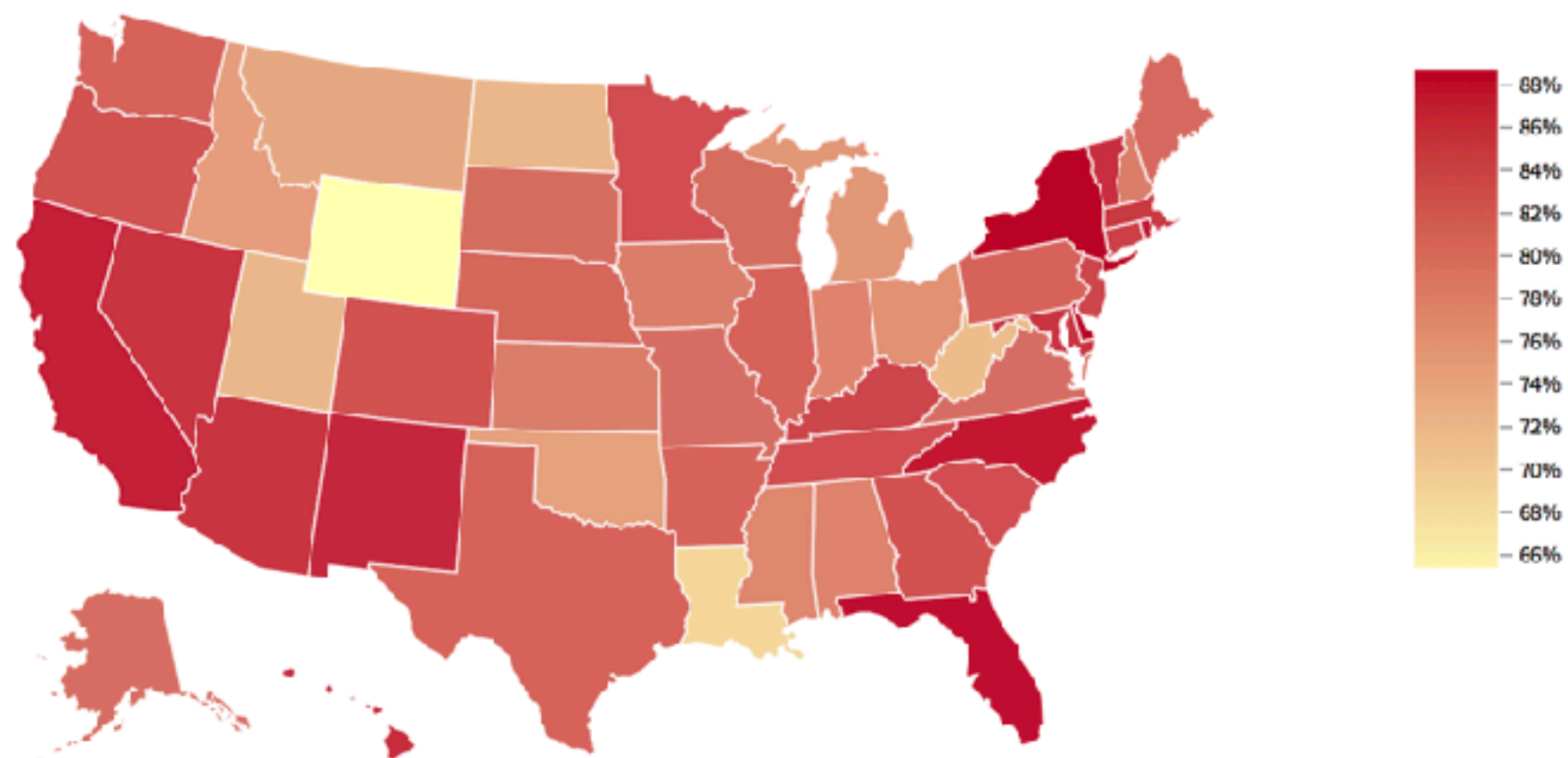
AAUW conducts groundbreaking research on education and the workplace. Our work influences policy like the pay gap between women and men, sexual harassment on college campuses, and the underrepresentation of women in engineering. Through new and traditional media and member efforts, AAUW research serves

## Pay Equity

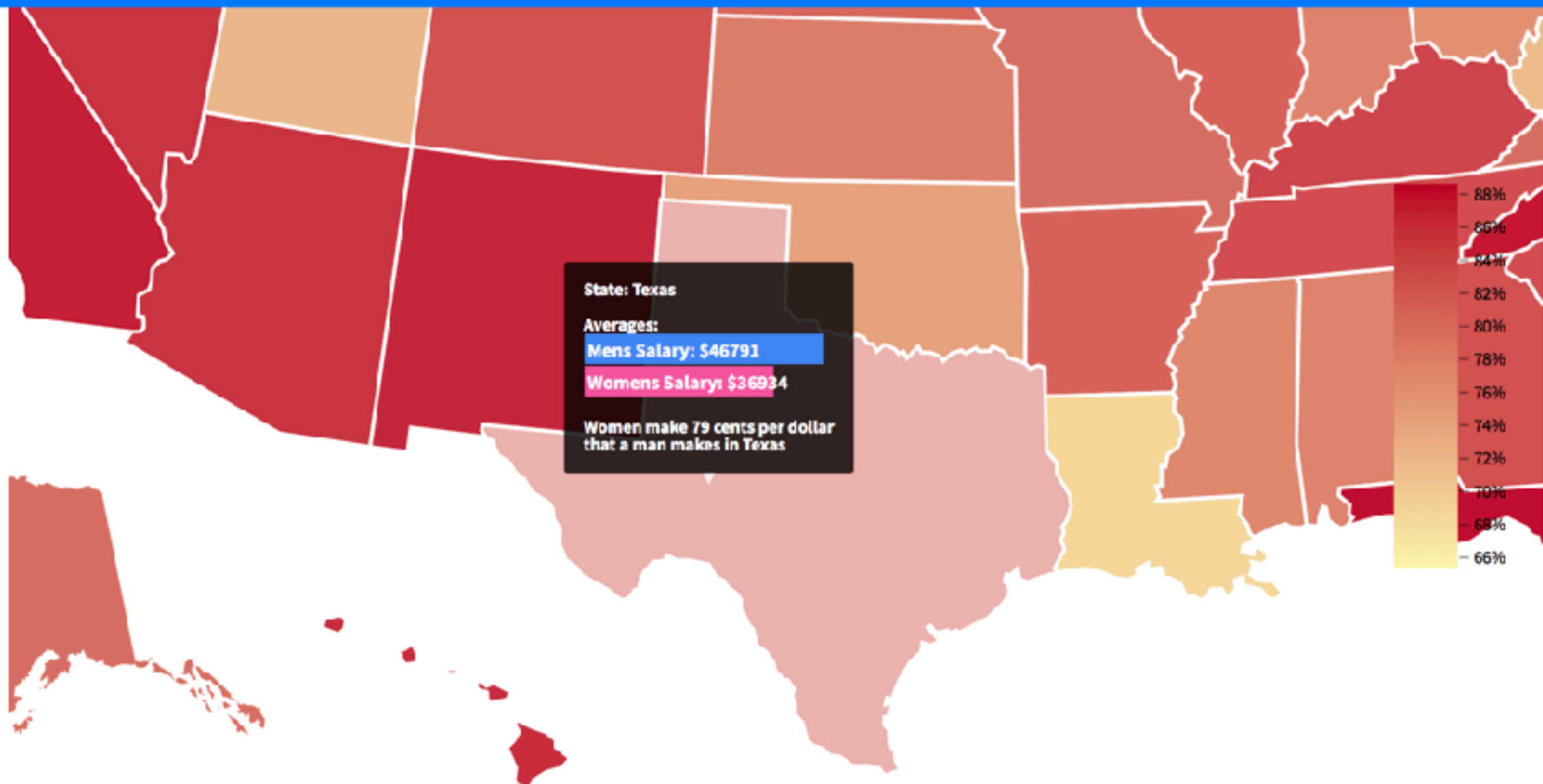
State Median Annual Earnings and Earnings Ratio for Full-time, Year-round Workers, by State and Gender, 2016

		Male	Female	Earnings Ratio
1	New York	\$53,124	\$47,358	89%
2	California	\$51,417	\$45,489	88%
3	Florida	\$41,586	\$36,112	87%
4	District of Columbia	\$75,343	\$64,908	86%
5	Vermont	\$47,840	\$41,122	86%
6	Colorado	\$51,264	\$43,206	84%
7	Alaska	\$56,422	\$47,518	84%
8	Maine	\$47,890	\$40,240	84%
9	Maryland	\$61,321	\$51,247	84%
10	Hawaii	\$49,373	\$41,224	83%
11	New Hampshire	\$53,581	\$44,550	83%
12	Minnesota	\$53,200	\$44,132	83%
13	Tennessee	\$43,661	\$35,916	82%
14	Massachusetts	\$62,858	\$51,666	82%
15	Delaware	\$50,924	\$41,771	82%
16	New Mexico	\$42,297	\$34,668	82%
17	Georgia	\$46,712	\$38,278	82%
18	North Carolina	\$45,180	\$36,987	82%
19	Arizona	\$46,386	\$37,966	82%
20	Rhode Island	\$53,400	\$43,541	82%
21	New Jersey	\$62,311	\$50,574	81%
22	Nevada	\$45,326	\$36,681	81%
	United States	\$51,640	\$41,554	80%

## Ratio of Gender Pay Gap by State in 2016 (Earning Ratio of Women / Men)



# Ratio of Gender Pay Gap by State in 2016 (Earning Ratio of Women / Men)







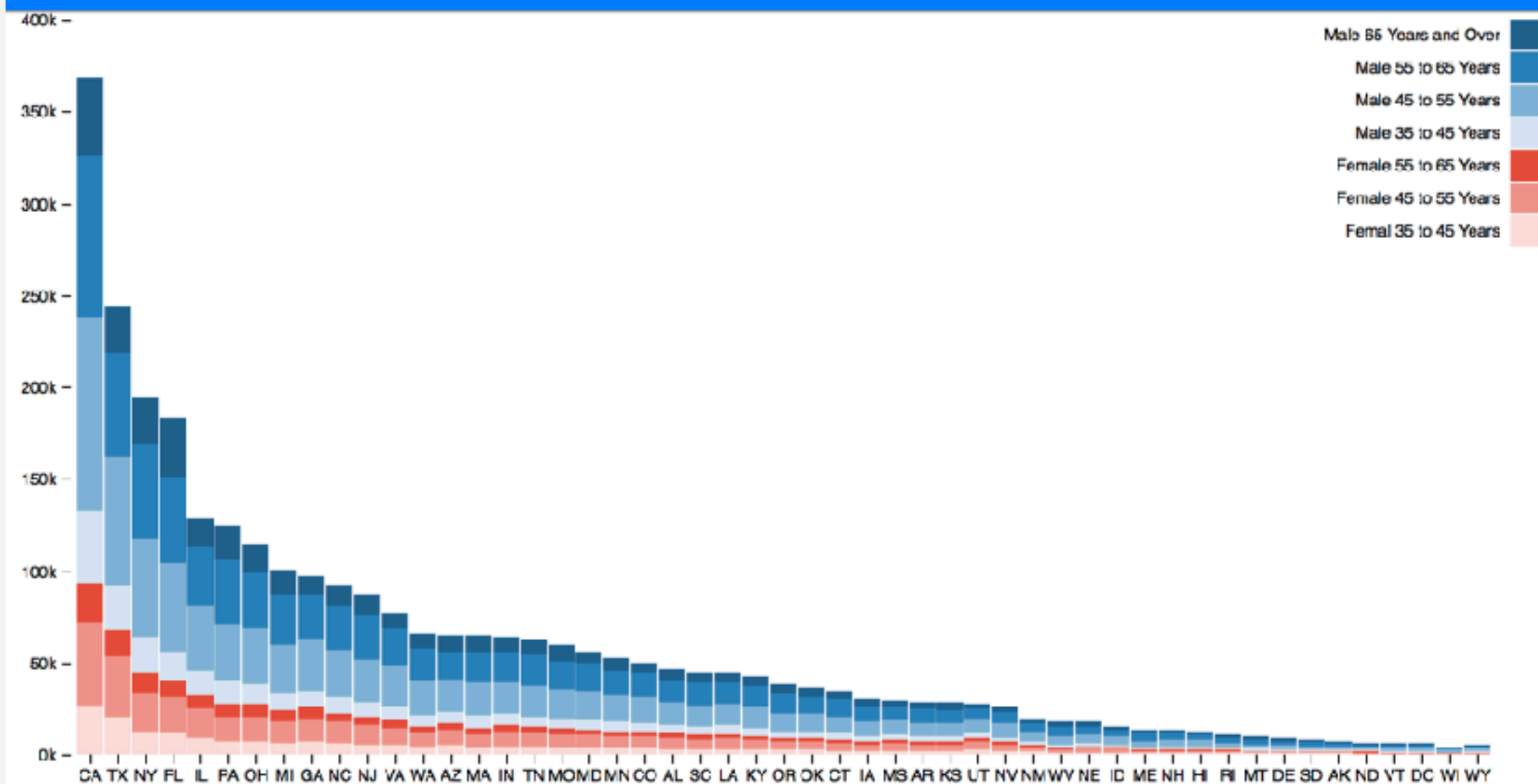
# KPMG Women's Leadership Study

Moving Women Forward  
into Leadership Roles

[KPMG.com/WomensLeadership](https://www.kpmg.com/WomensLeadership)

	A	B	C	D	E
1	State	Femal 35 to 45 Years	Female 45 to 55 Years	Female 55 to 65 Years	Male 35 to 45 Years
2	AL	3105	5523	2590	4508
3	AK	520	856	421	742
4	AZ	5159	8286	3626	6019
5	AR	2020	3432	1572	2641
6	CA	27046	44998	21599	38537
7	CO	3582	5871	2617	4661
8	CT	2116	4036	1969	3251
9	DE	593	994	474	844
10	DC	363	504	252	755
11	FL	11405	19386	9250	16072
12	GA	7405	12504	5578	9198
13	HI	872	1340	640	1248
14	ID	1217	2011	897	1476
15	IL	8943	15589	7259	13114
16	IN	4430	7801	3613	6058
17	IA	2013	3454	1658	3063
18	KS	2025	3421	1558	2931
19	KY	2846	4935	2299	3813
20	LA	3107	5423	2549	4712
21	ME	714	1336	697	1126
22	MD	3717	6519	3168	5434
23	MA	3835	7017	3417	6658
24	MI	6255	11795	5851	9744
25	MN	3584	6068	2893	5072
26	MS	2208	3715	1744	3059
27	MO	3994	6904	3315	5604
28	MT	611	1060	531	952
29	NE	1320	2152	996	1866
30	NV	1991	3256	1429	2123
31	NH	752	1442	738	1191
32	NJ	5574	10116	4785	7693
33	NM	1483	2413	1128	2030
34	NY	12084	21414	10580	19991
35	NC	6528	10878	4928	8822

# Female and male in leadership position gap by age



## Conclusion

Although women and men are getting same level of education, men are getting more opportunities to get a job offer in most of the countries. Also, even if women and men start working at the same level, the pay gap and leadership gap soon increases, and it grows fast over the years.

The gender disparity is obviously a real phenomenon, and we hope this work will bring everyone's attention to it, and make an action to change the situation.

## The end

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Thank you.