

## Gender Equity 4 Policy Website

# Website narrative

## Home page

### Headline?

Even though:

- more women have entered the workforce
- more women are educated
- more men want to support their female partners

**The data shows us that none of these are enough.**

**Explore how gender inequality persists, in the US & globally:**

- “Invisible” unpaid labor (link / button)
  - Short description that goes under each link
    - **Are you and your partner equally sharing the burden of chores at home?**
    - All around the world, women are still facing a higher unpaid work burden than men, research shows. You might say, “OK, but men are doing more paid work, so what is the problem?” However, data demonstrates that **in total, women are working more hours total than men** globally.
- Wage gap (link / button)
  - Short description that goes under each link
    - **Do you think you (or women you love) will be paid fairly when they get a great education and an amazing job?**
    - The data shows that the gender wage gap is pervasive in almost every country in the world. The gap does not close, In the U.S. for example, for highly educated women or women in highly skilled jobs. Even more, the gap widens for women when they have children.
- Mothers in the workforce (link / button)
  - Short description that goes under each link
    - **Do you (or the women you love) hope to balance children and a career?**
    - In the U.S., mothers participate in the workforce at lower rates than men. You may think women will return to the workforce when children grow up - but they don't. That gap doesn't close when you have a present spouse.

### **How can this website help?**

We present data that might help you re-evaluate your situation in your relationship and in your company.

What is the situation in your country compared to other countries?

What are the chores that are taking more time and who is carrying that burden?

What are the barriers to having children and balancing a career, and how can your company or your partner help you address them?

## Graphs (3 pages)

### Unpaid labor page

#### The burden of “invisible labor”

Why should you care?

- Are you a woman balancing a career and a household - or do you love someone who fits that description?
- In the last few decades, more and more women have entered the workforce. But someone is still doing the dishes, cooking, and taking care of kids.
  - Women are not just spending more time in the office than in the past - they are still spending more time on household activities.
  - This creates a toll for women all over the world.
- Women spend more time on unpaid labor and total work.
  - Across the world
  - Even if they are employed
  - Even if they have a present spouse

Chart 1

- Takeaway: Women spend more time on unpaid work across the world
  - Chart explainer: Time spent on unpaid work by gender, OECD data, 2022
  - Description:
    - The time women spend on unpaid work is **almost double** than the time men spend on unpaid work on average across the world.
- In all OECD countries,

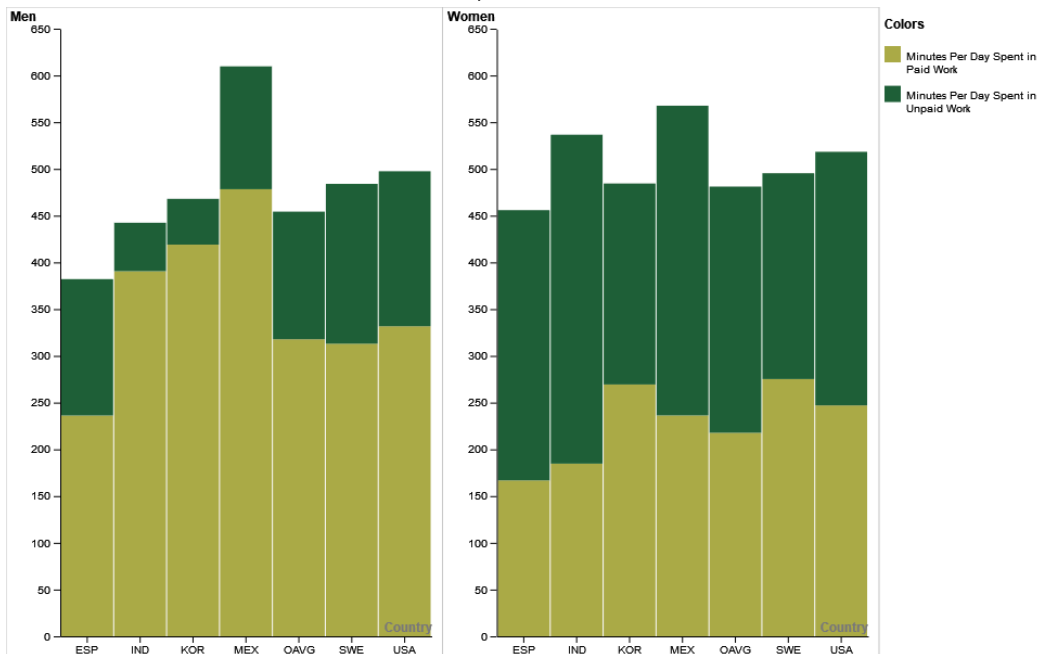


Chart 2

- Takeaway: **Women spend more time on total work across the world**
- Chart explainer: Total time spent working by gender, OECD data, 2022
- Description:
  - The **total** work hours, paid + unpaid, of women is higher than men, all over the world (except Mexico).

#### Chart 3

- Takeaway: **Women Have a Higher Household Burden, Even If Fully Employed**
- Chart explainer: Time spent on households by gender by employment status in the U.S., 2019
- Description:
  - Women employed full-time in the U.S spend more time in household activities than men employed full-time, and also helping and caring for other household members.

#### Chart 4

- Takeaway: **Women Spend More Time On Most Time-Consuming Household Activities**
- Chart explainer: Time spent on households per activity, by gender in the U.S., 2019
- Description
  - Women in the U.S spend 50% more time in household activities than men.
  - The only household activities which men spend more time on are the shorter traditionally male gender activities.

```
<!DOCTYPE html>
<html>
  <head>
    <meta charset="utf-8">
    <title>My test page</title>
    <link rel="stylesheet" type="text/css" href="style.css">
    <link href="https://fonts.googleapis.com/css?family=Open+Sans" rel="stylesheet">

  </head>
  <body>
    <h1>Mozilla is cool</h1>
    
```

```
<p>At Mozilla, we're a global community of</p>
```

```
<ul> <!-- changed to list in the tutorial -->
  <li>technologists</li>
  <li>thinkers</li>
  <li>builders</li>
</ul>
```

```
<p>working together to keep the Internet alive and accessible, so people worldwide can be
informed contributors and creators of the Web. We believe this act of human collaboration
across an open platform is essential to individual growth and our collective future.</p>
```

```
<p> Lorem ipsum dolor sit amet, consectetur adipiscing elit. Cras semper tellus quis est lacinia,
non consectetur urna consequat. Aliquam sed finibus ipsum. Suspendisse nec euismod nibh.
Donec id orci risus. Aliquam erat volutpat. Praesent in sem diam. Nam rutrum dui vitae ante
scelerisque gravida. In eget erat sed tellus dignissim tincidunt eget non eros. Nulla facilisi.
Aenean arcu tellus, gravida sed ex ut, pellentesque dapibus erat. Duis quis quam eget diam
rhoncus euismod. </p>
```

```
<p id="mainquote" class="quote"> "Web development is cool" - Bill Joe Smith </p>
```

```
<p> Vestibulum vel sodales augue, quis rhoncus augue. Mauris id ligula turpis. Nulla facilisis
massa sed pretium ornare. Class aptent taciti sociosqu ad litora torquent per conubia nostra,
per inceptos himenaeos. Nunc nunc elit, euismod quis enim sed, hendrerit posuere dui. Aenean
tempus lacinia turpis non molestie. Nullam imperdiet nibh erat, non aliquet nulla congue ac.
Pellentesque habitant morbi tristique senectus et netus et malesuada fames ac turpis egestas.
Donec feugiat enim vitae tempus euismod. Curabitur cursus eget orci vitae interdum. Sed varius
luctus massa sit amet rhoncus. Morbi eget massa quis nibh tempor varius sit amet non felis.
</p>
```

```
<p class="quote"> "Web development is cool" - Bill Joe Smith </p>
```

```
<p> In eget nisi pulvinar, dapibus enim vel, molestie eros. Donec facilisis odio sed massa
pharetra cursus. Nullam felis ipsum, semper vitae hendrerit in, iaculis id enim. Mauris non
consequat augue. Donec a placerat sem. Aenean lacus nibh, ullamcorper eu lacus quis, facilisis
pretium quam. Donec pellentesque, metus at auctor dignissim, ligula purus tincidunt mi, sit amet
eleifend tellus nulla vitae orci. Donec eget ipsum sem. In laoreet ac risus quis tristique.
```

Suspendisse felis odio, cursus id sapien non, tincidunt euismod enim. Praesent in nisi justo. Mauris in bibendum elit. In hac habitasse platea dictumst. </p>

<p> Sed quis egestas nunc. Donec dignissim scelerisque posuere. Maecenas eu ipsum justo. Fusce id dui lectus. Nulla aliquet pharetra aliquam. Class aptent taciti sociosqu ad litora torquent per conubia nostra, per inceptos himenaeos. Nam eu tincidunt quam, lacinia imperdiet massa. Duis sed vestibulum odio. </p>

<p class="quote"> "JavaScript is the language of web browsers" - John Doe </p>

<p> Sed scelerisque commodo odio, ut consectetur arcu sodales in. Curabitur vitae rhoncus arcu. Mauris hendrerit rhoncus diam sit amet hendrerit. Suspendisse potenti. Aenean semper rhoncus mi, non semper urna porta nec. Quisque condimentum est et ultricies aliquam. Etiam et eros in dolor tempus maximus eu id turpis. Aliquam ac leo sed ligula tincidunt vulputate. Suspendisse sagittis et mauris in euismod. Integer suscipit sapien sit amet nunc finibus, sed faucibus dui dictum. Phasellus ac velit nisi. </p>

<p>Read the <a href="https://www.mozilla.org/en-US/about/manifesto/">Mozilla Manifesto</a> to learn even more about the values and principles that guide the pursuit of our mission.</p>

</body>  
</html>

## **Mothers in the workforce page**

### Mothers in the workforce

#### Why should you care?

- Are you a woman with a career, who plans to (or already) have children - or do you love someone who fits that description?
- We often think that mothers can return to the workforce when:
  - Their children get older
  - They have supportive spouses
- But the data shows us that's not the case.

#### Chart 1

- Takeaway: Mothers can't return to the workforce just because children get older
- Chart explainer: U.S. labor force participation by gender and age of children, 2020
- Description:
  - A common narrative we see is that women can return to the workplace when children are old enough to go to daycare or school.
  - However, the labor force participation of mothers still remains 20% less than fathers, even when children are older than 6.

#### Chart 2

- Takeaway: Mothers can't return to the workforce just because they have a present spouse - though fathers do.
- Chart explainer: U.S. labor force participation by gender, age of children, and marital status, 2020
- Description:
  - A lot of women look for supportive co-partners - and a lot of men aspire to be supportive co-parents.
  - However, mothers who are married with a present spouse can't return to the workforce any more than mothers without a partner.
  - Fathers, on the other hand, work more with a present spouse than when they don't.
  - This is the same regardless of how young or old your children are.

#### Chart 3

- Takeaway: Fathers earn more money when their children grow up - but mothers don't.
- Chart explainer: Median weekly earnings in dollars by gender and age of children, 2020
- Description:
  - A lot of parents work part-time or take leave when their children are young, thinking they will increase their hours and recover their pay when their children grow up.
  - This is true for fathers - but not for mothers.
  - Fathers earn \$150 more per week when their children turn 6 - but mothers only earn \$50 more.

## **Gender wage gap page**

### Gender wage gap

### Why should you care?

- Are you a woman with a career - or do you love someone who fits that description?
- We often think that:
  - Gender wage gap is smaller in more developed countries
  - Women are paid as much as men in high-paying, skilled jobs
  - Women are paid as much as men if they are well-educated
- But the data shows us that's not the case.

### Chart 1

- Takeaway: Women are always paid less than men - US has one of the largest gaps.
- Chart explainer: International gender wage gaps as a percentage, 2020
- Description:
  - We often think that ....
  - But the gender wage gap persists in almost every country.
  - U.S., Israel, and Korea are among the top 5 countries with the largest wage gap.

### Chart 2

- Takeaway: Women are paid less than men, even in some of the most skilled jobs.
- Chart explainer: Median weekly earnings of full-time wage and salary workers, U.S., 2019 averages
- Description:
  - We often think that...
  - But...

### Chart 3

- Takeaway: A great education does little to prevent gender wage gaps
- Chart explainer:
- Description:
  - We often think that...
  - But...
  - A woman with a professional degree still earns \$500 less per week than a man with a professional degree.



Mockup

Homepage

HOME ABOUT US

WAGE MOTHERS HOUSEHOLD

IS GENDER INEQUALITY SOLVED WHEN:

WOMEN ARE  
EMPLOYED

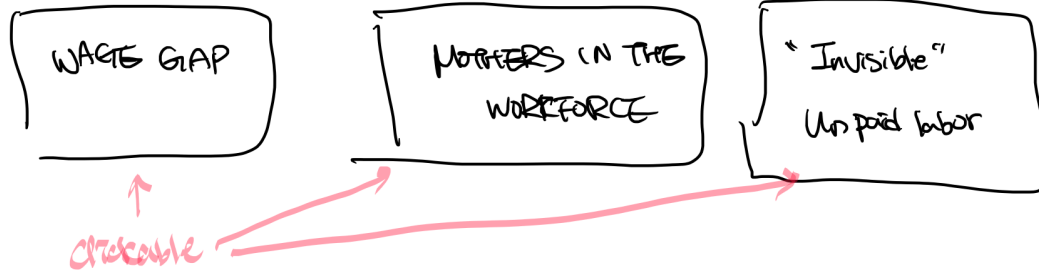
WOMEN GO TO  
SCHOOL

WOMEN HAVE  
SUPPORTIVE SPOUSES

MOTHERS HAVE  
GROWN CHILDREN

THE DATA SHOWS US NO.

EXPLORE HOW GENDER INEQUALITY PERSISTS



Subpage example

HOME ABOUT US

MOTHERS

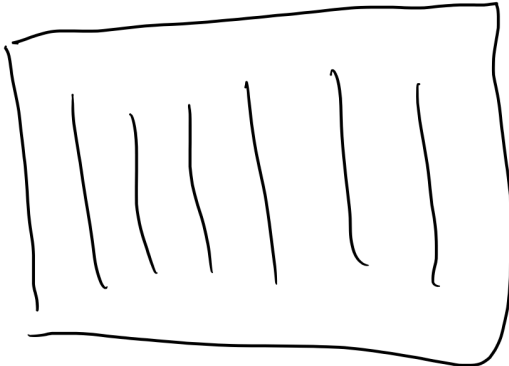
WAGE

HOUSEHOLD

## MOTHERS IN THE WORKPLACE

Why Should you Care?

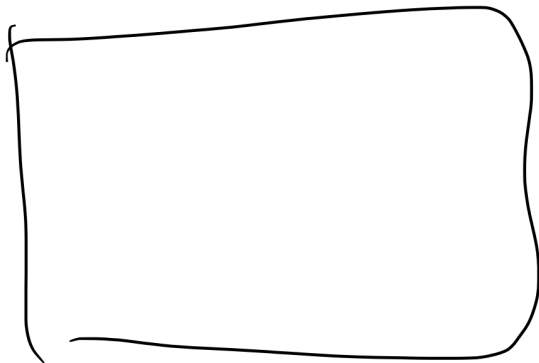
- .....
- .....
- .....



TAKEAWAY,  
chart explainer.

Description .....

- 
- 
- 



- 1 2 1
- 2 1 1
- 1 2 1
- 1 1 1

## “About us”

We are Harvard Kennedy School students that are willing to promote gender equality. We decided to use our new programming and data skills to make the data on this topic more accessible, to raise awareness of the gaps.

### **Juli (Hye Ryeong) Cho**

*The initiator of the idea*

Juli is pursuing an MPA at Harvard Kennedy School of Government and holds an MBA from Stanford Graduate School of Business. She was born and raised in South Korea - a country where women have some of the highest labor force participation and educational attainment in the world, but also face some of the worst gender inequality in the world. Prior to graduate school, she worked in economic development in Sub-Saharan Africa at TechnoServe, an international NGO. After graduate school, she will be joining BCG's New York office. She enjoys baking, photography, and craft beer.



### **Dana Mekler**

*Project owner*

Dana is an MPA Candidate at Harvard Kennedy School of Government and holds an MBA from MIT Sloan. She was born and grew up in Mexico City, in a context where career and life expectations were strongly influenced by traditional gender roles. She has worked as a Senior Product Manager at Amazon Web Services; as Director of Strategy and Innovation at “TEACH-NOW”, an edtech startup with proprietary education software, leading product management and their technological innovation portfolio. She was also Global Program Manager of the empathy initiative at Ashoka. She enjoys hiking, travel and live music.



**Kelly Yun**

Kelly is an MPA Candidate at Harvard Kennedy School of Government.

She is a mission-driven professional committed to addressing global challenges through strategic solutions and innovation. She was Chair of the Human Welfare and Community Action Commission in the City of Berkeley and a member of the Chancellor's Staff Advisory Committee at the University of California, Berkeley, where she also completed her bachelor's degree.



**Yael Abadi**

Yael is an MPA Candidate at Harvard Kennedy School of Government.

Prior to HKS, she worked as an Economist at the budget department in Israel's Ministry of Finance, where she was in charge of the public transportation sector; Project manager in Professor Dan Ariely, (a world Behavioral Economics expert) consulting firm, where she directed the education and welfare sections; Correspondent and news anchor on Israel's most popular television channel and radio station.

Yael holds a Master's in Research Economics, and received an "Excellence Award" for her thesis about women in the workforce, and specifically in tech.



# Code / GitHub organization

## File directory

Place your files according to this structure. More details are [here](#).

- **index.html** → *this is the main page. It must be named index.html.*
- [place any other **.html pages** here] → *cannot be named index.html*
- **images** folder
  - [place any **.jpg or .png files** in this folder]
- **scripts** folder
  - [place any **.js files** in this folder] → *these are files with D3 visualizations and should have a meaningful name (not chart.js)*
- **styles** folder
  - **style.css** → *this is the main style. Call this .css file in every html page.*
  - [place any other **.css files** in this folder] → *if you have any styles for specific D3 charts, place it here. Do not name it style.css. Make sure the name doesn't overlap with any other .css files someone else created.*
- **data** folder
  - [create a folder with your dataset name] → *For each dataset, you'll have three files. Details [here](#).*
    - [your original data, usually a **.csv file**] → *this is the original data you downloaded before manipulating into the file above. Name this file by adding **"-raw"**.*
    - [the data used by the D3 visualization, usually **.csv file**] → *this is data already analyzed / cleaned. You'll call this file into your D3 visualizations.*
    - [explanation of what you did to turn the raw data into your D3 data, a **README.txt file** or a **python script**] → *if you did manipulation via excel, just list the steps in a .txt file.*

*Remember: when you have to call files into different .html or .js files, you must specify the **filepath**. If all files are in the same folder, you can just use the **filename**. If not, you have to say **/folder/filename** (or similar).*

## Naming conventions

When naming files and folders, use these rules!

Must (or code will break):

- Never capitalize. All lowercase letters.
- Instead of space, always use "-" (hyphen). Never use space or "\_" (underscore).
- Never name something the same thing as another file that exists within the same folder. If the files are in different folders, it's okay to have the same name.
  - Even if it's in different folders, don't call anything:
    - index.html
    - style.css
- If you do change a file name after you've already created & pushed to GitHub, flag that in the merge request, because other pages that call that file will all have to be changed.

Nice to have (for grading):

- Name **.html pages** to something relevant to the **content** (e.g., **working-mothers.html**, **wage-gap.html**)
- Name relevant **.html**, **.js**, **.css**, and **.csv** files similarly.
  - For example, for the **working-mothers.html** page has two graphs:
    - 1st visualization with wage gap of mothers vs. fathers:
      - My data should be named **working-mothers-wage.csv**
      - My raw data will be named **working-mothers-wage-raw.csv**
      - My javascript will be named **working-mothers-wage.js**
    - 2nd visualization with labor force participation of mothers vs. fathers:
      - My data should be named **working-mothers-labor.csv**
      - My raw data will be named **working-mothers-labor-raw.csv**
      - My javascript will be named **working-mothers-labor.js**

## Coding conventions

Must have:

- Separate html, css, and JavaScript into different files. (Check out the Apple Stock Chart homework for reference.)

Nice to have (for grading / for merging)

- Comment codes with what you are doing
  - In **.html**, this is **<!-- comment -->**
  - In **.js**, this is **/\* comment \*/**
  - In **python**, this is **# comment**

Coding & Naming conventions detailed [here](#).

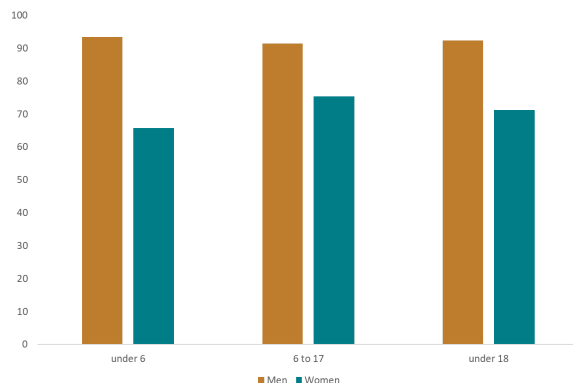
## Chart notes & color scheme

To explain the chart, include year, geography & source

- E.g., Household burden by gender and marital status, U.S., 2020

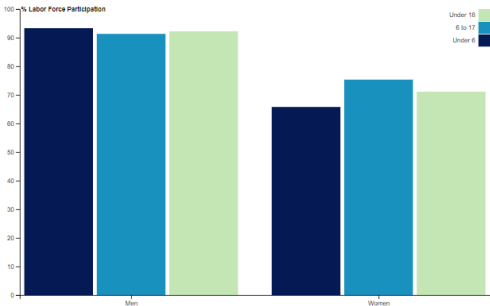
Color palette

- Website / font / etc. can be changed in style.css - so no need to worry too much about that BUT graph colors should be coordinated, because a lot of this is hardcoded
- Men vs. women
  - Men: **#BF812D**
  - Women: **#02818A**

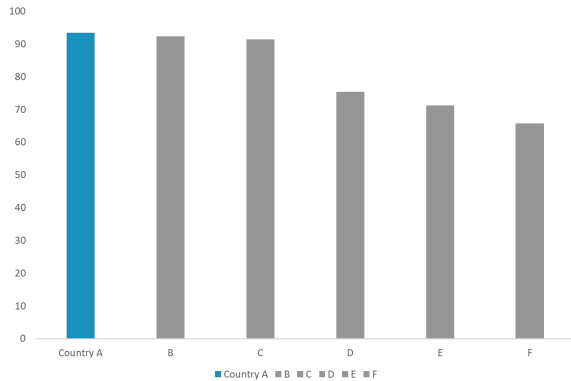


- Multiple categories that are not men vs. women:

- [ColorBrewer](#)



- A graph with 1-2 COLORS that you want to draw attention to but the rest are grey
  - Highlight color: #1D91C0
  - Grey to not highlight: #969696



- Don't want website background to be white - would be light grey; graphs won't be grey

## D3 Visualization

Use older versions of D3

- The old versions follow what we learned in class; the new ones do not.
- The older version should be:
  - an .html code starting with `<!DOCTYPE html>`
  - a big warning saying "This example has been archived", like this [link](#)
- The new version you shouldn't use is:
  - a function code - it'll start with a "function"
  - from an [observablehq.com](#) link, like this [link](#)
- Good links to browse older versions of D3 from are:
  - <https://www.d3-graph-gallery.com/index.html>
  - <https://github.com/d3/d3/wiki/Gallery>
  - <https://bl.ocks.org/mbostock>
  - <http://christopheviau.com/d3list/gallery.html>

Use same version of D3 in all your charts in your individual pages if you can

- If you are using multiple versions, check out this [issue](#) for how to get both to work
- How to find the version of D3:



- `<script src="https://d3js.org/d3.v4.min.js"></script>`
- In this code, v# is the version number.

<h2>Women spend more time on unpaid work across the world</h2>

<h4>Time spent on unpaid work by gender, OECD data, 2022</h4>



<ul>

<li>The time women spend on unpaid work is almost double than the time men spend on unpaid work on average across the world.

<li>In all OECD countries, women spend more time on unpaid work than men.

</ul>

<p>Source: <a href="https://stats.oecd.org/index.aspx?queryid=54757/">OECD website</a></p>

<!--G2-->

<h2>Women spend more time on total work across the world</h2>

<h4>Total time spent working by gender, OECD data, 2022</h4>



<ul>

<li>The total work hours, paid + unpaid, of women is higher than men, all over the world (except Mexico).

</ul>

<p>Source: <a href="https://stats.oecd.org/index.aspx?queryid=54757/">OECD website</a></p>

<!--G3-->

<h2>Women have a higher household burden, even if they are full-employed</h2>

<h4>Time spent on households by gender by employment status in the U.S., 2019</h4>



<ul>

<li>Women employed full-time in the U.S spend more time in household activities than men employed full-time, and also helping and caring for other household members.

</ul>

<p>Source: <a href="https://www.bls.gov/charts/american-time-use/activity-by-hldp.htm/">U.S. BUREAU OF LABOR STATISTICS Website</a> </p>

<!--G4-->

<h2>Women spend more time on all time-demanding household activities</h2>

<h4>Time spent on households per activity, by gender in the U.S., 2019</h4>



<ul>

<li>Women in the U.S spend 50% more time in household activities than men.

<li>The only household activities which men spend more time on are the shorter traditionally male gender activities.

</li>

<p>Source: <a href="https://www.bls.gov/charts/american-time-use/activity-by-emp.htm/">U.S. BUREAU OF LABOR STATISTICS Website</a> </p>

</body>

</html>