



E

STATISTICS & ANNECDOTES REPORT

LEADERSHIP and DIVERSITY CHAIR

Anne-Laurence Ndaptjé

Rachel Fay

Utkarsh CHOPRA

Yuhang PENG

“Ultimately, America's answer to the intolerant man is diversity.”

— *Robert Kennedy*

“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”

— *Martin Luther King, Jr.*

“A gender-equal society would be one where the word 'gender' does not exist: where everyone can be themselves.” Gloria Steinem

“It is time for parents to teach young people early on that in diversity there is beauty and there is strength.”

— *Maya Angelou*



CONTENTS

01 | Comparative
Statistics

02 | Anecdotes in
different countries



01

Comparative Statistics

PART ONE

Countries We Dive into Today

1

India

2

Kenya

3

France

4

USA

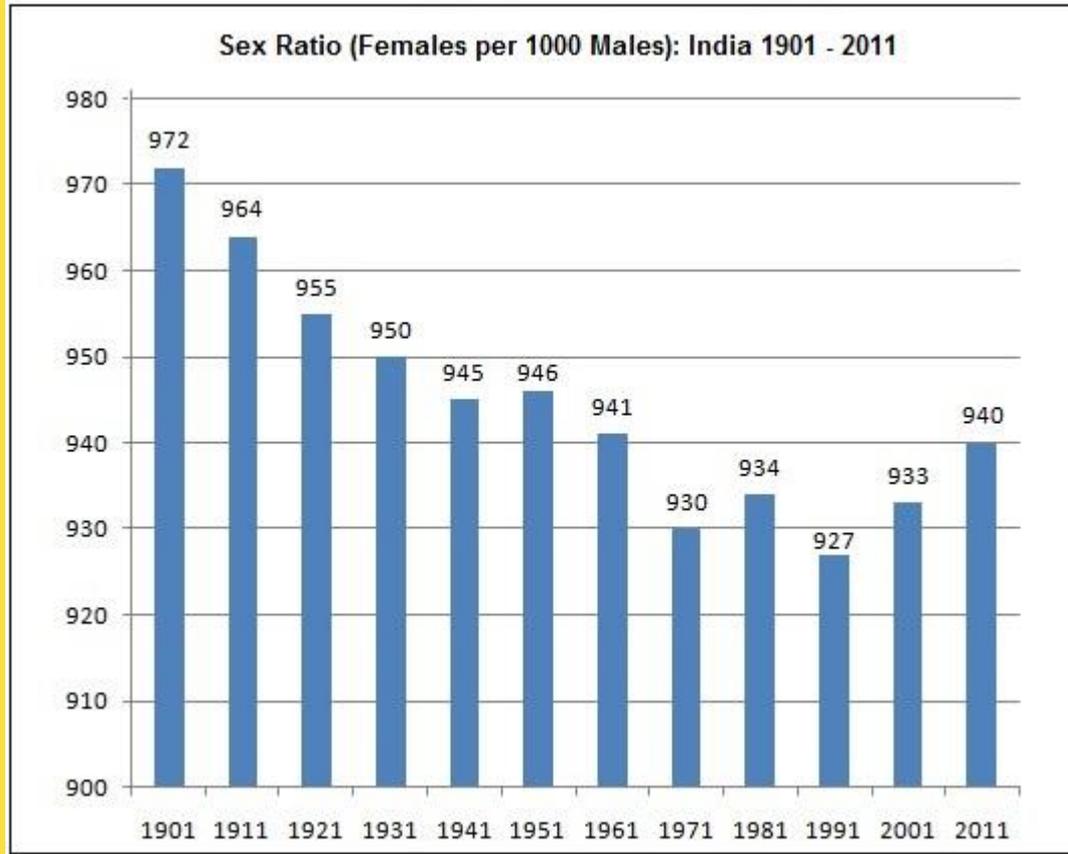
5

Brazil

6

China

Sex Ratio

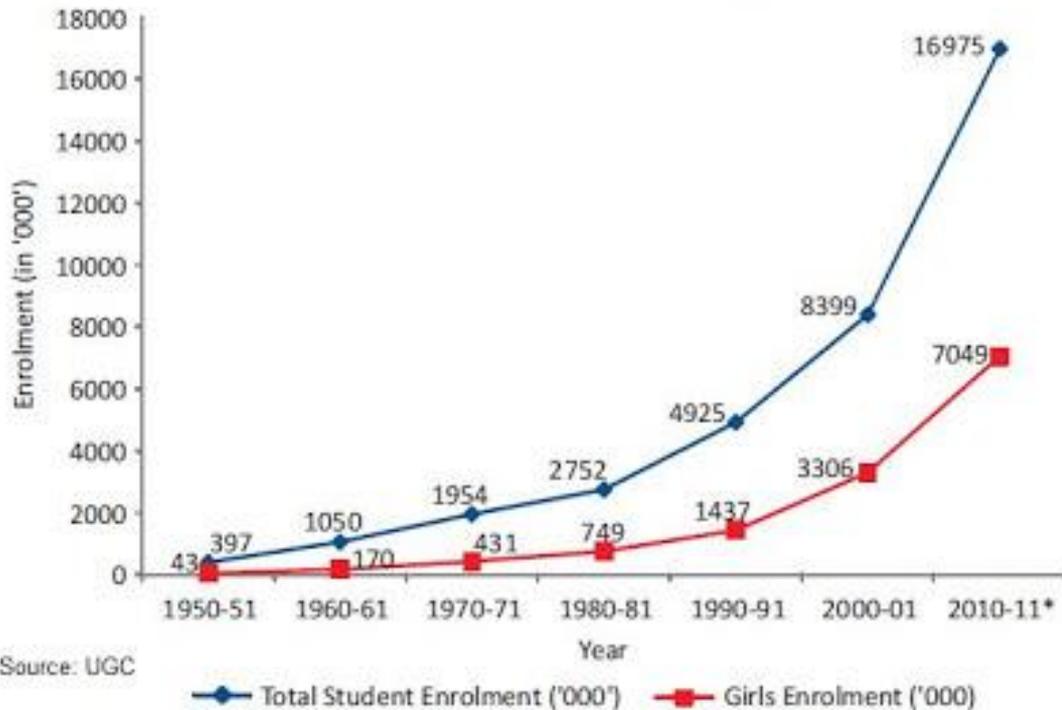


The gender gap fluctuates across India. In the state of Daman & Diu, women represent just 38.2% of the population, while in Kerala they are 52.0% of the population

India

Student Enrollment

Growth of Students Enrolment ('000') in Higher Education



Although number of students enrolled in higher education doubled from nearly 8.4 million to 17 million in a decade, it grew a slower pace than number of colleges which grew 2.5 times in the same period, creating a paradoxical situation of excess capacity in a country where gross enrollment ratio is less than 20%.

India

Labour Force Participation

Chinese women are taking part in their country's labor force in vastly greater numbers than Indian women are, according to Gallup surveys between 2009 and 2012. Overall, 70% of Chinese women are either employed in some capacity or seeking employment, vs. 25% of Indian women.

Labor Force Participation Rates in China and India

	China		India	
	Women	Men	Women	Men
OVERALL	70%	83%	25%	80%
Primary/early secondary education	70%	83%	25%	82%
Secondary education	69%	81%	20%	67%
Tertiary education	81%	82%	34%	78%

2009-2012

GALLUP®

Gender gaps are also much narrower in China than in India, and all but disappearing among Chinese with the highest level of education. College-educated Indian women are significantly more likely than those who are less educated to be in the labor force; however, even among this group about one-third (34%) are in the labor force.

India

Women Are Closing the Higher Education Gap

45.9% of all enrolled undergraduate students in India are women.

40.5% of all enrolled PhD students are women

In 2012-2013 the percentage of women enrolled in specific undergraduate degree programs included

28.5% Engineering/Technology

40.2% IT and Computer

35.6% Management

32.0% Law

Gender percentage in government

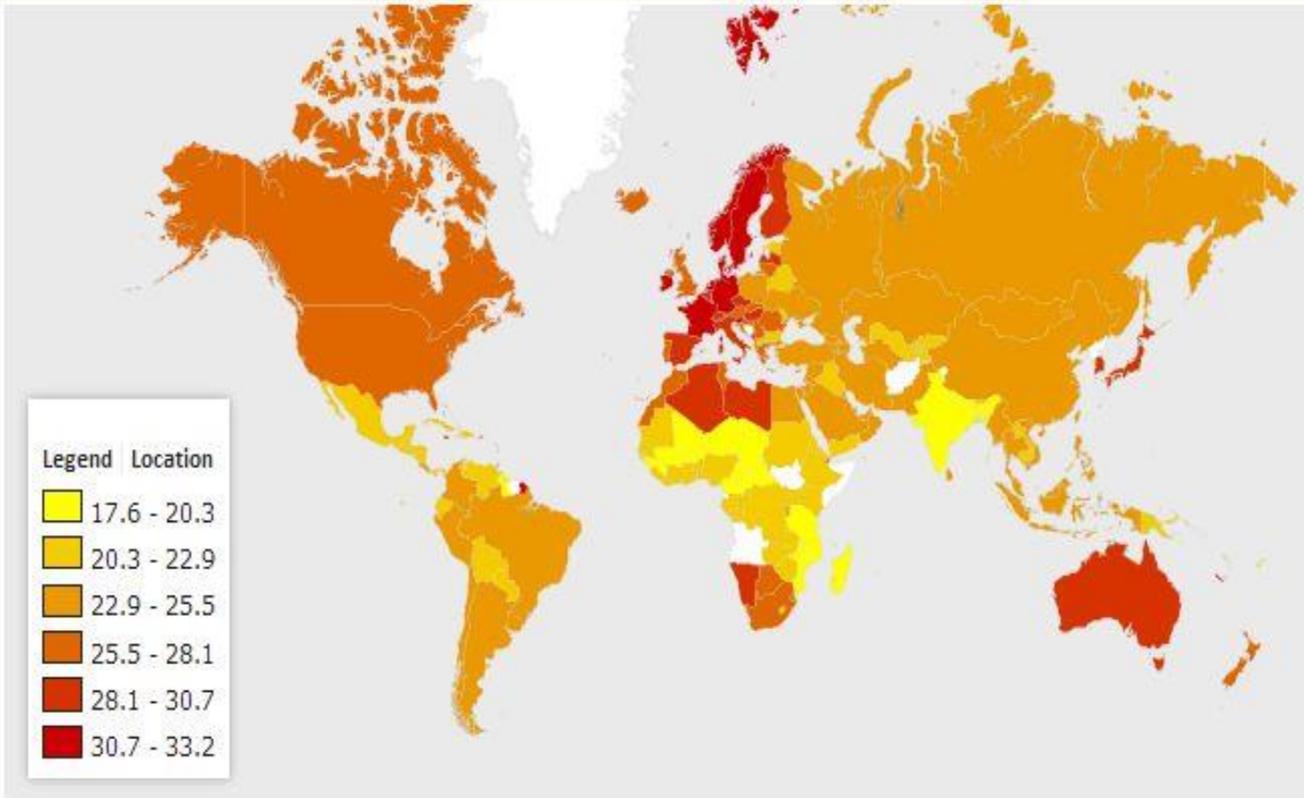
In 2012, women occupied only 8 out of 74 Ministerial positions in the Central Council of Ministers. There were 2 women judges out of 26 judges in the Supreme Court and there were only 54 women judges out of 634 judges in different High Courts.

Percentage In Top Manegerial Roles

Only five percent of working women in India make it to senior leadership positions in the corporate sector, compared to the global average of 20 percent with 2percent in board room

India

When are women getting married?



The average age at first marriage is still below 18 for women in India and the average age at first birth remains around 20 years in India. With more educated women now having fewer children, women are having all their children much earlier.

PART ONE

France

Male and female birth rate : 399 284 boys and 381 883 girls in 2014. (105

Education enrollment percentage : 90% of girls keep studying after their High School Diploma.

Highest level of education attained : average of 24,9 % of women between 35 and 44 years old with a Bac+2 diploma or above.

Percentage of women in technical/science degree programs : 27,9 % of women in basic science (sciences fondamentales).

Age at which have first child (for women) : average 28 years old.

Gender percentage in government : National Assembly (27 % of women), Senate (25% of women)

% of women in top management : 24%

> Male and female birth rate : 28,27 per 1000 persons in the population in 2014, compared to 30,08 per 1000 in 2013

> Education enrollment percentage :

Primary education enrollment : males → 82% ; females → 83%

Secondary education enrollment : males → 51% ; females → 48%

> Highest level of education attained : only 30% percent of kenyan girls have a chance to persue a higher education (through government program).Plus, high drop out rate in primary school for years

> percentage of women and men in technical/science degree programs :

At Jomo Kenyatta College of Agriculture and Technology, the only university in Kenya specialising in scientific courses, women make up only 14% of students.

> age at which have first child (for women)45 %of teenage girls become mothers by the age of 19,8

> gender percentage in government

10% (parliament) in 2013, 6 women were part of the president's 18 members cabinet.

> % in top management :

Many Kenyan companies including multinational based in Kenya have less than 15% or no women on their boards at all.

US

PART ONE

Sex ratio: at birth: 1.05

male(s)/female

0-14 years: 1.05

male(s)/female

15-24 years: 1.05

male(s)/female

25-54 years: 1

male(s)/female

55-64 years: 0.97

male(s)/female

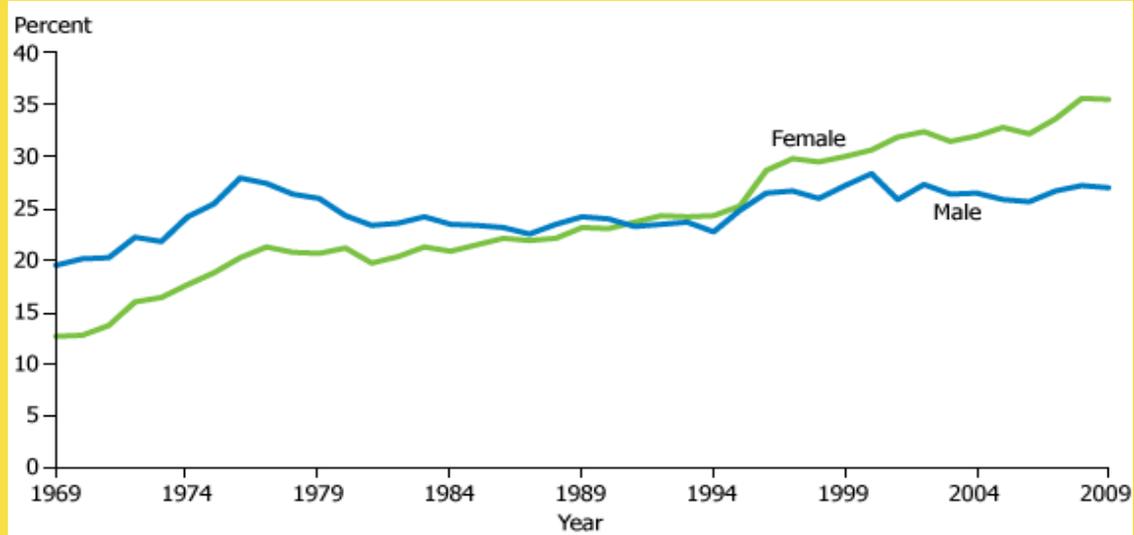
65 years and over: 0.77

male(s)/female

total population: 0.97

male(s)/female (2014 est.)

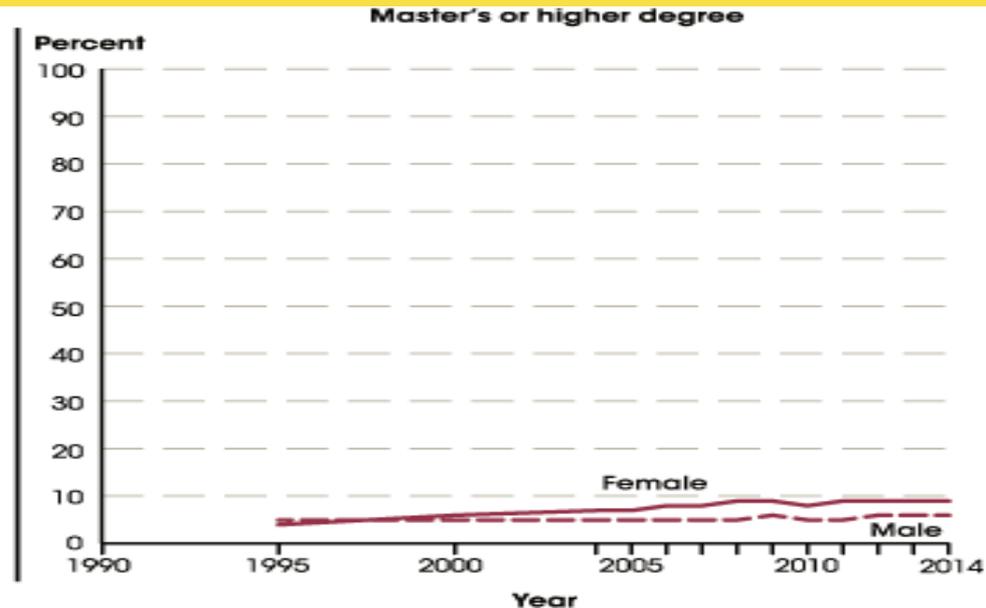
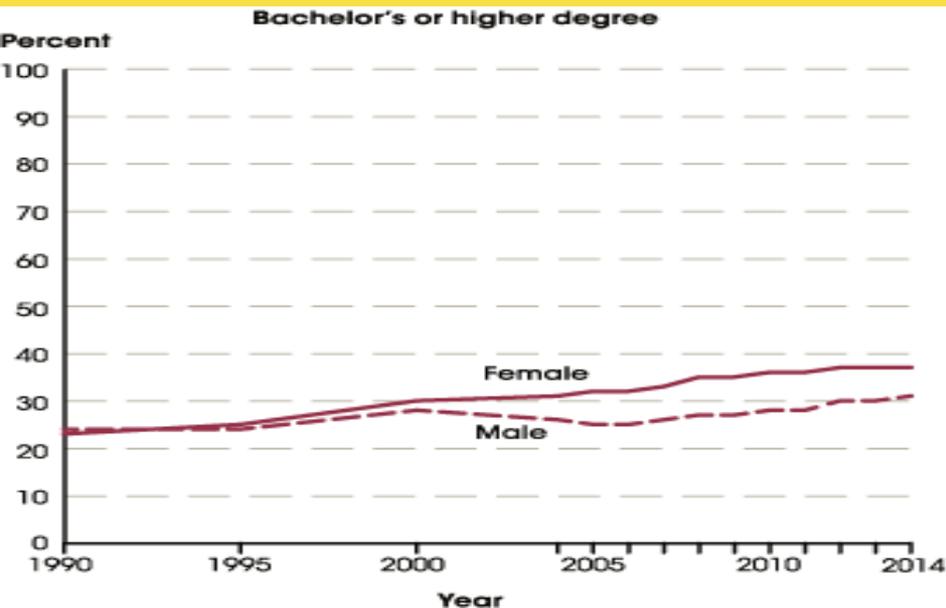
Education enrollment percentage



Young women are now more likely to enroll in, and graduate from, college than young men. Where historically men have been more likely to finish college, since 1991 the share of women ages 25 to 29 with a bachelor's degree or higher has exceeded the share of young men with the same credentials (see figure). And the gap has widened in recent years due to stagnation in the rate of young men earning degrees.. Women not only represent a majority of young adults enrolled as college undergraduates, but they also are now nearly three-fifths of graduate students.

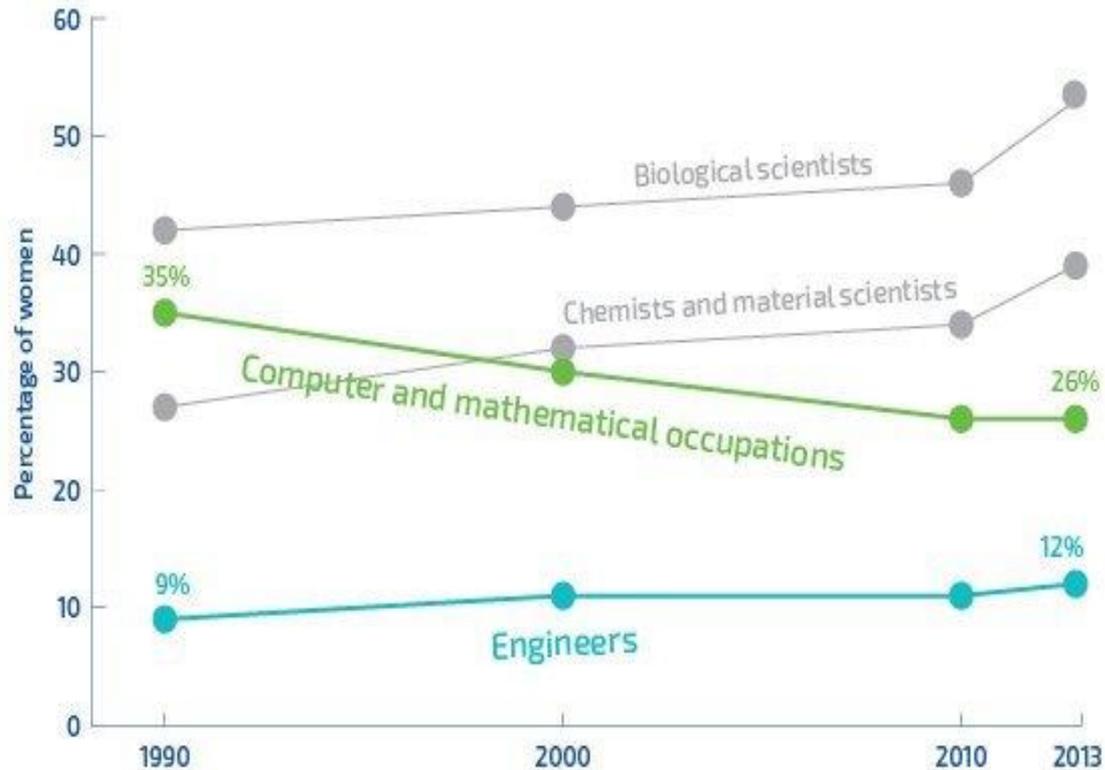
Highest level of education attained

Female attainment rates have been generally higher than male attainment rates at each education level since 2000. More specifically, in 1990 the percentages of male and female 25- to 29-year-olds who had completed a bachelor's degree or higher were not measurably different, but in 2014 the percentage of females (37 percent) attaining this level of education was 6 points higher than the percentage of males doing so (31 percent). Similarly, in 1995 the percentages of males and females who had completed a master's degree or higher were not measurably different, but in 2014 some 9 percent of females had completed a master's degree or higher, compared with 6 percent of males.



Percentage of women and men in technical/science degree programs

WOMEN IN SELECTED STEM OCCUPATIONS, 1990–2013



The percentage of computing jobs held by women has actually fallen over the past 23 years, according to a new study. In 2013, just 26 percent of computing jobs in the U.S. were held by women, down from 35 percent in 1990. During that same period, the number of women earning computing degrees also declined.

Age at which have first child (for women)

The average age of first-time mothers increased 3.6 years from 1970 to 2006, from 21.4 to 25.0 years.

Gender percentage in government

20 Percent

Percentage in top management

14 Percent

Brazil

PART ONE

Sex Ratio-

In 2014, Number of Males for each female: 1.05

education enrollment percentage-

In 2010, 51.8% for men, 51.56% for women in secondary level

highest level of education attained-

In 2008, 129.12 women are enrolled at tertiary level for 100 men

percentage of women and men in technical/science degree programs-

In 2012, 49% of researchers are female but only 27 percent of women lead research groups

age at which have first child (for women) -

21years old for women, 23 years old for men

gender percentage in government -

Women in parliament: 9.6% in 2012

Percentage in top management :

32% in 2014

China

PART ONE

Sex Ratio

115.8 men (100 women) in 2014, 120.8 : 100 in 2015

Education enrollment percentage-In 2014, for female, 46.7% in middle school and 50.0% in high school

The average length of education of women: 8.4 years in 2010

highest level of education attained

52.1% with undergraduate degree and 51.6% with postgraduate degree

36.9% with Doctor degree

percentage of women and men in technical/science degree programs

in 2014, 44.1% in senior technical staff

age at which have first child (for women)

28 in urban areas & 22 in rural areas

gender percentage in government-In 2013, 47.8% as civil servants in central governments

% in top management :

In 2014, 25%



02

Annecdotes

France: Gender Pay Gap

Algeria: Legal System – Family Code

Kuwait: Women's Political Participation

India: Women in Leadership Position

China: Gender Ratio

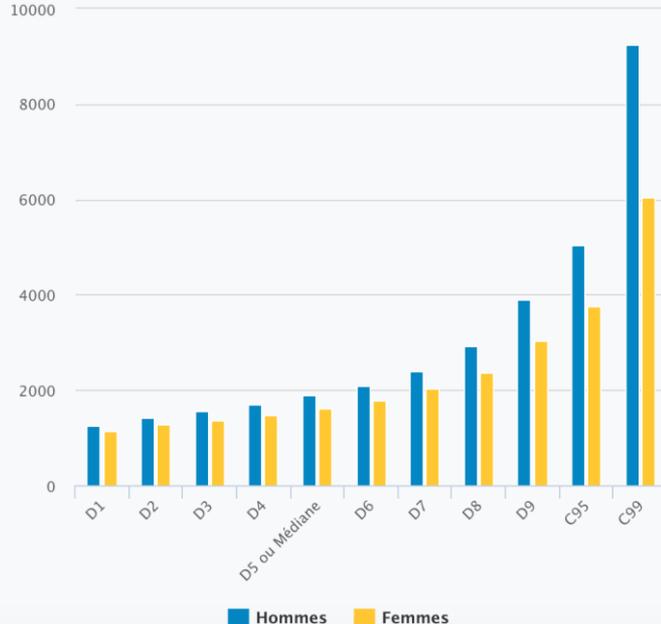
Japan: Inequality of Women in
Workplace

Italy: Work-Life Balance

France: Gender Pay Gap

► Les écarts de salaire entre homme et femme croissent avec le revenu

Le graphique montre le salaire moyen par "décile" de revenu, puis pour les 95e et 99e centiles (les 5% et 1% les plus élevés). C'est parmi les 1% de salaires les plus élevés qu'on constate la plus grande différence de salaire selon le sexe



An executive woman is paid (on average) **19.8 %** less than an executive man for the same job

82 % of part-time jobs are held by women

Women unemployment rate remains higher than that of men (**8.5%** against 7.4%)

More wages are high, more inequality is marked. If we focus on the better wages, the difference between men and women increase in **34.58 %**

Algeria : Legal system-family code

A woman is not always considered **a full person** before the court.



Divorce

Women: on **specified grounds** ;
Men : **without** providing an explanation



Inheritance

Receive smaller shares of **inheritance**:
generally receive **half** of their brother's share



Marital Violence

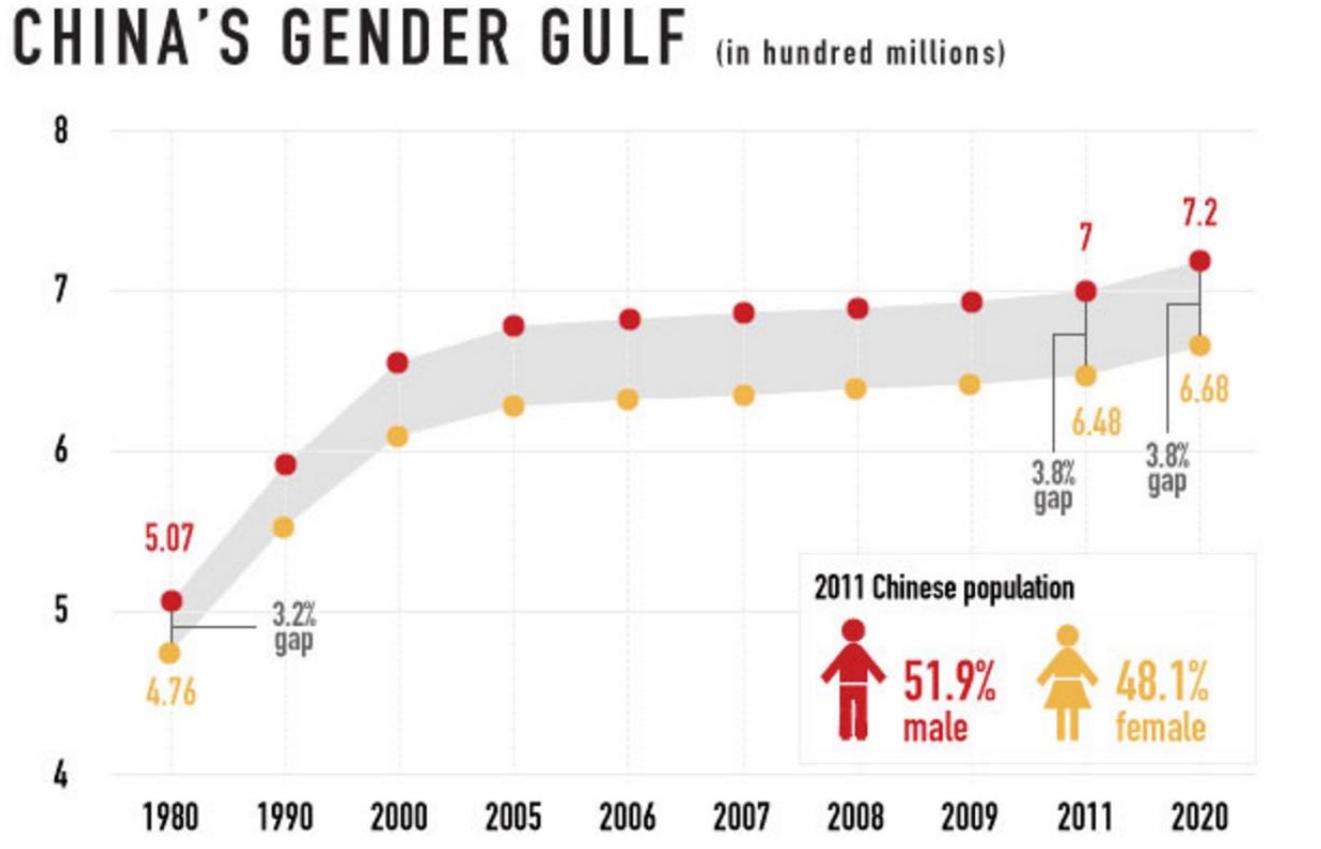
A rapist can avoid punishment by marrying his victim.



Marriage

Their father can block the marriage; A wife is required to obey her husband and respect him as head of the family

China: Gender Ratio of Males to Females



China: Gender Ratio of Males to Females



Beijing

Boys: Girls - 112:100



Henan

Boys: Girls - 142:100



Shanghai

Boys: Girls - 109:100

China: Gender Ratio of Males to Females

Traditional Chinese culture

Illegal sex-selective abortions

The unbalanced sex ratio

Changing attitudes

Urbanization and higher levels of education

China's skewed gender ratio has narrowed;
There is an uptick in female births.
When young people are more educated, they can push back more easily against tradition

illegal trafficking of women

increase the illegal trafficking of women from poorer neighboring countries, including Cambodia, Myanmar, and Vietnam.

sex-selective abortions

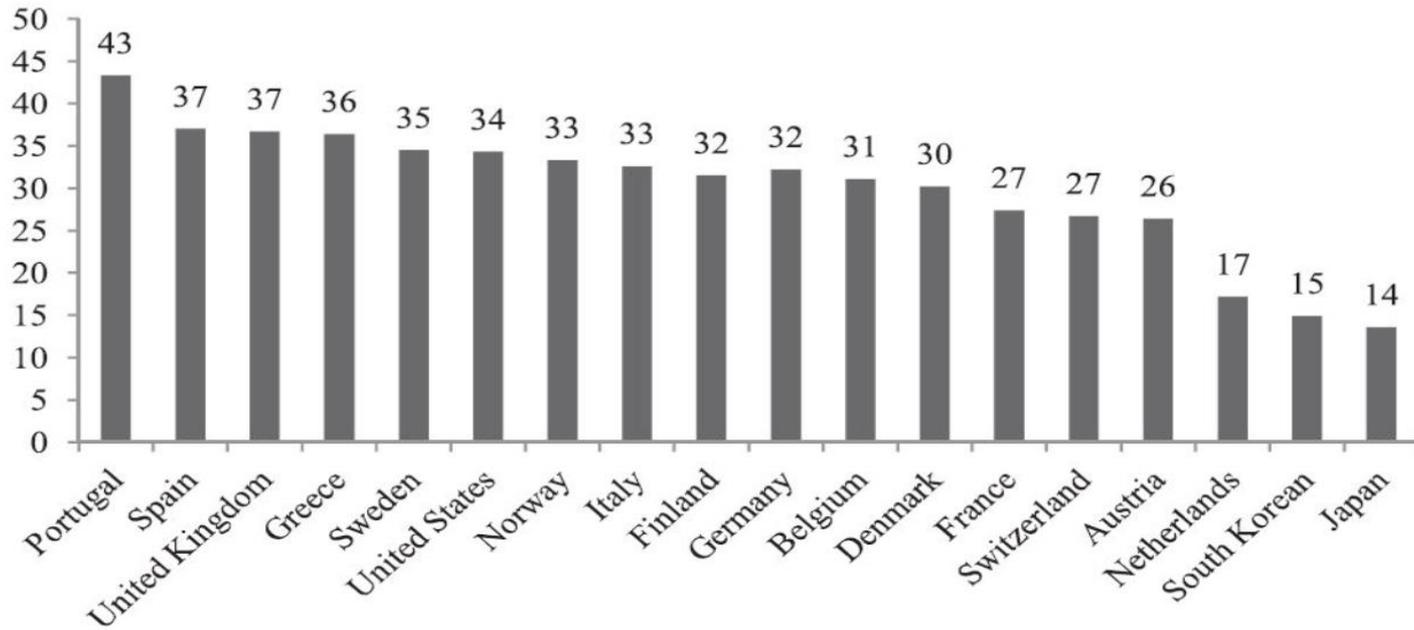
the one-child policy, announced in 1980 but changed now, only intensified the desire for sons

prized sons

performed heavy labor on farms and were expected to inherit land and stay home to care for elderly parents

Japan: Inequality for Women in Workplace

Figure 3. Ratio of Women in Managers, Government Officials and Politicians (%)



Source: Cabinet Office (2011, figure 35).

Japan: Inequality for Women in Workplace

70% | of women

Drop out of the work force after having their first baby

Subtle Discrimination

Most human resources departments **reject** women when they have **a ten-year blank** in their curriculum.

Part-time Jobs | with a low wage

Women who do want to **relaunch** their careers can only get part-time jobs with a low wage

In country's institutions | Discrimination

Tax, pension, social security and health insurance are **based on the model** of a four-person family **with a working father and a stay-at-home mother**

Salary Gap

In Japan, companies pay men **a higher salary if their wives stay home**. Women who restart as part-timers can only earn a limited amount of money.

Kuwait: Women's Political Participation

Table 2: History of Women in Parliament in Kuwait (2005–2015)

Election Year	Total Seats	Total Women	Women Elected	Percent Elected	Women Candidates	Women Candidate %
July 2013	65	1	1	2%	8/ 308	2.5%
Dec 2012	65	4	3	6%	15/ 387	3.8%
Feb 2012	65	0	0	0	23/ 286	8%
2009	65	5	4	8%	16/ 210	7.6%
2008	65	0	0	0	27/ 275	9.9%
2006	65	1	0	0	28/ 252	11.1%

Sources: Inter-Parliamentary Union. IPU Parline Database: Kuwait (Majles Al-Ommah), General information: http://www.ipu.org/parline-e/reports/2171_A.htm; Kuwait National Assemle: [http://kna.kw/clt/run.asp?id=258 - sthash.5z6aCoZ4.dpbs](http://kna.kw/clt/run.asp?id=258-sthash.5z6aCoZ4.dpbs)

Kuwait: Women's Political Participation

2005 | Vote Right

Kuwaiti women gained the right to vote and stand for election as recently **as 2005**

Low Seats | the House of Parliament

Women currently occupy **5 out of 65** seats in the lower house of the Parliament

Jobs Inequality

Women are **not permitted to serve as judges** in the courts.

Twenty percent of the members of the Kuwait Bar Association are women



THANK YOU!