



# GENDER INEQUALITY

GSACS COIL PROJECT

# TEAM WORK



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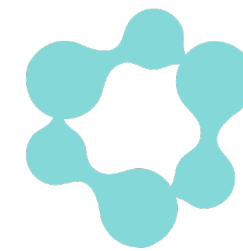
**Professor**

# PLAN :

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INTRODUCTION



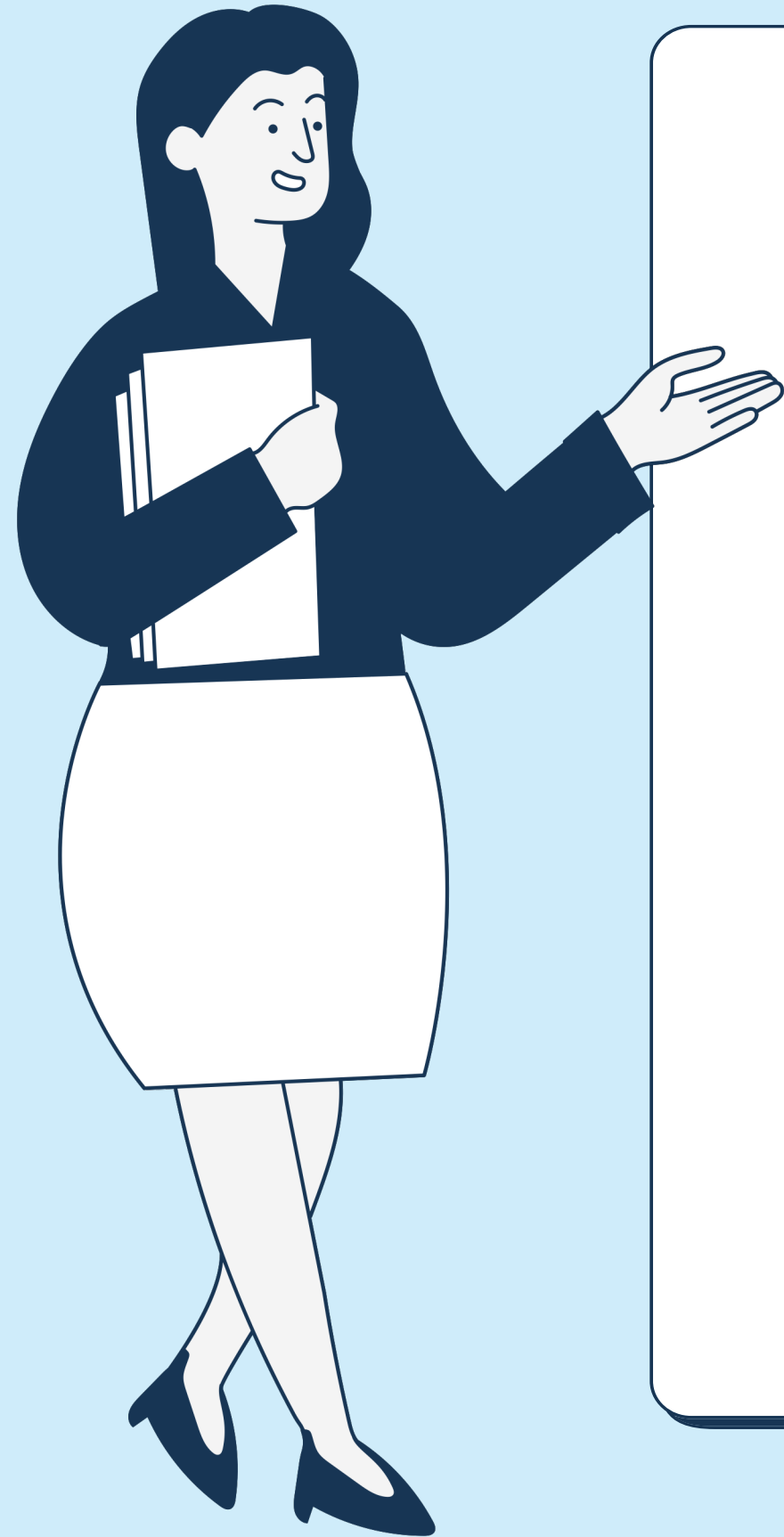
ANALYSIS OF THE  
FEEDBACK



THE SURVEY



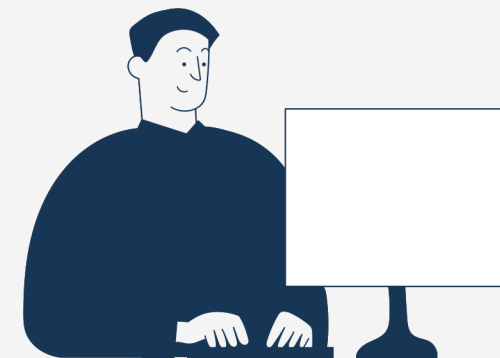
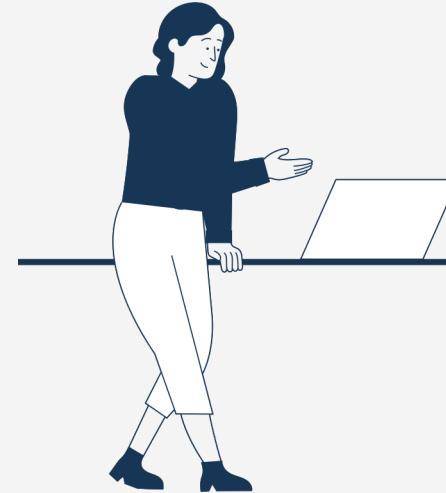
CONCLUSION



# INTRODUCTION :

- GSACS is a collaborative project
- United nations sustainable development goal #10
- Gender inequality is an anomaly
- We have chosen to dive through the issue in an **employment** context

**IN BOTH PRIVATE  
AND PUBLIC  
SECTORS, IS IT TRUE  
THAT WOMEN ARE  
LESS LIKELY TO GET  
PROMOTED?**

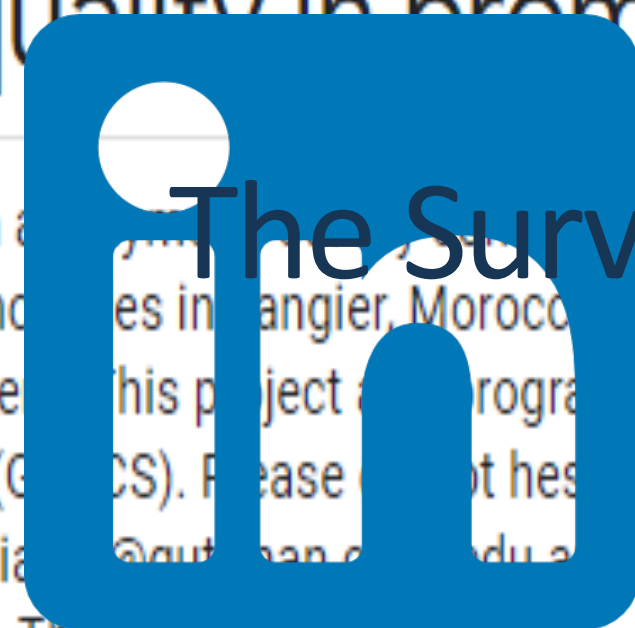




# THE SURVEY :

## Inequality in promotions survey

This is an announcement by students from Gutman College of sciences and technologies in Tangier, Morocco. We'll be using this survey for our research project on inequality in promotions. This project and programs are funded by the Stevens Initiative Career Success (CCS). Please do not hesitate to contact our professors Karen Williams at [karen.williams@gutman.columbia.edu](mailto:karen.williams@gutman.columbia.edu) or Aicha Bouchara at [abouchara@gutman.columbia.edu](mailto:abouchara@gutman.columbia.edu) if you have any questions or concerns. Thank you!



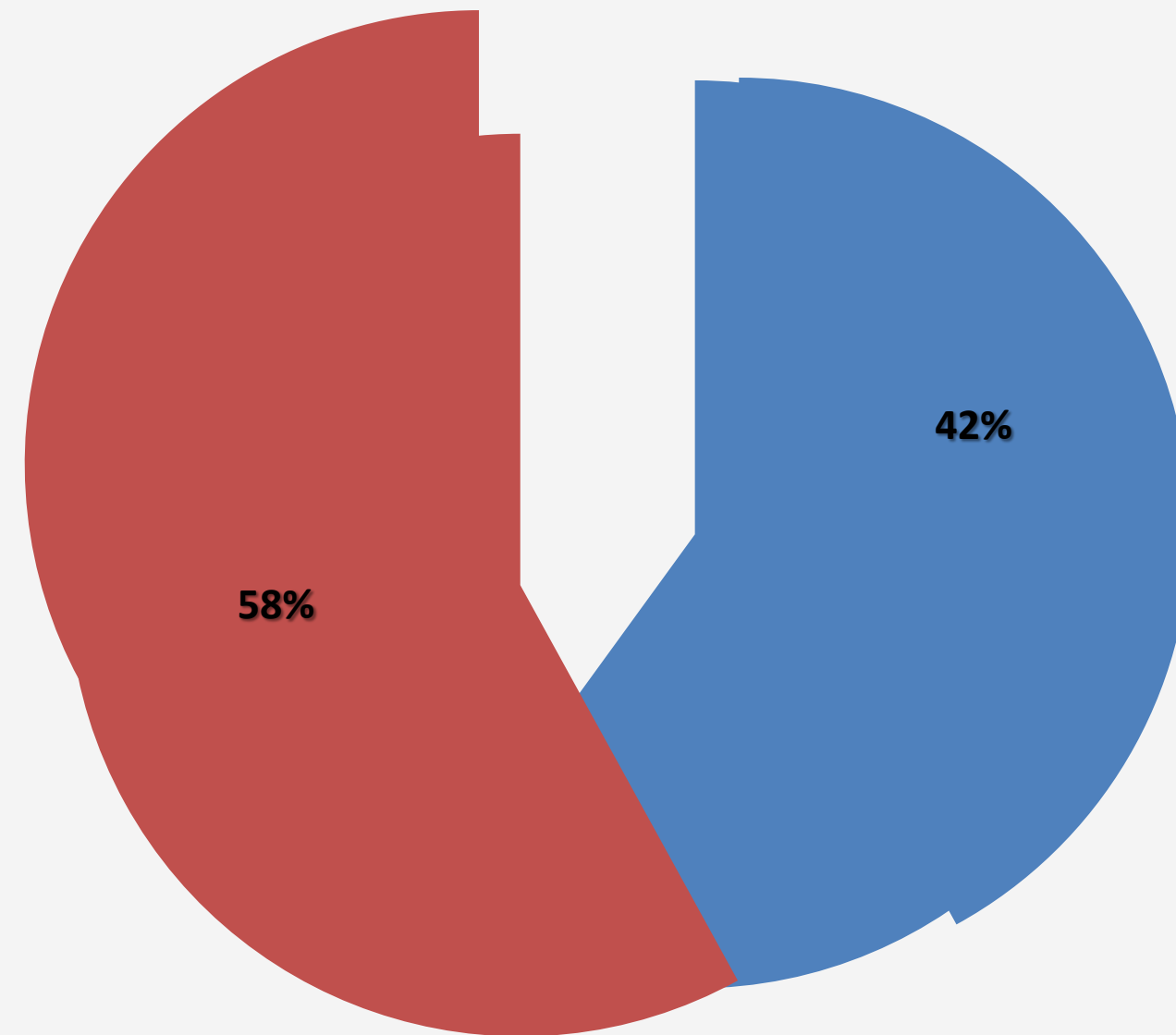
The Survey has 12 questions

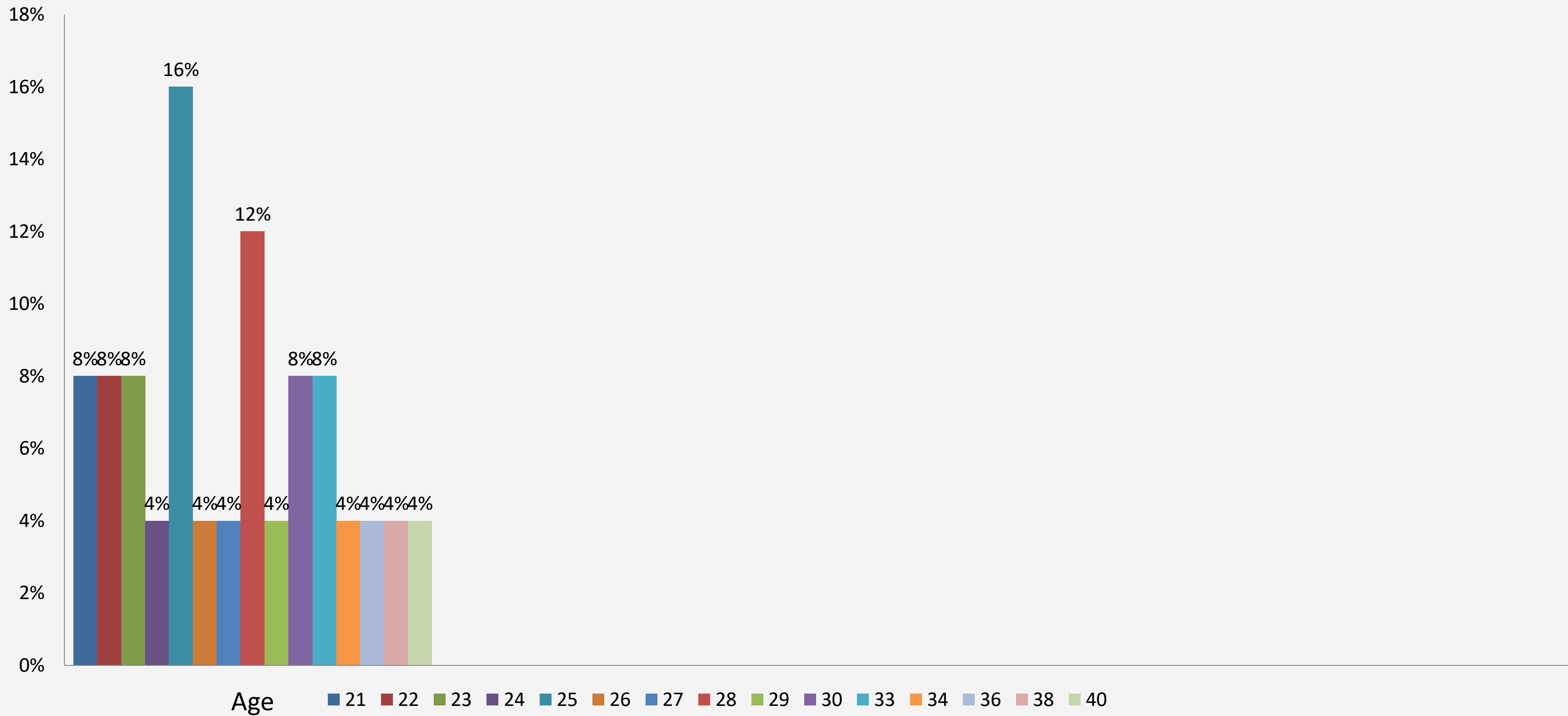
# **ANALYSIS OF THE FEEDBACK :**

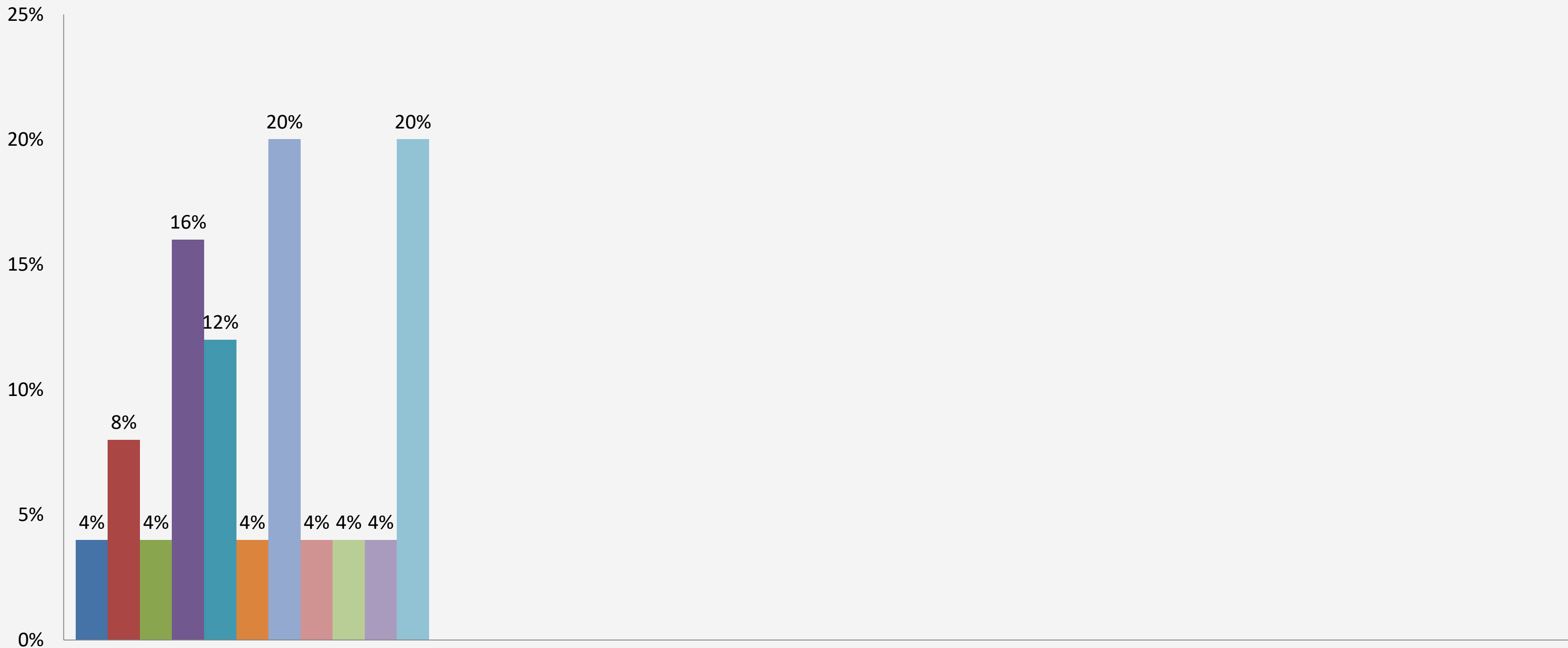
# Statistics :

## Gender Answers from :

■ Male ■ Female  
■ Morocco ■ Usa





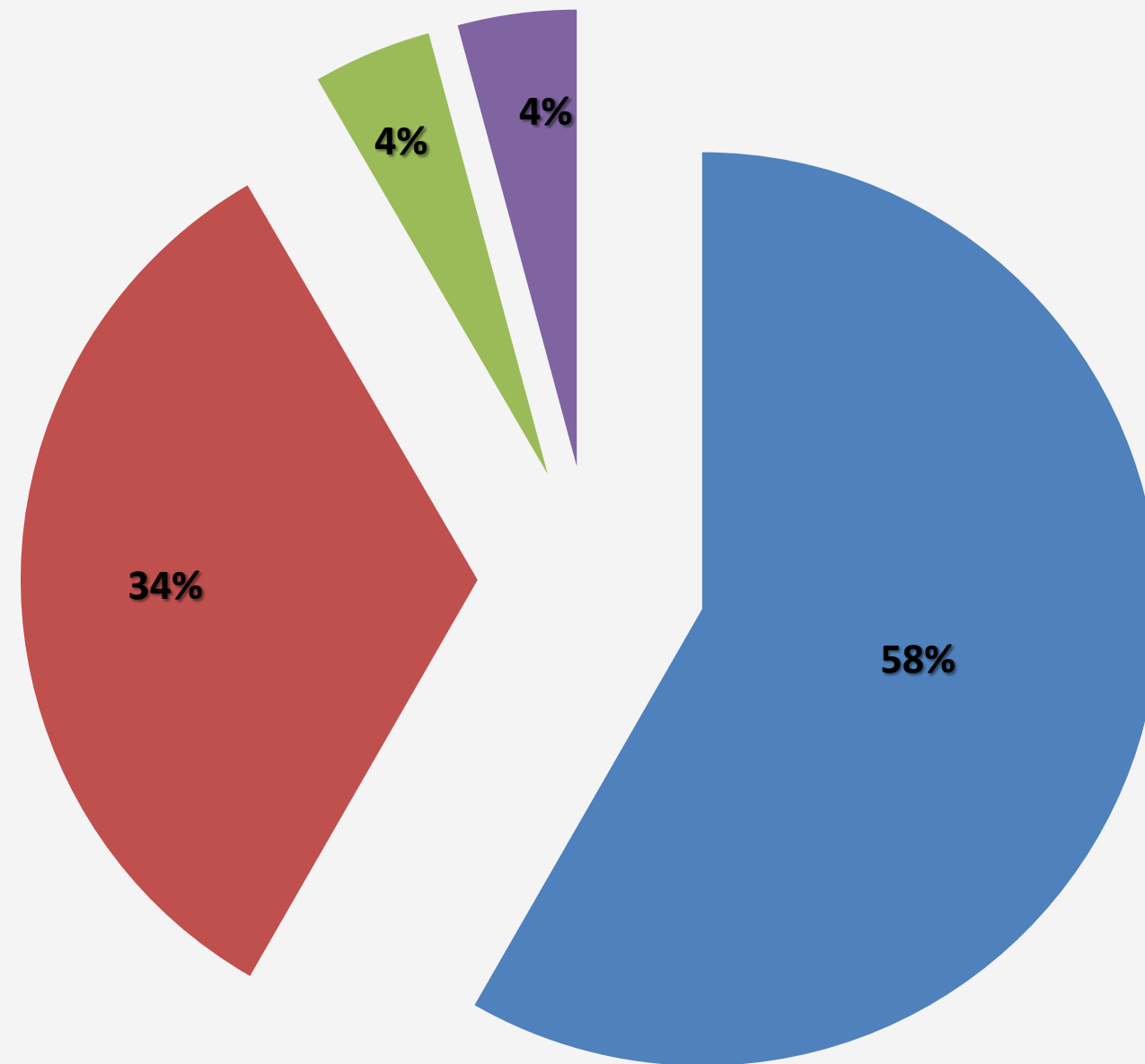


Highest degree/level of education they completed

- Associate
- Bac+2
- Bac+3
- Bachelor's degree
- Engineer diploma
- doctorate in pharmacy
- Master's degree
- Phd
- University degree
- Mba
- High school

# Sectors

■ Private ■ Public ■ Still student ■ Phd student



# Analysis of the feedback :

**The process of promotion in companies, and the factors which promotions are based on?**  
.....

- Merit, hard work.
- Experience.

**How often and how many women and men get promoted?**  
.....

- In some companies the process of promotion is highly regulated
- It depends on the company and the field of work

**What are the factors that make women or men less likely to get promoted?**  
.....

- The factors affect women more than they affect men
- Women often perform primary caregiver roles

**How difficult or easy is it for a woman or man to get promoted?**

- .....
- It is difficult for both genders
  - Women have an emotional nature
  - Family life is considered to be a great burden

**How does being a mom, single mom or a wife impact job promotions?**

- .....
- Personal obligation towards the household
  - They make women less productive in their workplace

**Studies show that women get paid less than men, what are your thoughts/opinions on this, how do you think we can fix this issue?**

- .....
- A person's salary depends on the gender
  - In the public sector women are more likely to have the same salary as men
  - Raise awareness and support pay transparency
  - Encourage employees to pressure their companies





**CONCLUSION :**

**HARD**

**WORK**

**EXPERIENCE**

**SENIORITY**

**MERIT**

**GENDER**





# Suggestions to Improve Gender Inequality in the Workplace:

- Bosses and business owners should learn and start equally promoting and paying people based on their hard work and experiences not on their gender
- Employees should put pressure on their company to pay and promote both men and women equally.
- Educating children to instill in them the values of gender equality so when they become adults they'll share responsibilities of the household and workplace.

**THANK YOU  
FOR YOUR  
ATTENTION!**

