“The views expressed herein are those of the author & speaker and should not be attributed to the IMF, its executive board, or its management”
The IMF was founded under the UN system in 1944 in the aftermath of WWII & the Great Depression. As of FY 2018, it has 189 member countries. Non-member countries include Andorra, Cuba, Liechtenstein, Monaco, and North Korea. The organization promotes economic growth & stability through 3 main channels: Policy Advice, Lending, and Capacity Development. It has ~2,700 staff from ~144 countries.
Helping Achieve Global Goals

Millennium Development Goals 2015  ⟷  Sustainable Development Goals 2030

Some Progress With MDGs However, Overall Unsuccessful….Why?
Women are half the world’s working population however, generate only 37% of the GDP; Gender gaps are “macro-critical”.

Global Gender Inequality Index

Countries in red indicate they have higher Gender Inequality versus those in blue. Countries that show grey on map have no Gender Inequality Index.

Footnote: The boundaries & names shown and the designations used on this map do not imply official endorsement or acceptance by IMF.
Working Towards Goal 5 – Gender Equality & Economic Growth

Analytics

Gender

Both
Current Challenge: Large Volume & Variety of Data

- Education
- Human Development
- UNDP
- FINDEX
- OECD
- Gender Parity
- UNESCO
- IMF Indicators
- Country Data
- SIGI
- Literacy
- UN Women
- Gender Inequality
- UNICEF
- FINTECH Data
- Gender
- ILO
- Violence
- UN Women
- Birth Rate
- OECD
- GDP
- UN Women
- FAS
- UN Women
- Birth Rate
- UN Women
- Violence
Goals With The Data

FAST

AGILE

360° VIEW
Building An Analytics Roadmap

- Access to Clean & Quality Data
- Intuitive Dashboards & Reports
- Descriptive
- Prescriptive
- Predictive
- Self-Service Intelligent Reports
Data Driven Approach With Tableau

Building the gender inequality index and ~300 dashboards to monitor and study gender gaps

Global Gender Inequality Index 2015

Health Index

Empowerment Index

Labour Market Index

Footnote:
The boundaries & names shown and the designations used on this map do not imply official endorsement or acceptance by IMF.
Data Driven Approach With Tableau

We can find outliers, drill down and study the effect of policies or macro-economic variables more closely.
Data Driven Approach With Tableau

We can study across the timeline when policies came into affect & benchmark members.
Data Driven Approach With Tableau

We can study the size and the magnitude of the problem

Footnotes: The size of the bubbles indicates the magnitude of the problem
Footnote: The boundaries & names shown and the designations used on this map do not imply official endorsement or acceptance by IMF
Data Driven Approach With Tableau

We can deep dive into a specific country and see exactly where the problem occurs.
Data Driven Approach With Tableau

We can study gender budget and spending for a country as a part of fiscal budget plan.
Wholistic View on Status of Women in a Country or Region

- Education
- Health
- Labor Force
- Child Labor
- Violence
- Empowerment
- Child Marriage
- Female Infanticide & Foeticide
- Financial Inclusion
Why SDG 05?

...Because it impacts most of the SDGs
Walking the Walk…
Monitoring growth & progress of women in our organization
(focusing on underrepresented & minority groups; ~300 dashboards used for analysis)

Descriptive Analysis - Gender & Regional Distribution

Footnote: The boundaries & names shown and the designations used on this map do not imply official endorsement or acceptance by IMF
Walking the Walk…
Working Towards Gender Equality Within The Organization

Looking over the Employment Lifecycle of Women: Removing Biases

Encouraging Women in Leadership Roles (Inclusive Growth): Benchmarking

The Ratio Of Women Declines As They Move Up The Ladder Within The Economist Career Stream

- Hires
- Separations
- Promotions

Studying the Gender Pay Gap

FIGURE 1. Gender Pay Differences Across Category

Read our D&I Annual Report
Walking the Walk…
Setting transparency & accountability

Hold All Departments Accountable For Women’s Progress

Figure 8. B-level Staff as a Share of Total Staff by Departments as of Q3 FY 2017

<table>
<thead>
<tr>
<th>Area</th>
<th>AFR</th>
<th>APD</th>
<th>EUR</th>
<th>MCD</th>
<th>WMD</th>
<th>Functional</th>
<th>FIN</th>
<th>RES</th>
<th>SPR</th>
<th>Functional-TA</th>
<th>FAD</th>
<th>ICD</th>
<th>MCM</th>
<th>STA</th>
<th>Support</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>18.2%</td>
<td>13.0%</td>
<td>24.1%</td>
<td>27.3%</td>
<td>15.8%</td>
<td>7.7%</td>
<td>22.2%</td>
<td>29.8%</td>
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<td>27.3%</td>
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<td>54.5%</td>
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<td>70.0%</td>
<td>61.5%</td>
<td>72.7%</td>
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<td></td>
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</tbody>
</table>

Hold All Managers Accountable For Women’s Progress

70% of leadership consists of male and only 1/3rd (3 out of 10) of the leadership consists of females; No representation of minority/underrepresented females observed in managerial positions.

Read our D&I Annual Report
Walking the Walk…
Data driven approach helps us revise HR policies within the organization

✓ EDGE (Economic Dividends for Gender Equality) Certified

✓ High share of Men take paternity leave & near 100% mothers return from maternity leave; Onsite Childcare Facility

✓ Encouraging Flex Work Options Uptake

✓ Leadership Buy-In

Read our D&I Annual Report
What Does Success Look Like?

<table>
<thead>
<tr>
<th>Finding Stories Within The Data – Data Hackathon &amp; Storytelling IMF 2018</th>
<th>Getting People to Interact With The Data – WB/ IMF Spring Meetings 2018</th>
<th>Building a Robust, Data Driven, Research Platform</th>
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<td>More Women in Leadership Roles at IMF</td>
<td>Encourage Countries to go Transparent With Data</td>
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</table>
THANK YOU 😊

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