



# BREAKING DOWN THE GENDER PAY GAP



## LET'S TALK!

### Reducing the Gender Pay Gap Now

Empowering women to better negotiate their compensation packages

[Start presentation](#)

# Meet our team

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Information Systems



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Computer Science



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Computer Science



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# What is the gender pay gap ?

In the United States

On average every dollar **men** make  
a **women** make \$0.82



Based on US Bureau of Labor Statistics  
Dataset

# DataSets

**US Bureau of  
Labor Statistics**

**Glassdoor  
Dataset**

**Restaurant  
Survey**

# DataGuide

## Color Guide

■ Female

■ Male

■ Gender Pay Gap



## Terms Guide

- **Gender Pay Gap (GPG):**

The difference in average full-time earnings between men and women in the workforce, expressed as a proportion of men's average earnings.

- **Gender Gap:**

The difference of the average number of male and female workers in the workforce, as the proportion of the average number of male workers.

- **High-Income Group:**

Groups incomes over the total average median yearly earnings for a 10-year period (2012-2022).

- **Low-Income Group:**

Groups incomes under the total average median yearly earnings for a 10-year period (2012-2022).

### Percentage

$$\frac{\text{Avg}(\$M\_YearlyEarnings) - \text{avg}(\$F\_YearlyEarnings)}{\text{Avg}(\$M\_YearlyEarnings)}$$

### Ratio

$$1 - \frac{(\text{avg}(\#M\_workers) - \text{avg}(\#F\_workers))}{\text{Avg}(\$M\_workers)}$$

### Median

Average Year Earnings > \$50,000

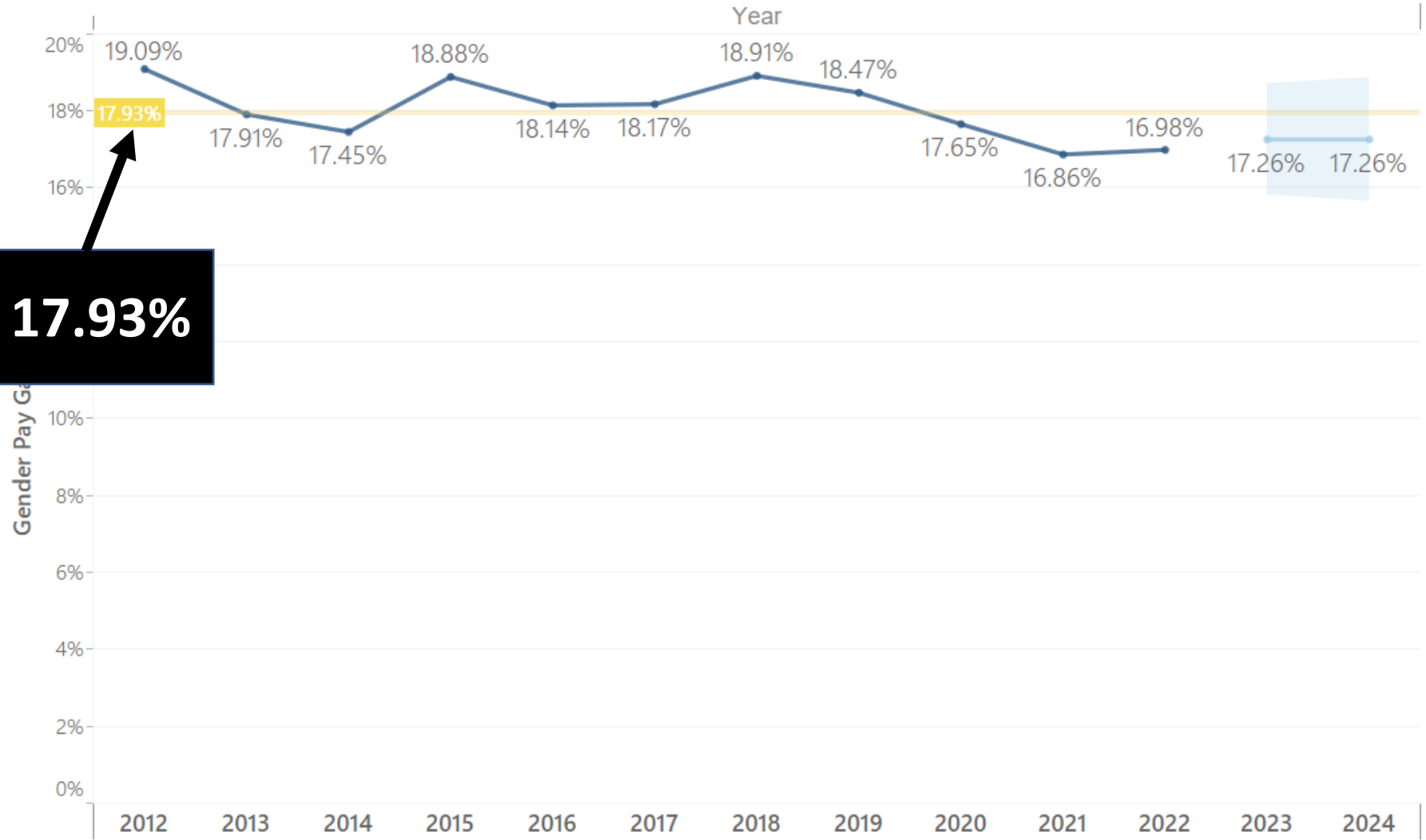
### Median

Average Year Earnings < \$50,000

# Recent trends on the gender pay gap



# Avg. Year Earnings through the years

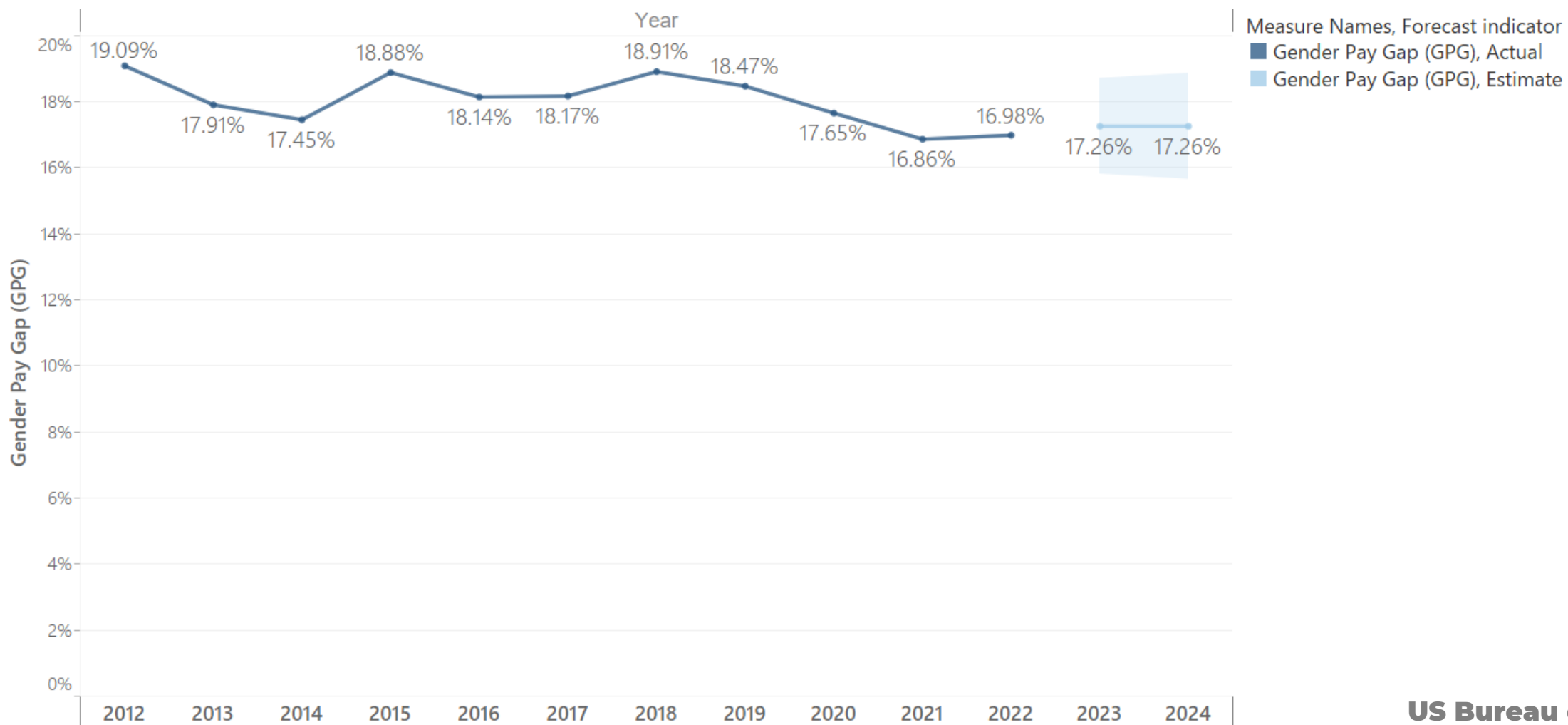


Measure Names, Forecast indicator  
 ■ Gender Pay Gap (GPG), Actual  
 ■ Gender Pay Gap (GPG), Estimate

**17.93%**

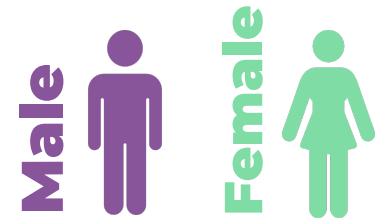
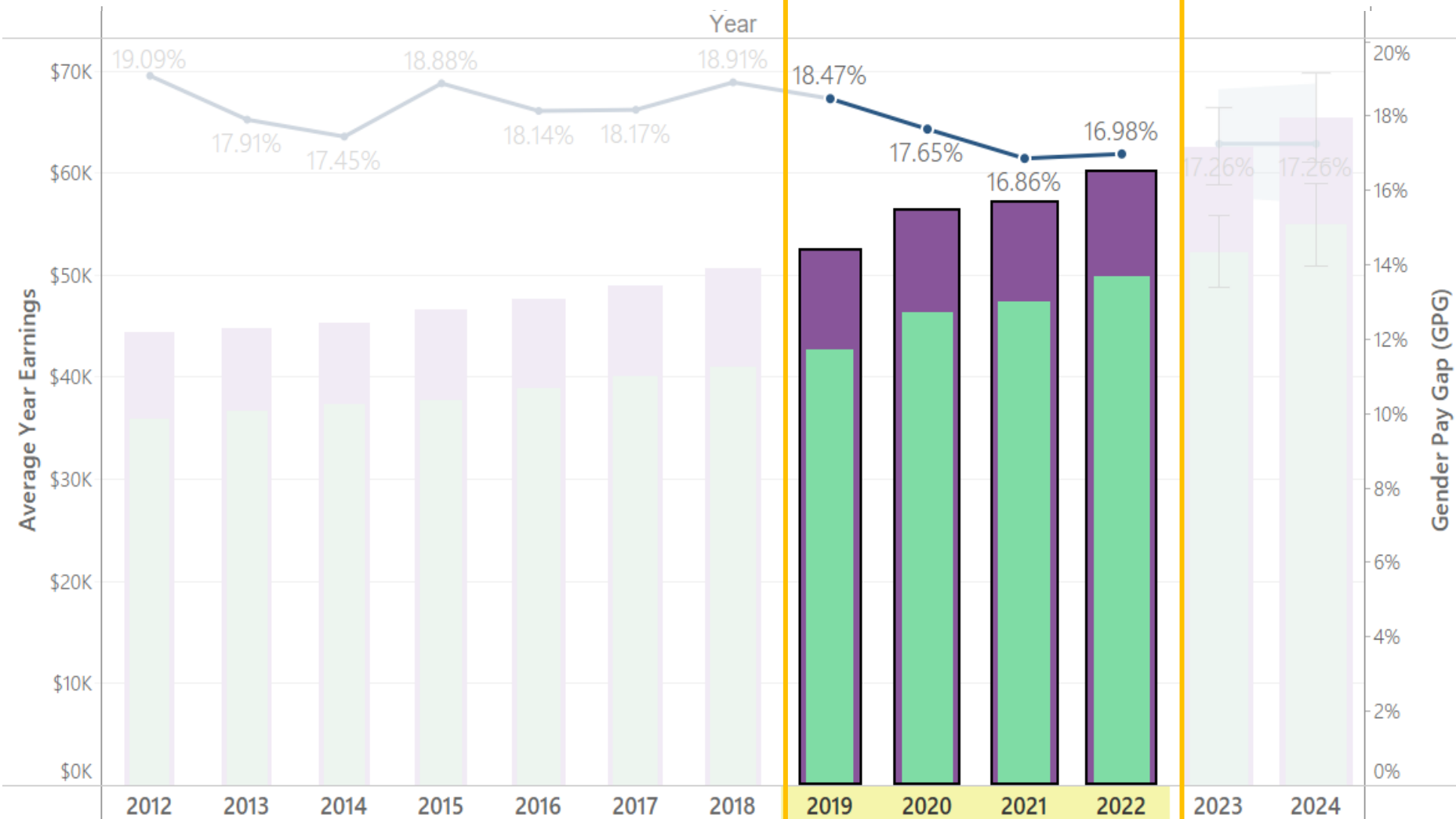
On Average, for every **\$1 dollar** men make, women make **82 ¢**.

# Avg. Year Earnings through the years – Forecast





# A window of hope?

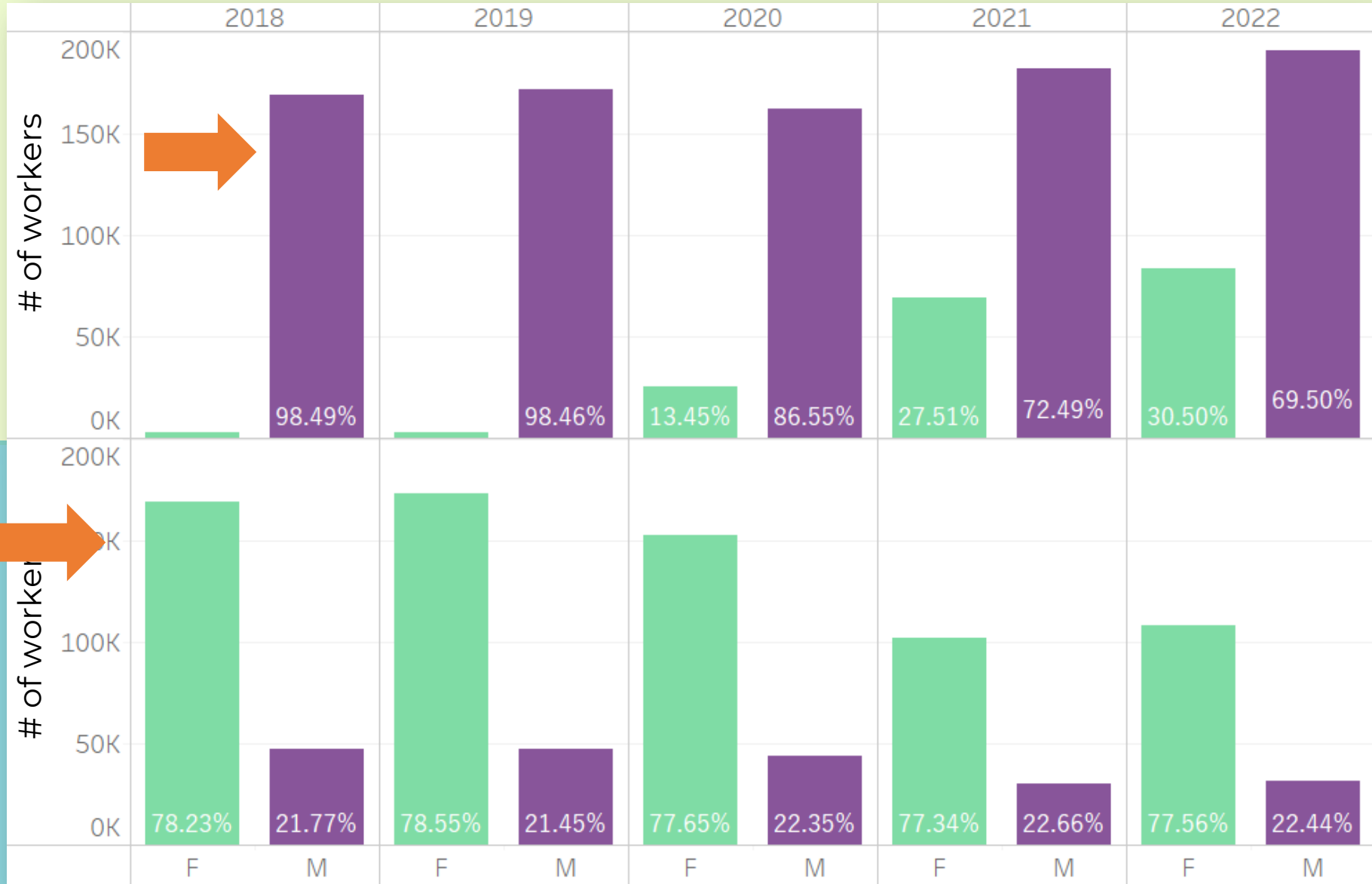


Measure Names, Forecast indicator  
 ■ Gender Pay Gap (GPG), Actual  
 ■ Gender Pay Gap (GPG), Estimate

# High-Income Vs Low-Income workforce representation

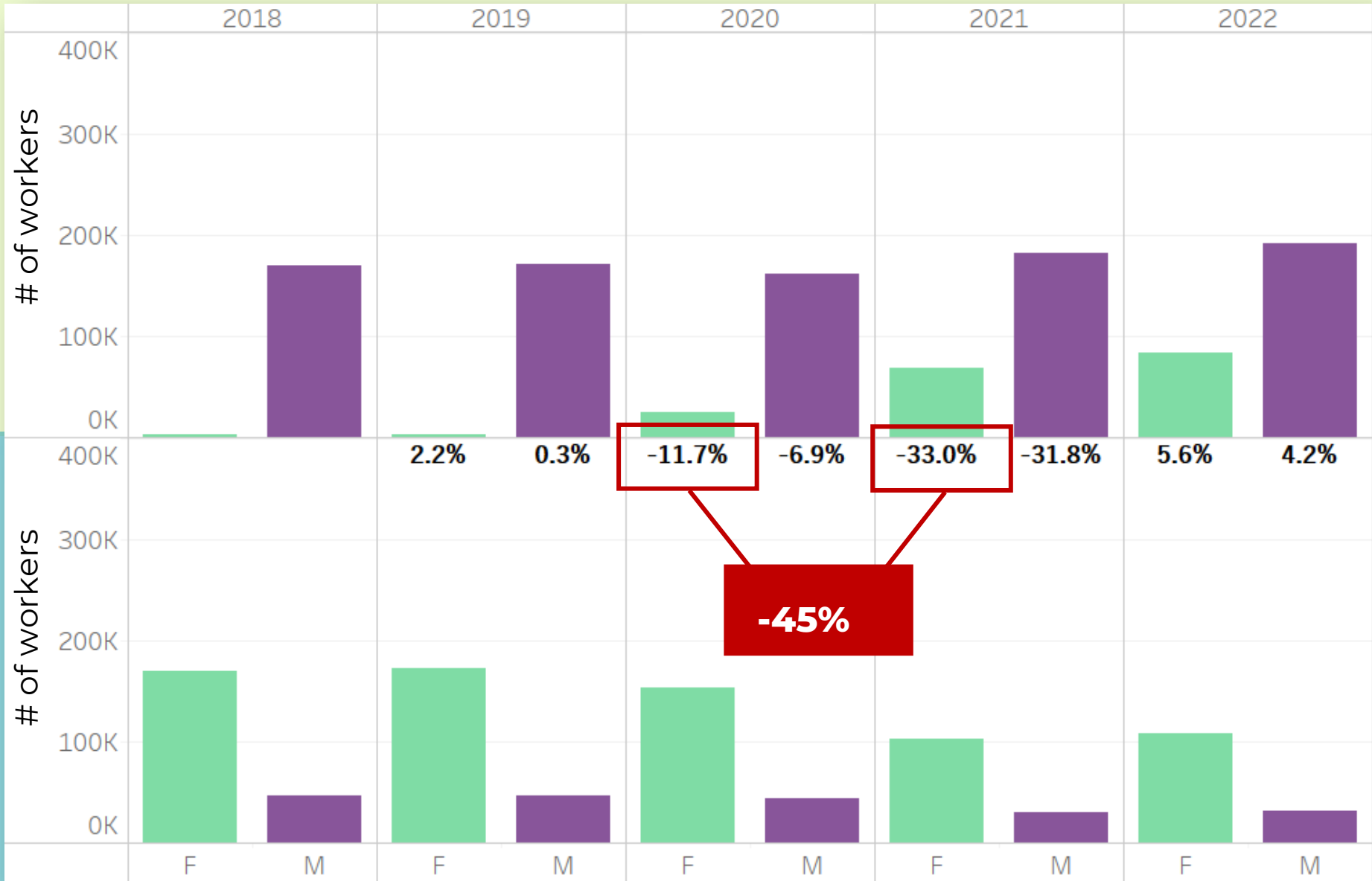
**High-Income Workforce**

**Low-Income Workforce**

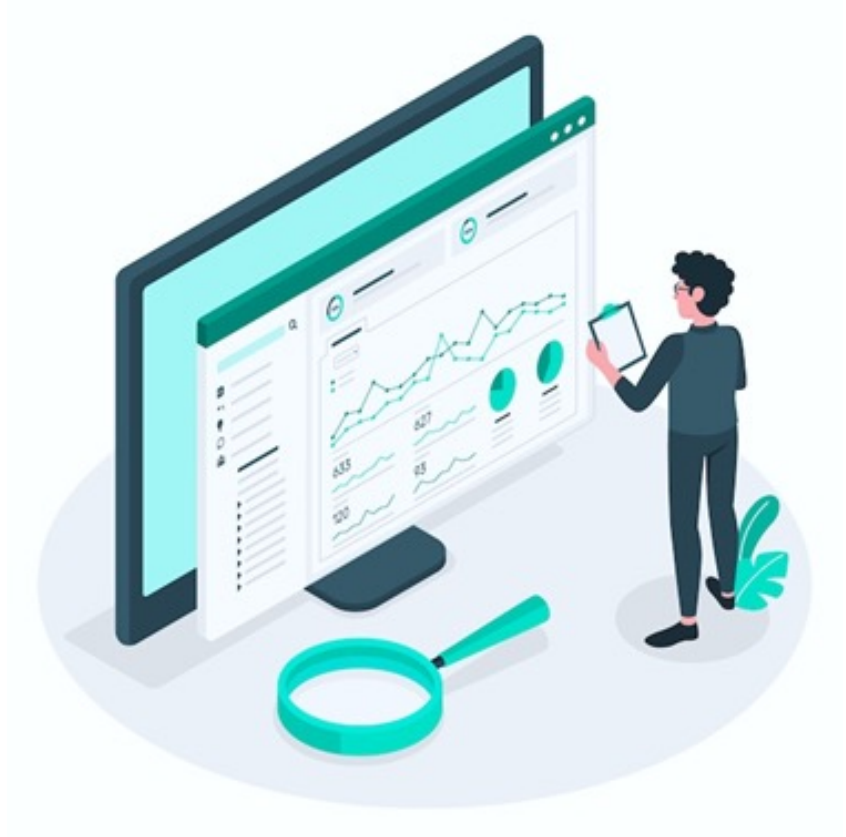


# % Change in the Workforce for Men and women

High-Income Workforce



Low-Income Workforce



# Our Key Findings

**N1: Lack of advocacy for gender equality.**

**N2: Underrepresentation of women in high-income earning roles.**

**N3: Unconscious ingrained social gender roles.**

# Finding N1:

**Lack of advocacy for gender equality**



# On the Basis of State ...

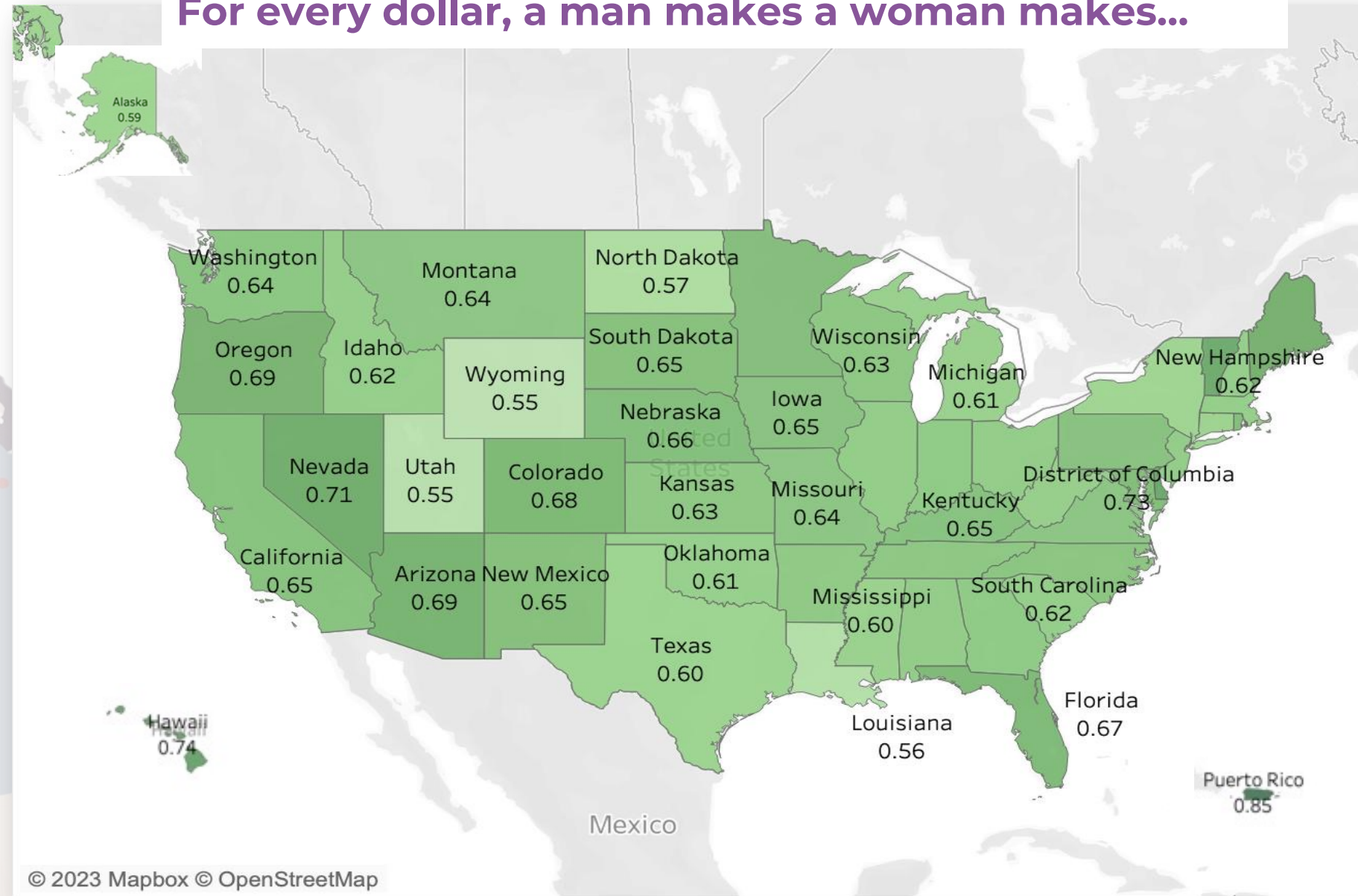
## Highest gaps

1. Wyoming
2. Utah
3. Louisiana

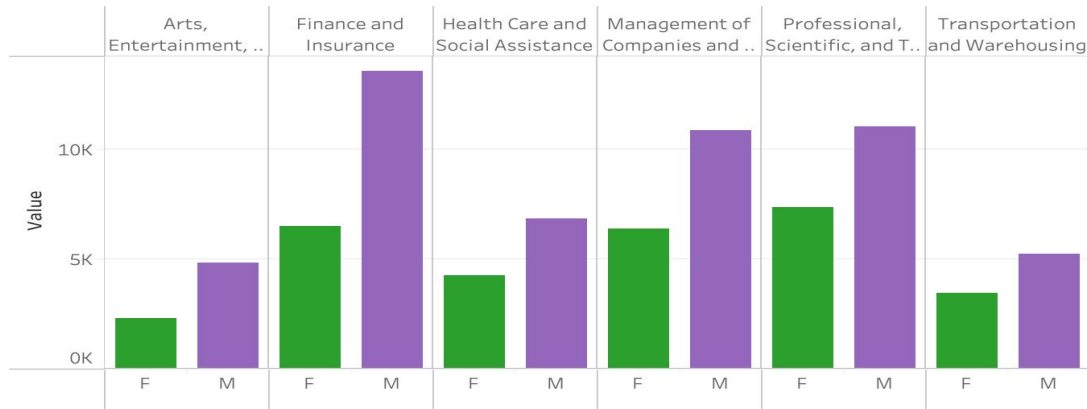
## Lowest gaps

1. Puerto Rico
2. Hawaii
3. District of Columbia

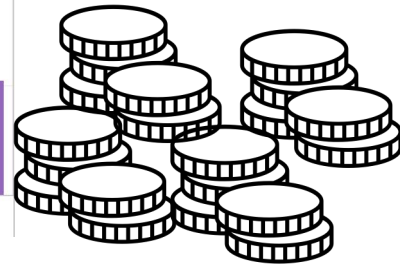
For every dollar, a man makes a woman makes...



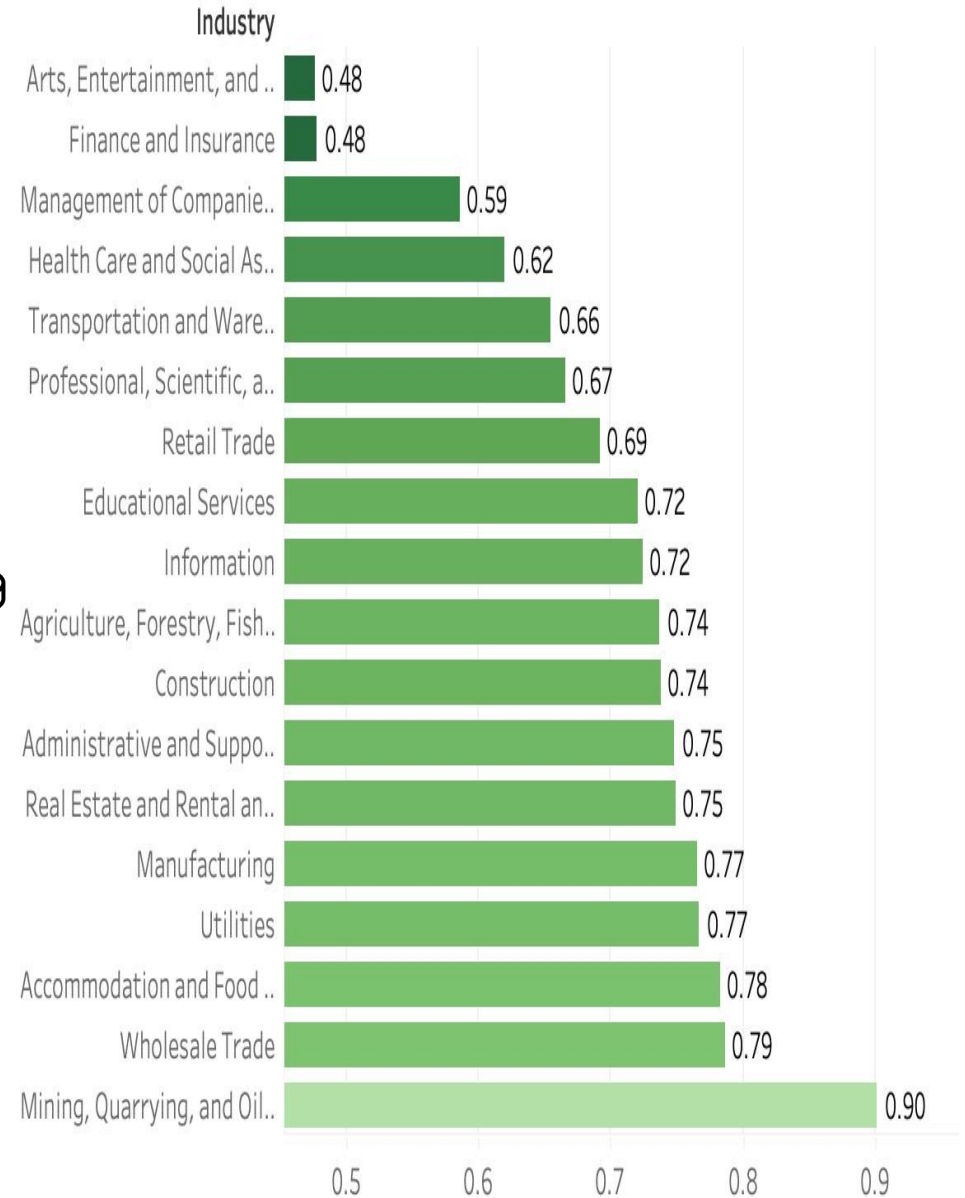
# On the Basis of Industry ...



**Largest Gap**



**Smallest Gap**



# Finding N2:

**Underrepresentation of  
women in high-income  
earning roles**





# TOP 2 HIGH-INCOME EARNING OCCUPATIONS: Male VS Female

US Bureau of Labor Statistics Dataset

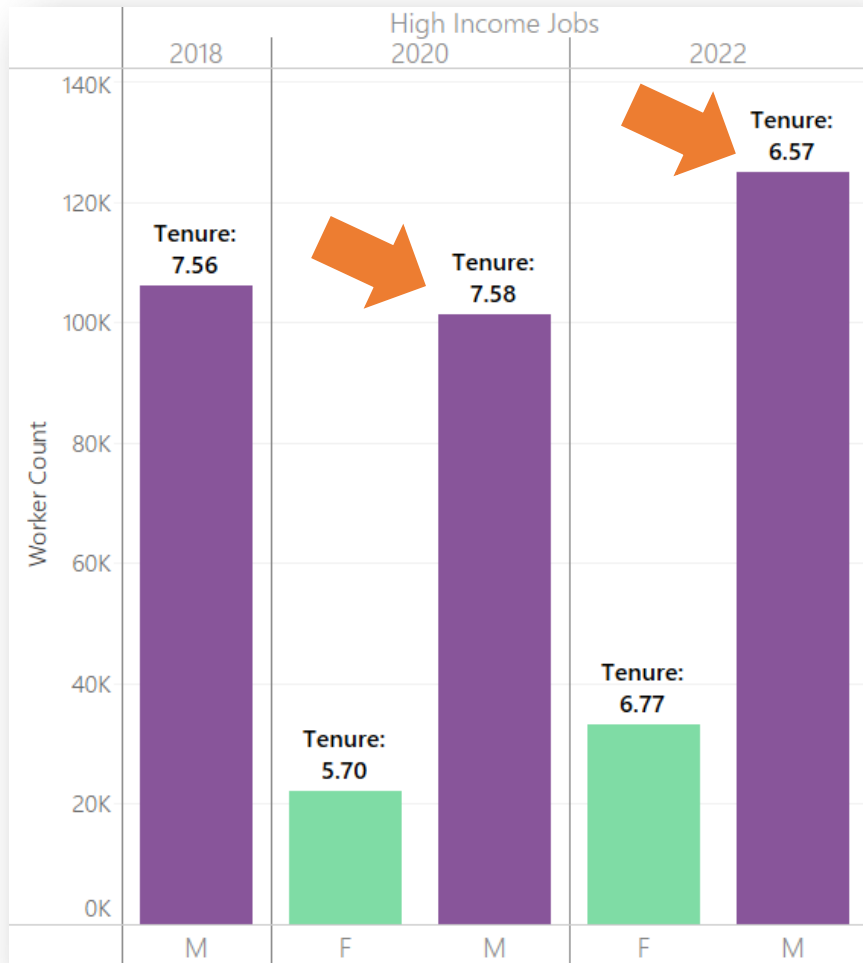


Glassdoor Dataset



# High-Income Roles Trends from 2018-2022 by Years of Experience and Age

## Tenure (Avg. years of experience)



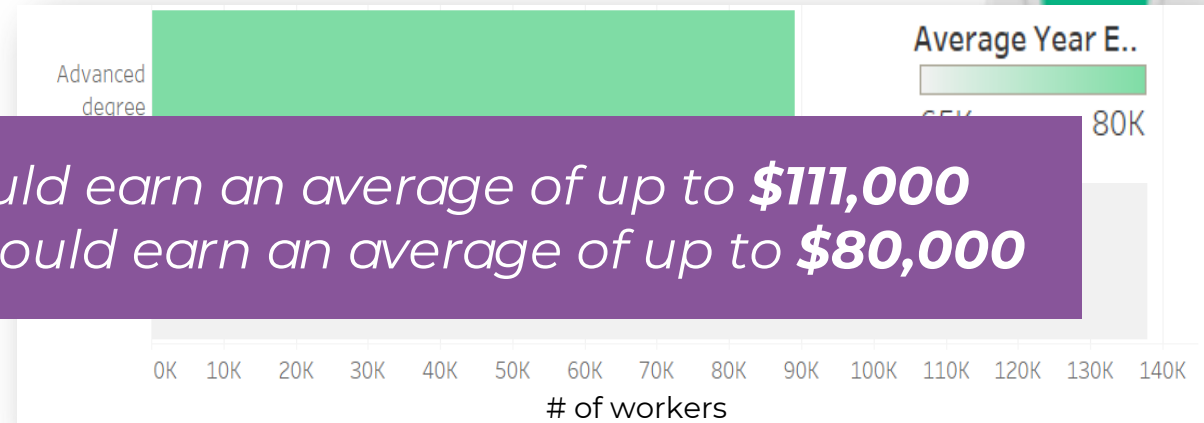
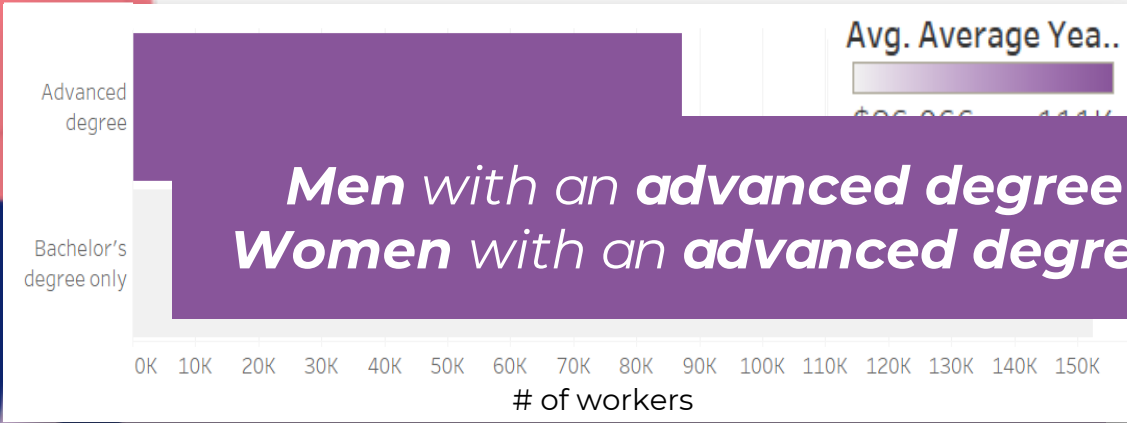
## Age Ranges



# High-Income Roles Trends by Level of Education

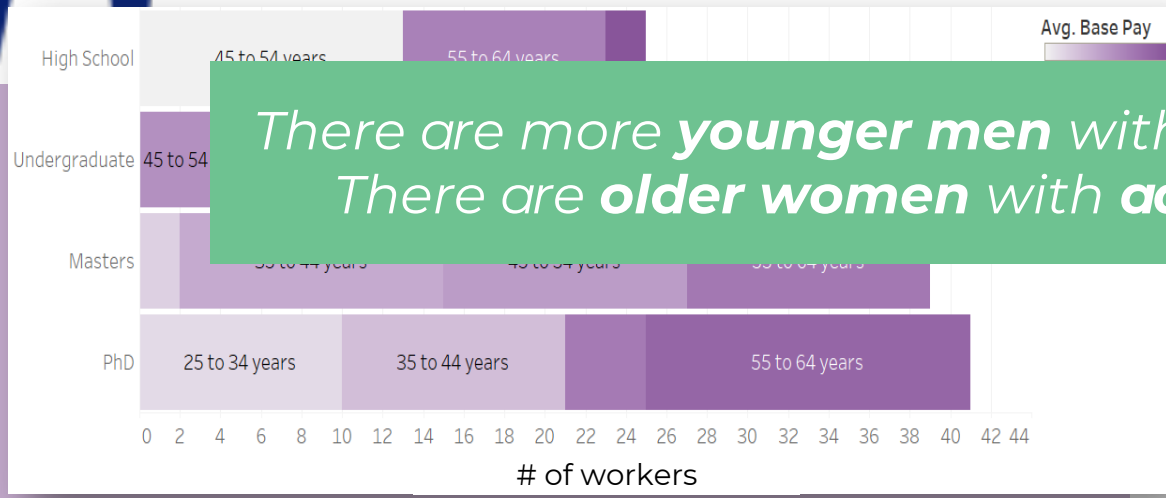
## Male VS Female

### US Bureau of Labor Statistics Dataset



**Men with an advanced degree** could earn an average of up to **\$111,000**  
**Women with an advanced degree** could earn an average of up to **\$80,000**

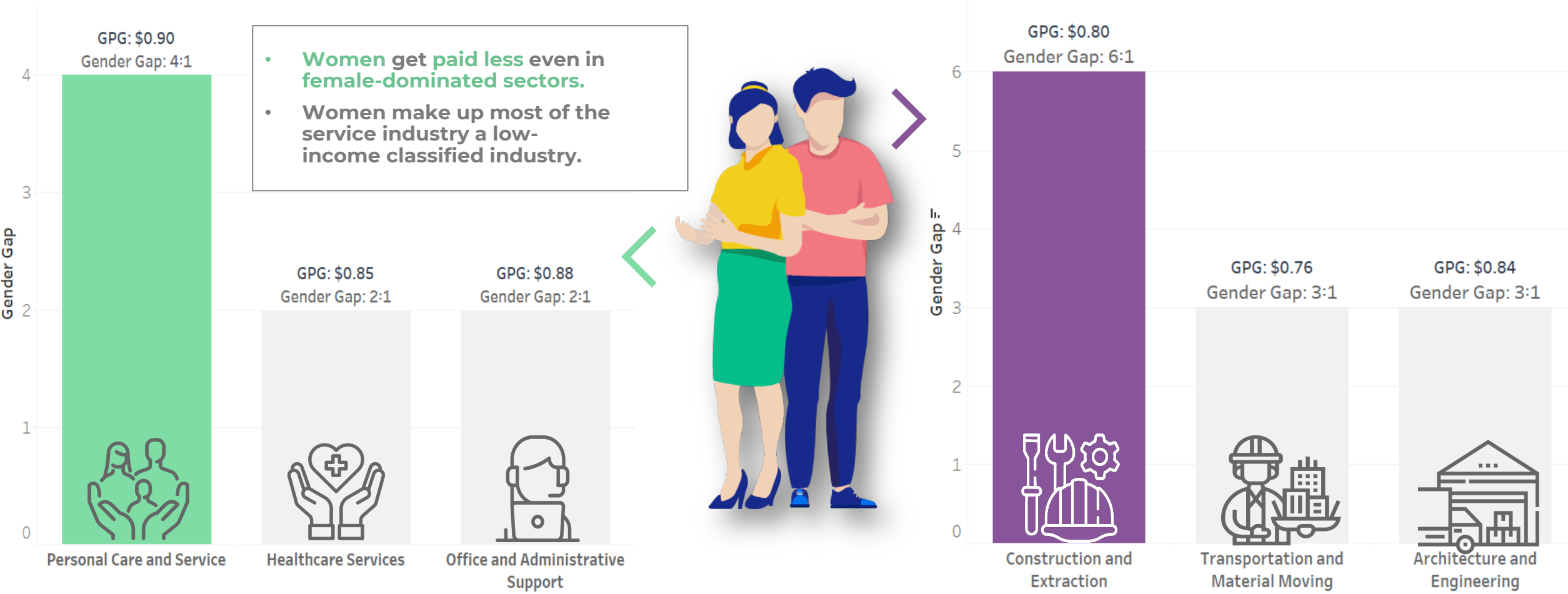
### Glassdoor Dataset



There are more **younger men** with **advanced degrees** in high-income roles.  
There are **older women** with **advanced degrees** in high-income roles.

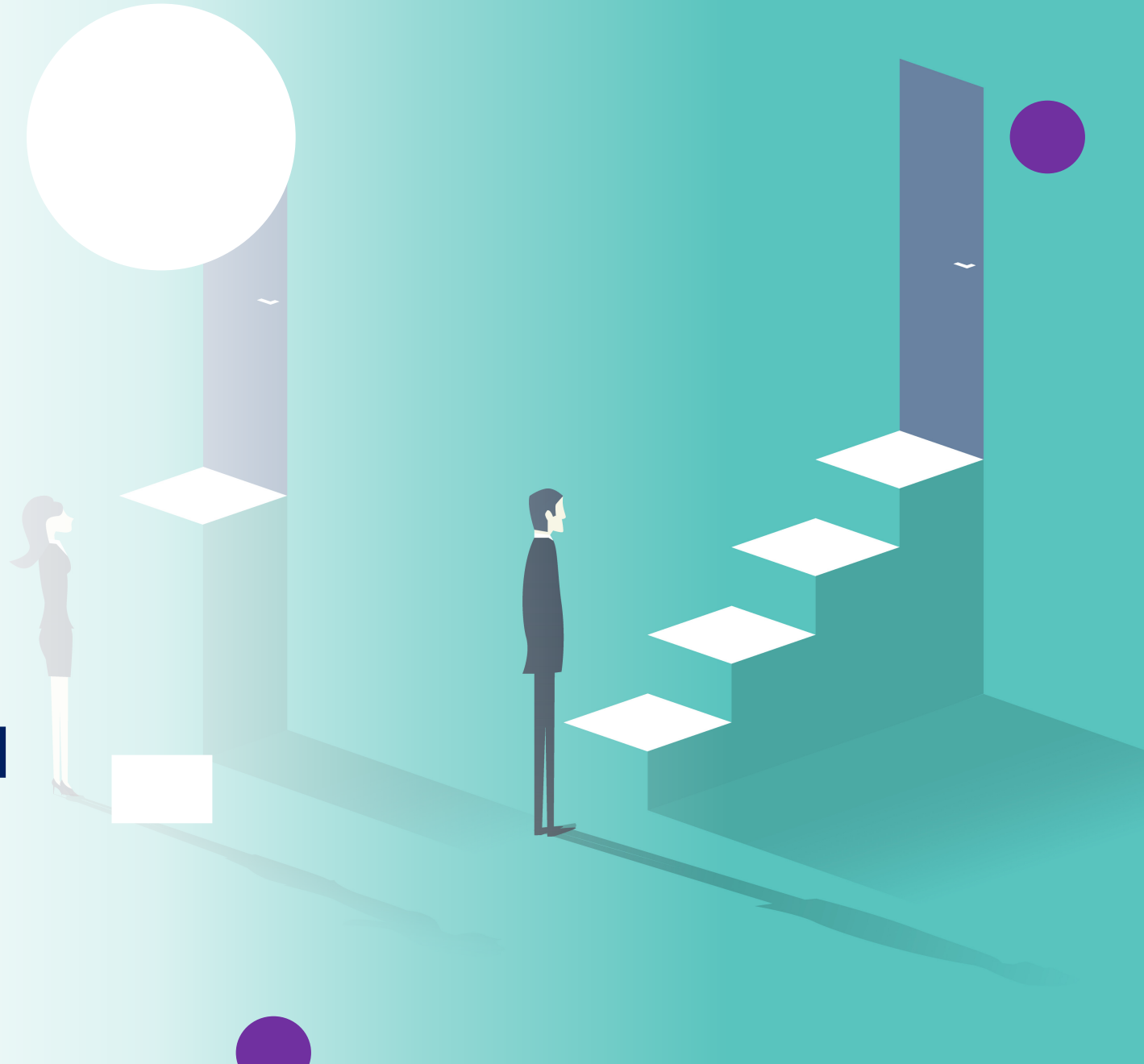
# TOP 3 INDUSTRIES: Female-Dominated VS Male-Dominated

- Women get paid less even in female-dominated sectors.
- Women make up most of the service industry a low-income classified industry.



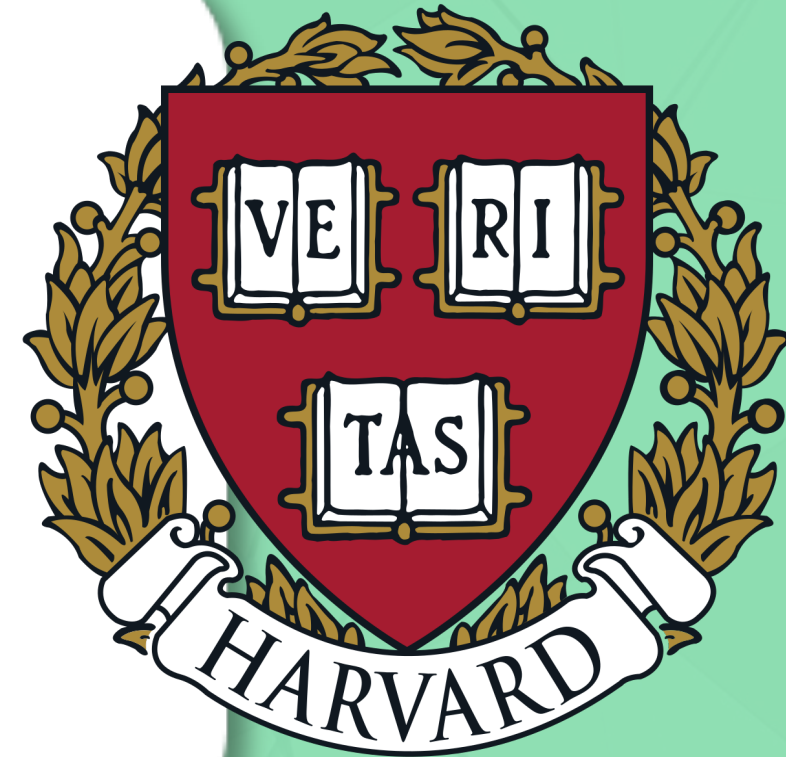
# Finding N3:

**Unconscious ingrained  
social gender roles**



# Here's what a recent Harvard Law School Research report says about **Women and Negotiation** :

- "In many cultures, **women** are encouraged to be **accommodating, concerned with the welfare of others, and relationship-oriented** from an early age".
- "There is a clash between these goals and the more **assertive behaviors** considered **essential for negotiation success.**"
- These assertive behaviors align more with the "societal expectations for **men** to be **competitive, assertive, and profit-oriented.**"
- Due to these **ingrained unconscious societal gender roles**, women may feel more **uncomfortable negotiating forcefully on their own behalf**, and face social backlash in workplaces for being **too assertive in negotiations.**



# Here's what Restaurant Owners say about hiring women



Women are more friendly to work and do a better work. Most common sense.

Mostly female because that's what I have found that are **more reliable, more responsible**. Also because I find it **easier to work with** women, because they are **easier to train, to manouver, to deal with**.

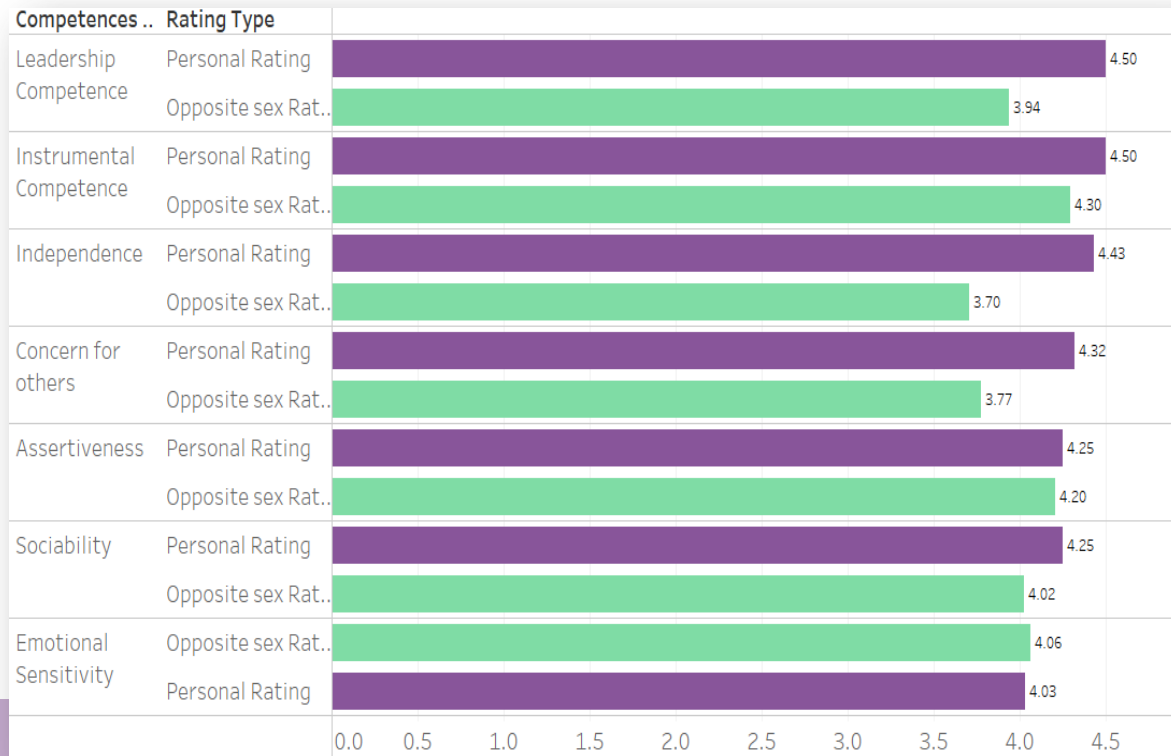
There's a lot of factors that are needed to taken into consideration when decided how much to pay somebody, **the girl was better at thinking but the men worked more and did the hardest job the most body they basically complemented each other**.





# Male Employees VS Female Employees

## Unconscious ingrained social gender roles



#1

#2

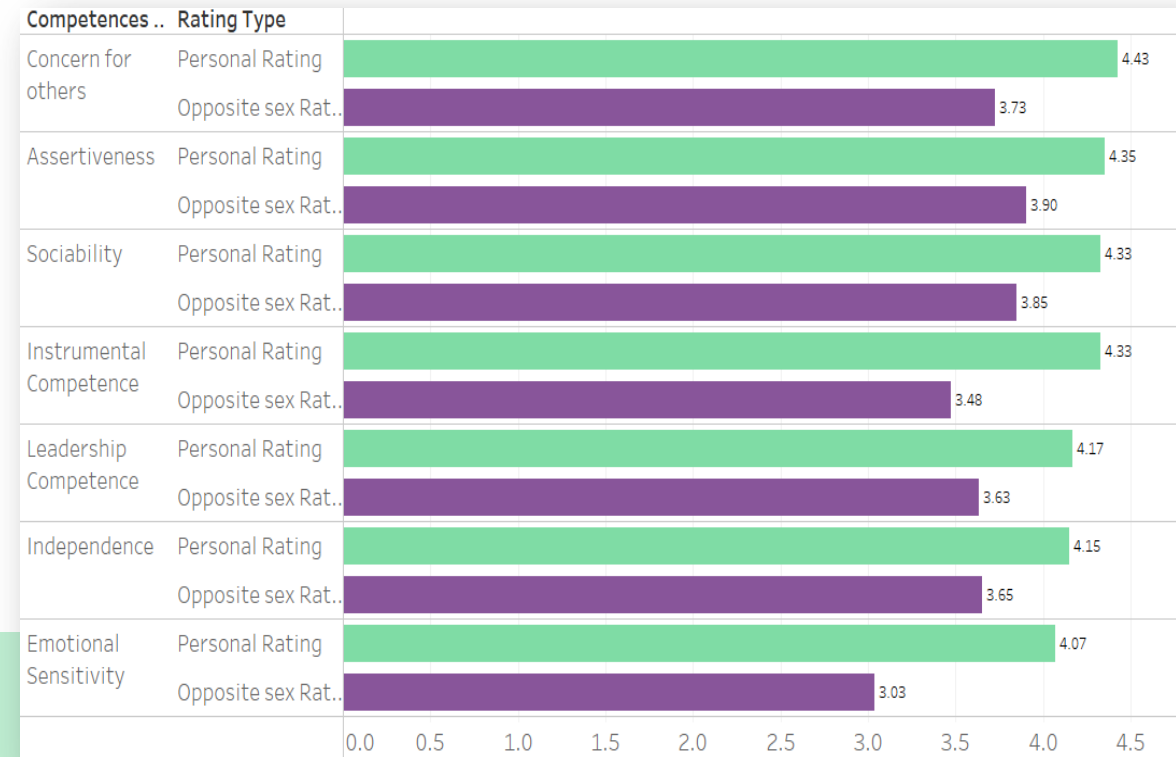
#3

#4

#5

#6

#7



*This Survey was done on 1 particular restaurant with a sample size of 21 employees. These results do not represent the entire population.*

BRIG



GOOD  
TROUBLE

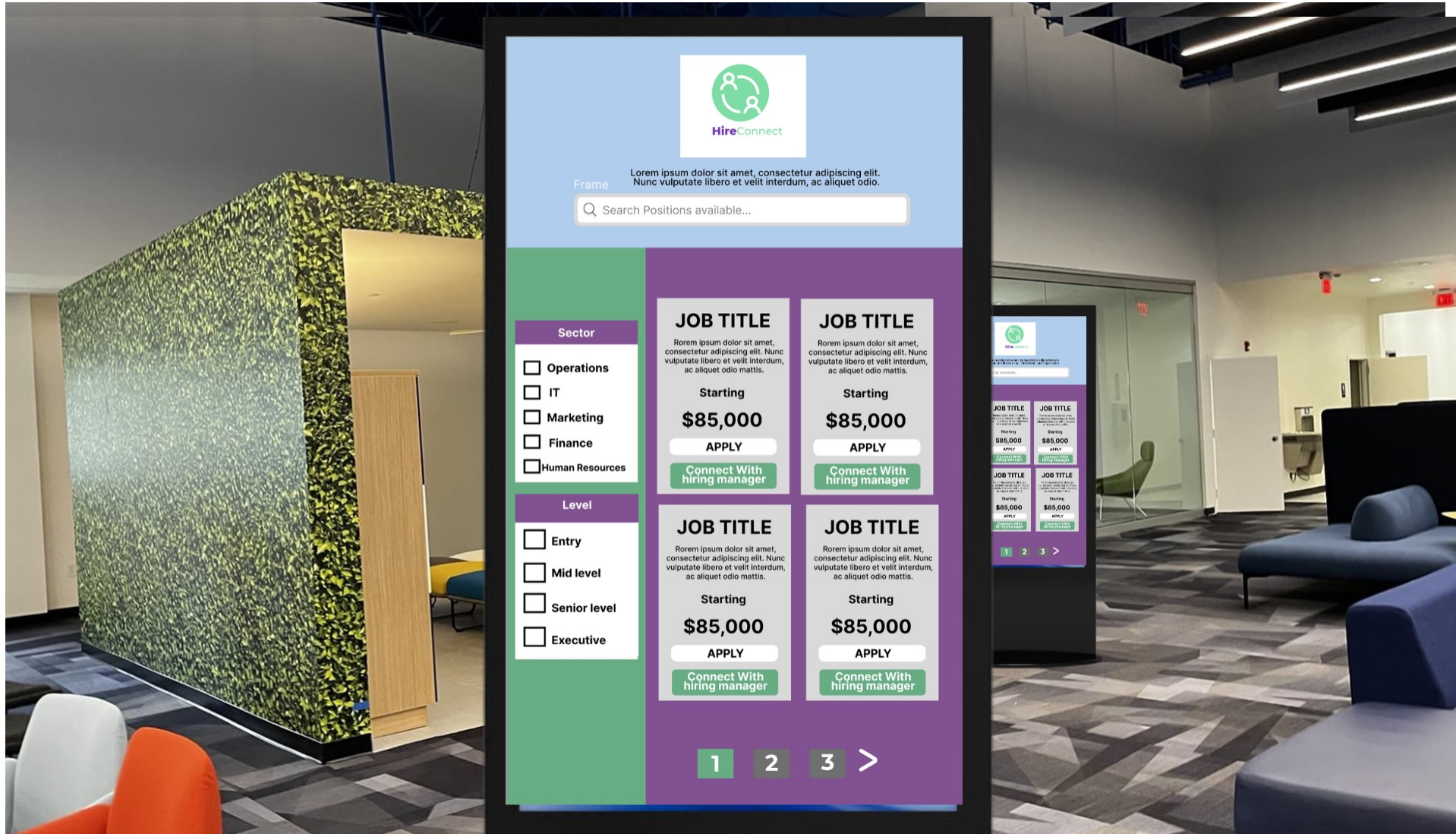


# Solutions

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# Industry Level Solutions



- Corp
- Prom
- cultu
- Empl
- Group

on

ent tests

# Internal gender pay audit

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- Conduct an internal audit of payroll data to address gender pay gap
- Identify and recommend ways to address any discrepancies found
- Create an inclusive environment to attract and retain top talent



# Preview – Personal Level Solution

After identifying some of the factors and issues surrounding the Gender Pay Gap, we built a solution focused on **4 main pillars**:



## Education

Increase experience through knowledge



## Transparency

Partnerships to get more industry data.



**Equal Opportunity** – Skills enhancement



## Awareness

Market awareness to better negotiate their salaries.

Explore Courses | MarketRate Calculator | Coach Matching | Community [Login](#) [Sign Up](#)



## LEADERSHIP

Empowering women to break through the gender pay gap with **tailored coaching and industry insights.**





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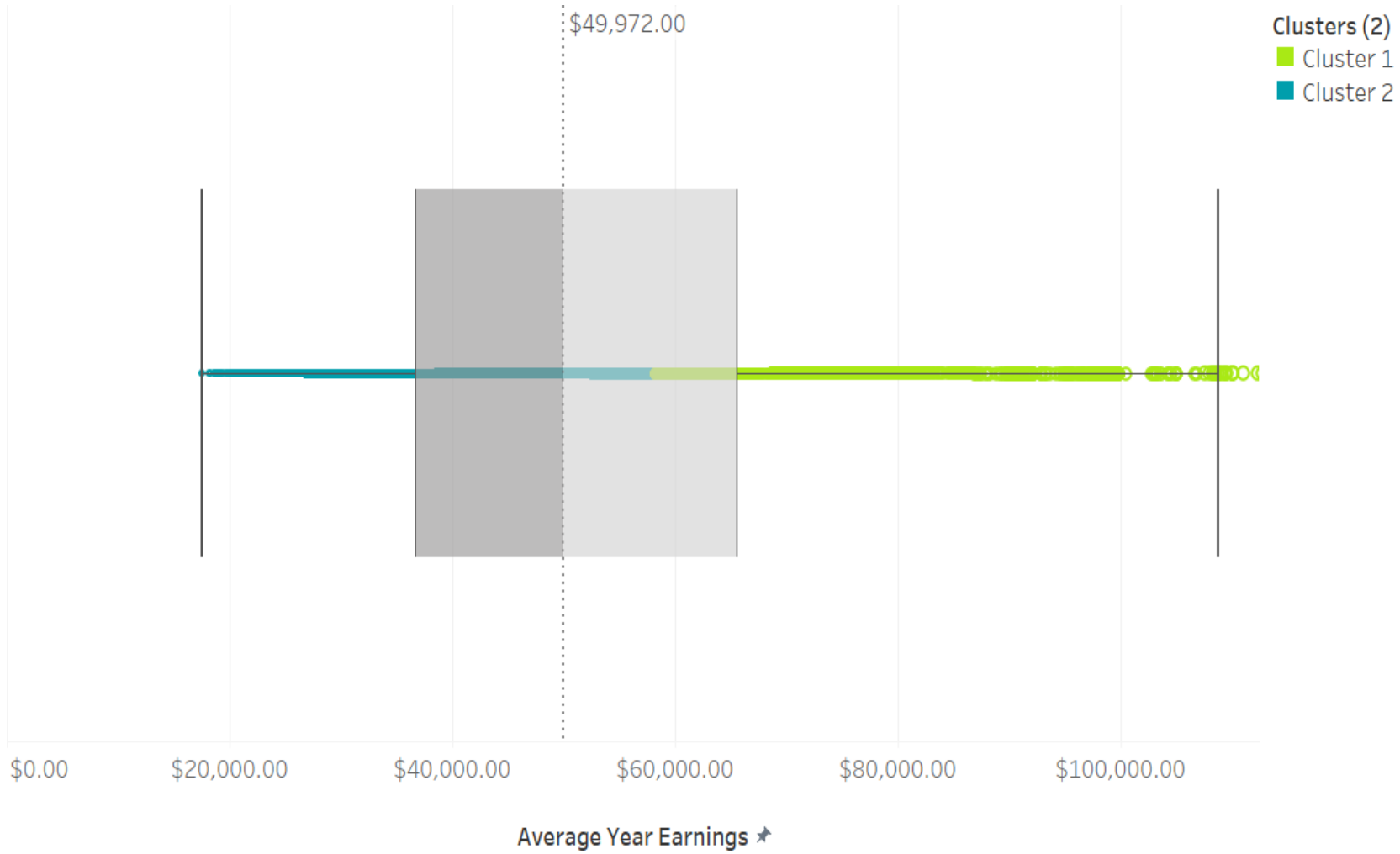
THANK YOU!

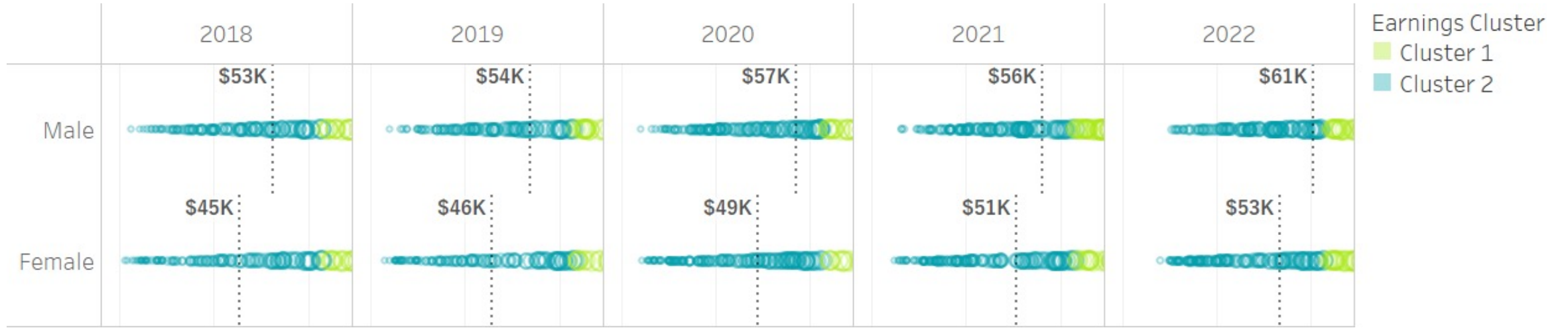






# APPENDIX





### Inputs for Clustering

**Variables:** Avg. Average Year Earnings  
Sum of Worker Count

**Level of Detail:** G Code, Y Code

**Scaling:** Normalized

### Summary Diagnostics

**Number of Clusters:** 2

**Number of Points:** 1799

**Between-group Sum of Squares:** 34.472

**Within-group Sum of Squares:** 47.082

**Total Sum of Squares:** 81.554

Clusters	Number of Items	Centers	
		Avg. Average Year Earnings	Sum of Worker Count
Cluster 1	590	82463.0	263.43
Cluster 2	1209	44131.0	266.05
Not Clustered	0		

## Changes in the Workforce for Men and Women in High-Income Jobs and Low-Income Jobs

