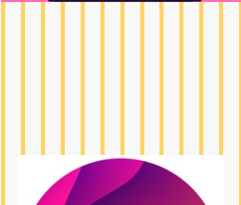
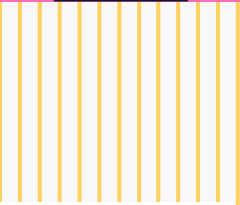
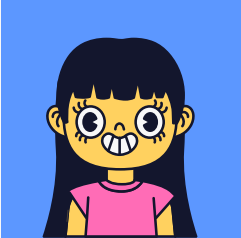




GENDER PAY GAP IN THE U.S.



By Florida International University



OUR TEAM



Vidya



Linh



Jazmin



Thi



Ishel

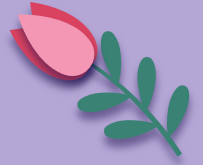
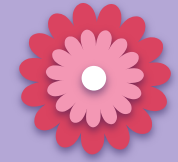
CONTENTS

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Causes

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**Future
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What is The Gender Pay Gap?



“The difference in pay between men and women can reflect how society values the work of women less than the work of men.”

– Payscale



01.

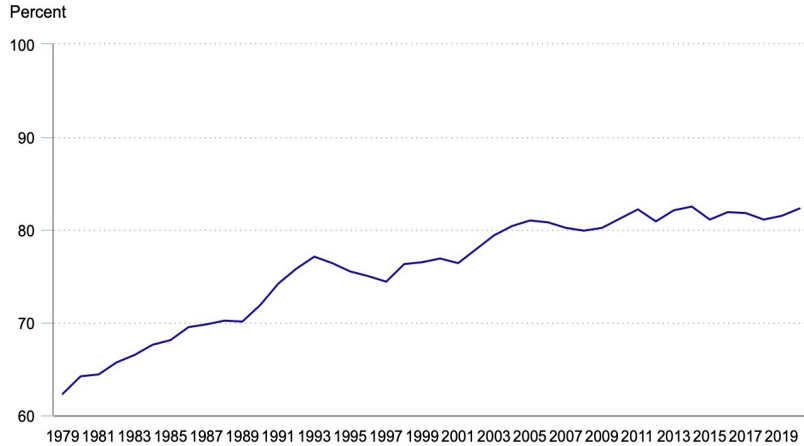
Problems



VEED.IO

Progress in Gender Pay Gap

Women's earnings as a percentage of men's, for full-time wage and salary workers, 1979–2020 annual averages

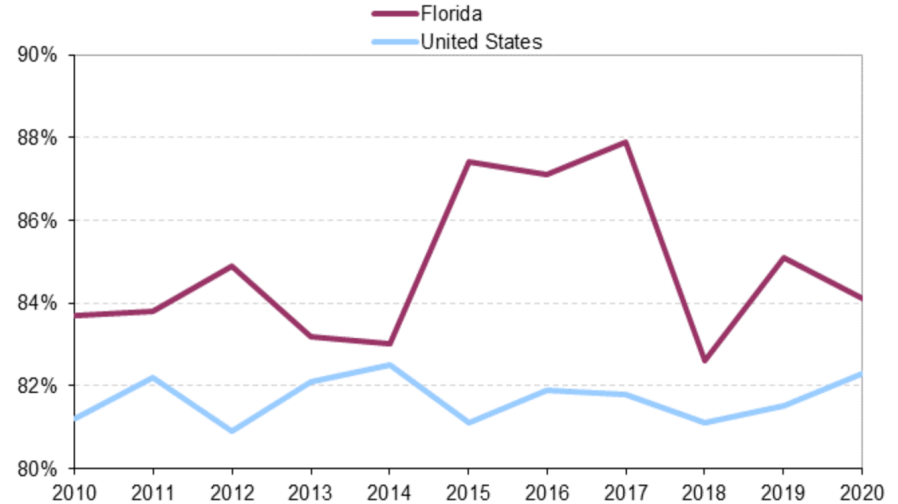


Hover over chart to view data.

Note: Percentages are calculated from annual averages of median usual weekly earnings for full-time wage and salary workers.

Source: U.S. Bureau of Labor Statistics.

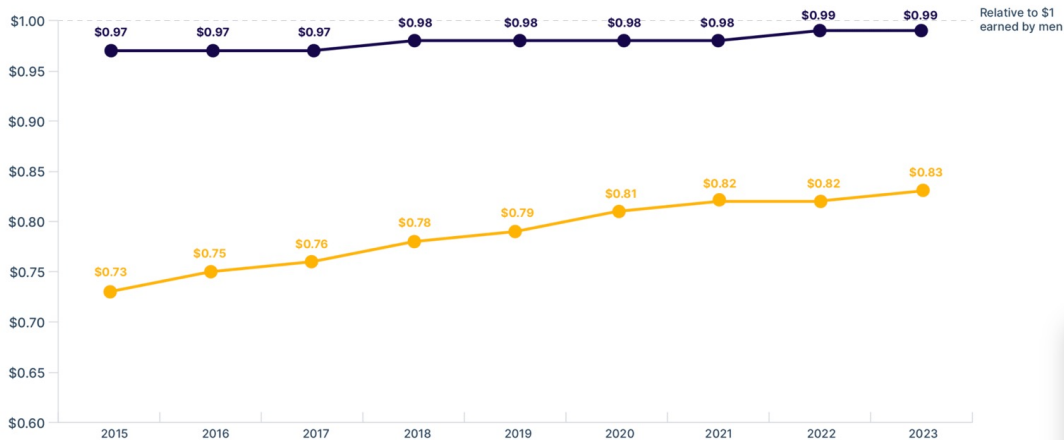
Women's earnings as a percentage of men's, full-time wage and salary workers, the United States and Florida, 2010–20 annual averages



Source: U.S. Bureau of Labor Statistics.

- Nationwide, women earned **82.3%** of median annual salary for men.
- Florida women earned **84.1%** of median annual earnings of their male counterparts.

The gender pay gap over time



Uncontrolled Gender Pay Gap (Opportunity Pay Gap):

Measures median salary for all men and all women regardless of job type, seniority, location, industry, years of experience, etc.

Controlled Gender Pay Gap (Equal Pay for Equal Work):

Measures pay for men and women with the same job and qualifications

Uncontrolled gender pay gap

This "opportunity pay gap" measures median salary for all men and all women.



Controlled gender pay gap

This measures median salary for men and women with the same job and qualifications.



The gender pay gap should be zero. It is not zero.

\$0.99 may seem close to **\$1**.

Small differences in earnings can compound over the course of a lifetime career.

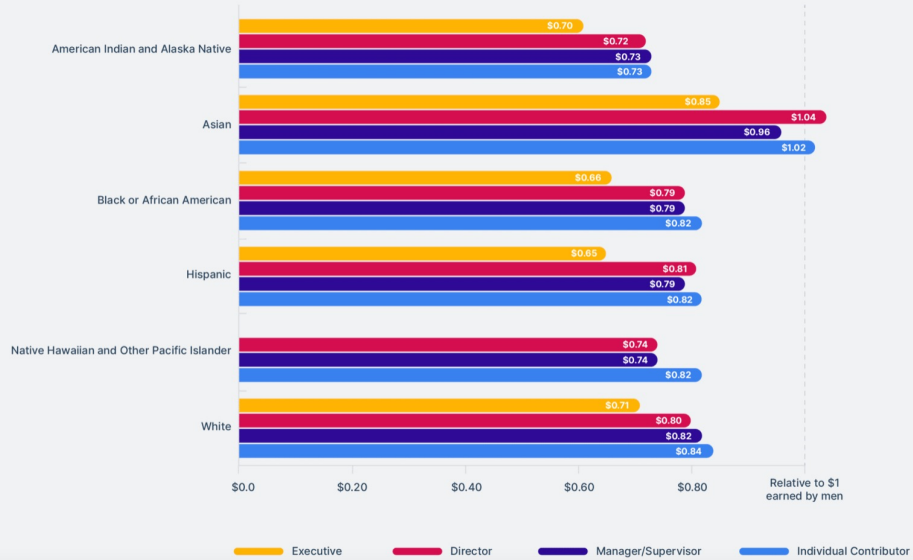
Lifetime earnings (what women stand to lose over a career)



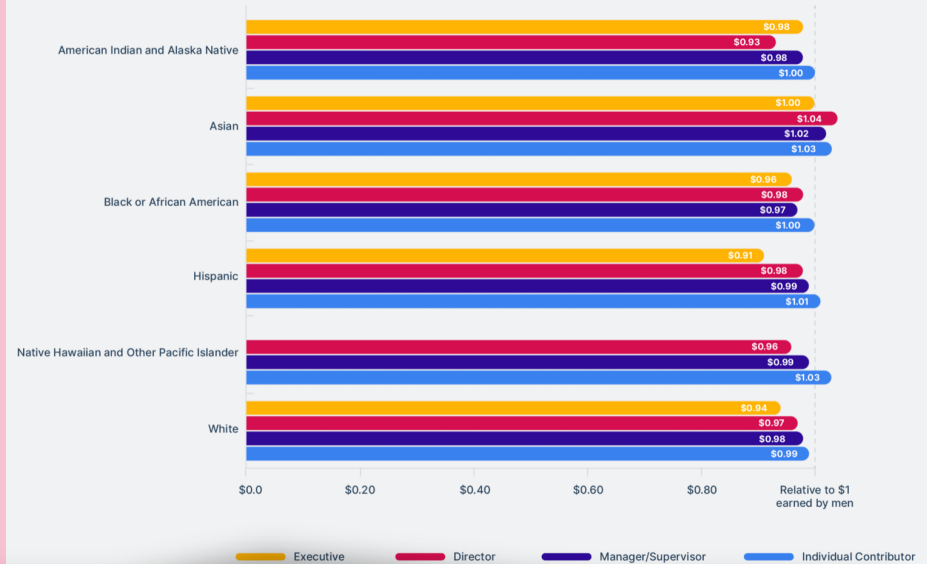
Gender Pay Gap by Job Level & Race

Source: 2023 Gender Pay Gap Report by Payscale

The gender pay gap by job level and race
Uncontrolled

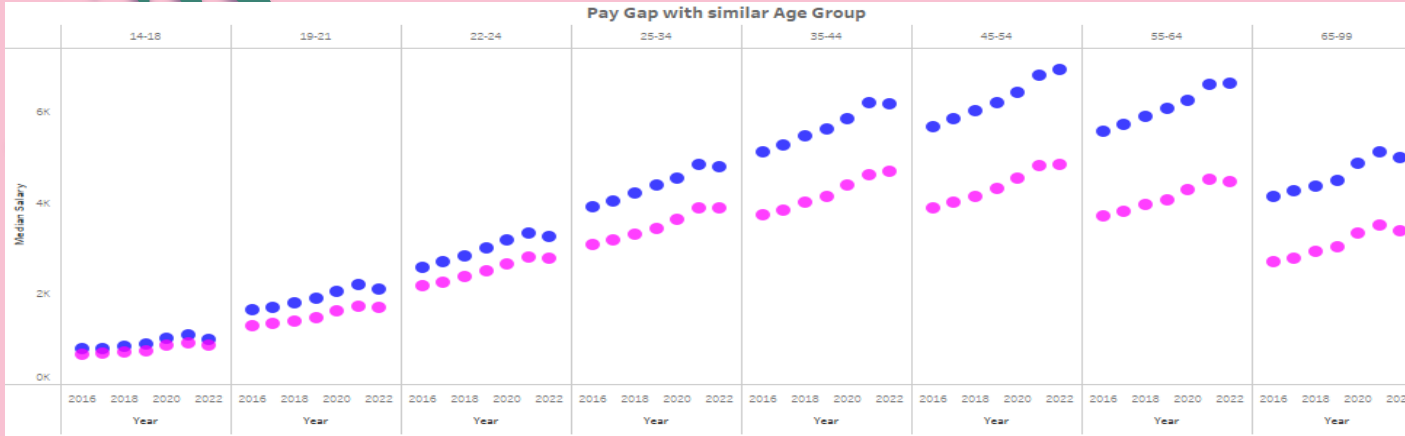


The gender pay gap by job level and race
Controlled

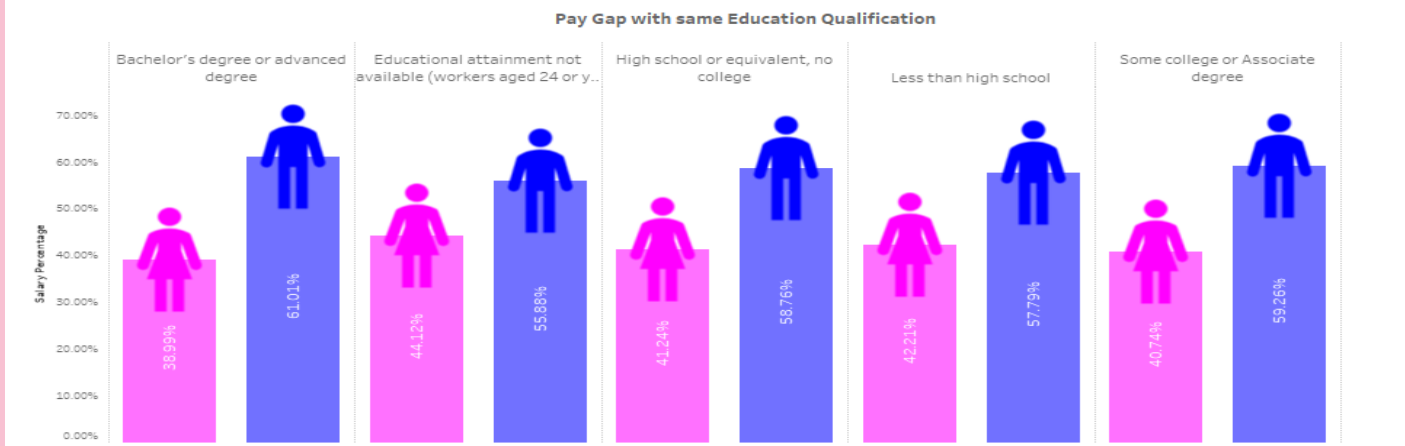


- As women progress up the corporate ladder, the gap widens.
- When data are controlled, the gender pay gap is widest for Hispanic women at the executive level, at **91%**.

Gender Pay Analysis – By Team C

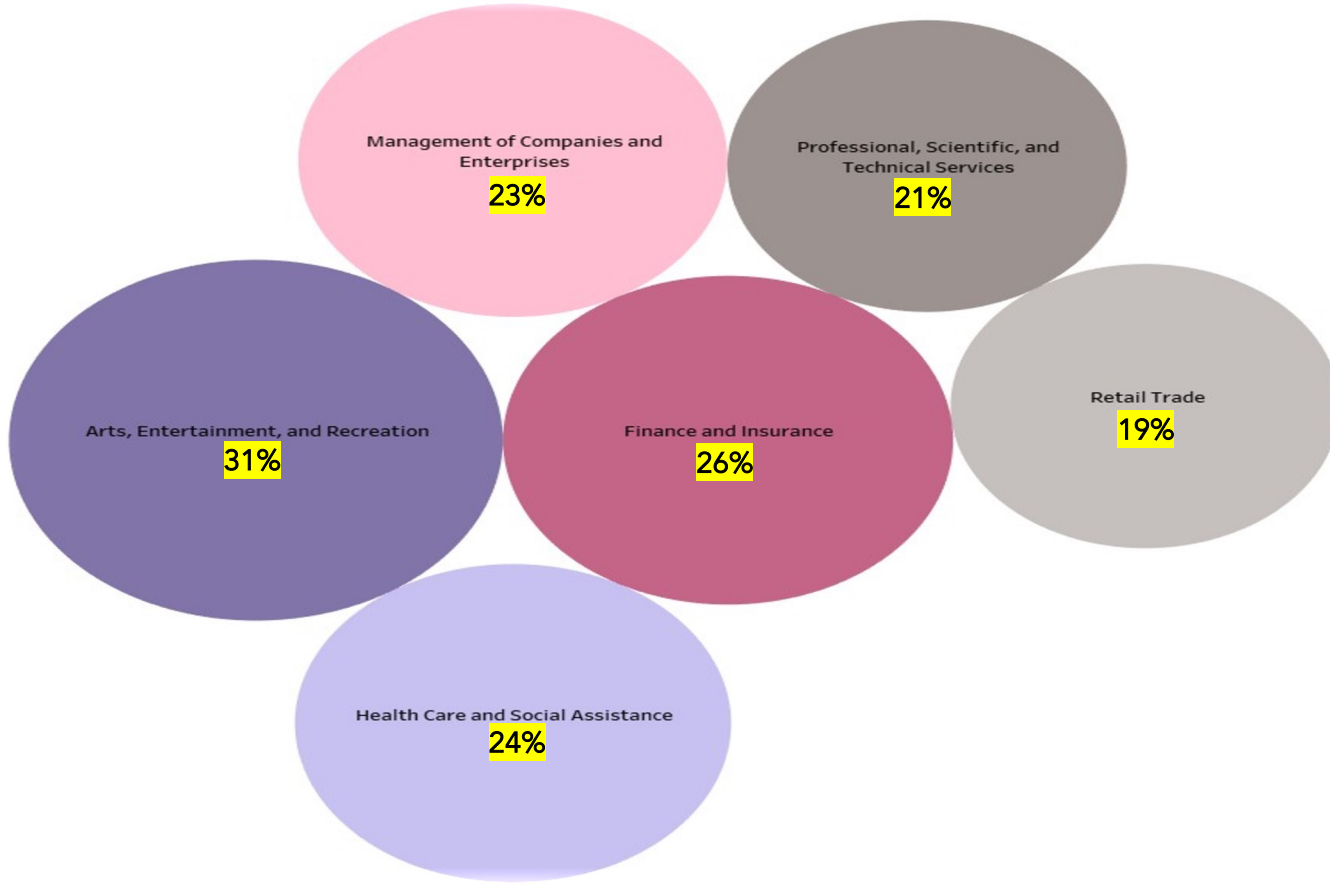


As age groups increase, the pay gap also increases significantly.



Although both are equally qualified still men get paid higher.

Top Industries With High Pay Gap



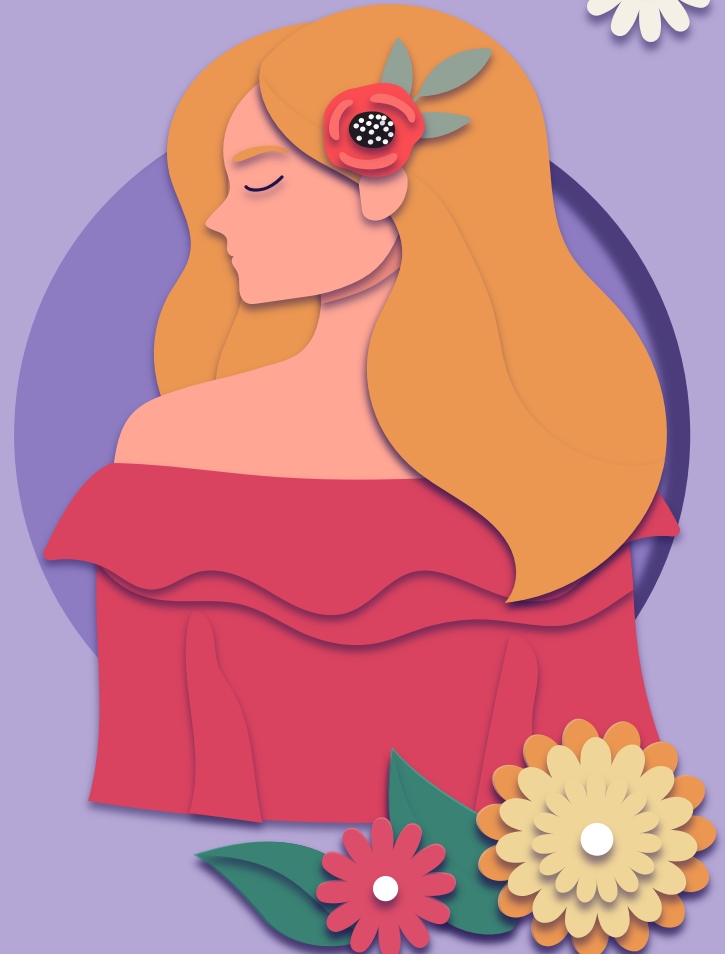
Top industries with **Highest** pay gap

1. Art, Entertainment, and Recreation.



02.

Causes



Lack of Flexibility

(Work-Life Balance)

Women may be more likely to work **part-time** or to take on **lower-paying** jobs that offer more flexibility.

Mothers are **79%** less likely to be hired.

100% less likely to be promoted.

Offered on average **\$11,000** less in starting salary compared to equally qualified childless women.



Unconscious Bias

A survey by the Pew
Research Center

42% of working women in the US have
experienced discrimination based on their
gender in the workplace, including:

Being
passed over
for a job or
promotion

Earning less
than a male
counterpart

Experiencing
repeated
slights or
offensive
comments



Lack of Negotiation Skills



A 2014 study published in the Harvard Business Review said that only **7%** of women negotiated their first salary offer, compared to **57%** of men.

A 2018 survey by PayScale found that **31%** of women have never negotiated their salary, compared to only **21%** of men.

In a 2020 study by Jobvite, **46%** of women said they were uncomfortable negotiating salary, compared to only **34%** of men.

Lack of Equal Leadership Opportunities



In a report by LeanIn.Org and McKinsey & Company:

Only **1 in 4** C-suite executives is a woman.

For every **100** men promoted from entry level to manager only **86** women are promoted.



03.

Solution



PASSWORD
PROTECTION
DATA INTEGRITY
IDENTITY
BREACH
SANDBOX
CODE

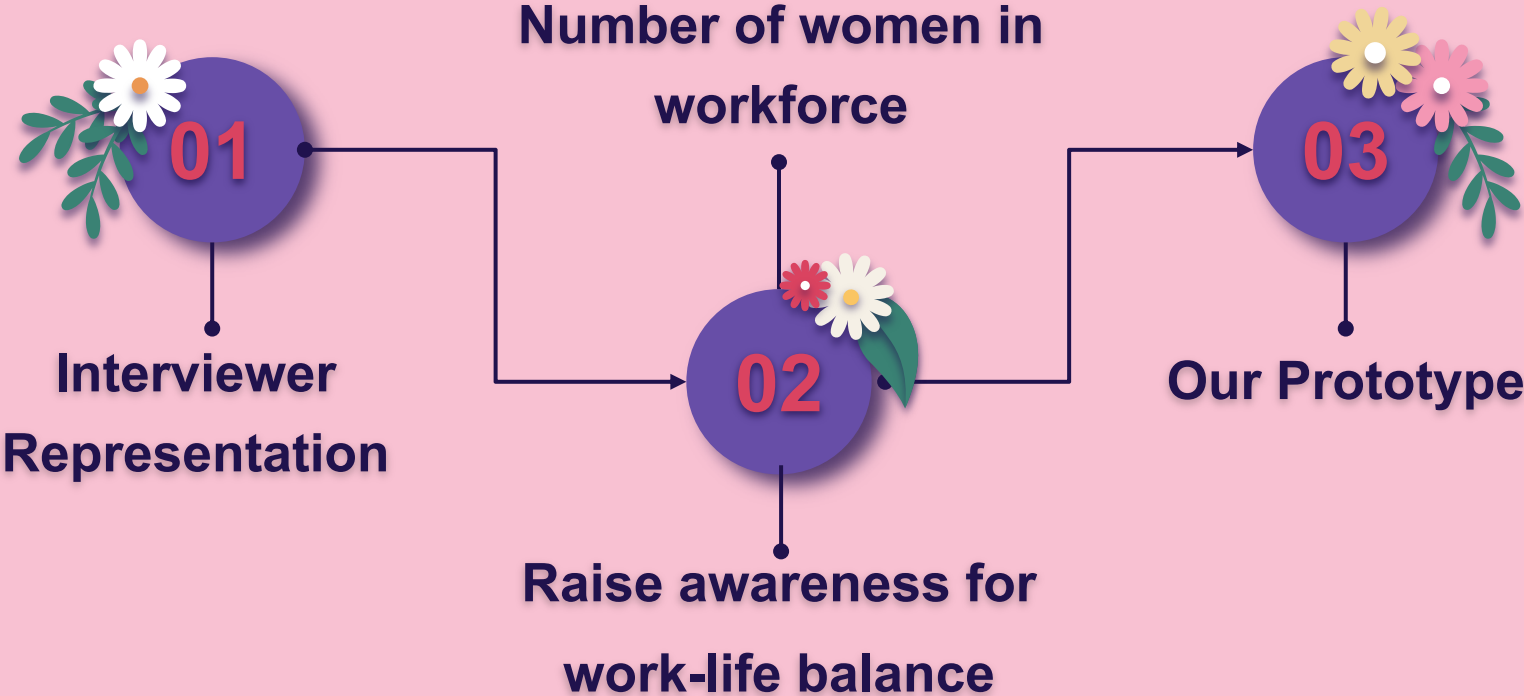
SECURITY
BIOMETRIC
LOCK
ANONYMOUS
FINGERPRINT
DATABASE
DDOS ATTACK



867

65099108471078081837
81683379976157384

Solution Cycle



Our Application



Women

First of
It's Kind

A platform to even the
position of women in the
society



TOGETHER WE ARE STRONG



ANSWERS TWO QUESTIONS?



What are your chances to get into the company?

How can you increase your chances?

Main Components

A Safe space for women to interact

All verified users and the privacy retained

Probability

An estimate of how good of a candidate you are.

Self-Enhancement

Resources to make yourself better

Live Data about Companies

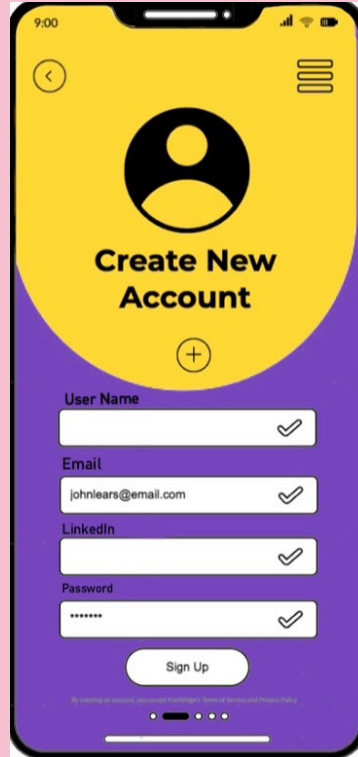
Information about companies with reviews from verified users

Gamification

An ideal system to keep the user interacted



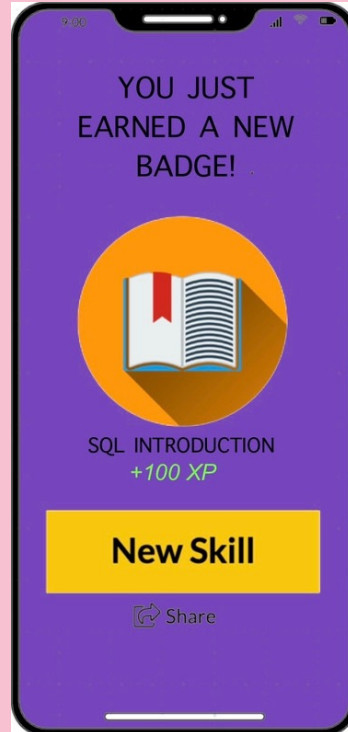
Mobile View Wireframes



Only existing LinkedIn Users can get access to the platform, a security feature



Skills and Leaderboard



Desktop Version



FIND

A company or business



IN

Florida



MARIO 22

SEARCH COMPANY.

MY CHANCES.

ADDITIONAL RESOURCES.

SAFEHAVEN.

MYPROFILE.

DAILY XP 500



BANK UNITED

[Apply Now](#)

Company Grades



Overall Eve1 Grade

How are grades calculated?

Data Sources

A-

Growth

A-

Diversity

A-

Mentorship

A-

Value

A+

Quality

A

Work-life Balance

View Full Report Card ▾



<https://www.bankunited.com>




MIAMI, FL

About

BankUnited, N.A., a wholly-owned subsidiary of BankUnited, Inc., is one of the largest independent depository institutions headquartered in Florida, providing a broad range of consumer and commercial banking products and services to individuals, small businesses, middle-market companies, large corporations and institutions. BankUnited operates convenient banking centers in Florida, New York and Dallas, Texas, along with 24-hour digital access. As of December 31, 2022, BankUnited N.A. has \$37 billion in total assets.

Probability

BANK UNITED 

 Added

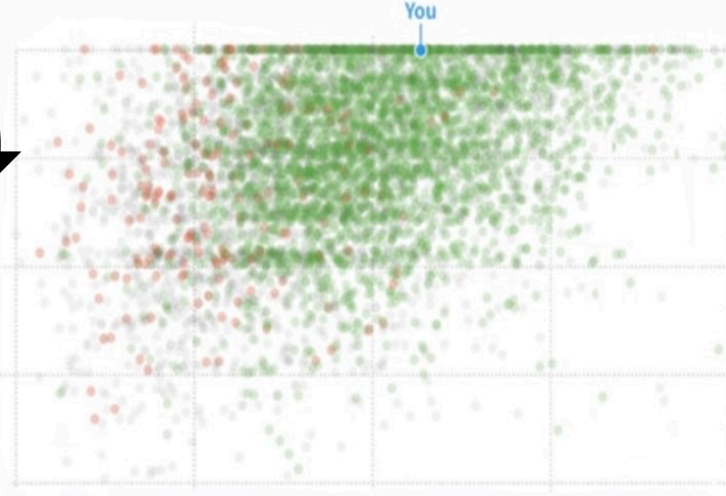
See My Chances

WHAT ARE YOUR CHANCES?

 Accepted

 Rejected

Based on your qualifications, work experience and connections : You have a **78.9%** chance of getting hired here



A candidate's interview, company needs and policies can always affect the chances of acceptance of a candidate in a company. This is a machine that generates probability and should not be the sole reliance when preparing or looking for a job.

Additional Resources



FIND

A company or business



IN

Florida



MARIO 22

SEARCH COMPANY.

MY CHANCES.

ADDITIONAL RESOURCES.

SAFEHAVEN.

MYPROFILE.

DAILY XP 500

ADDITIONAL RESOURCES

WORKSHOPS

MOCK INTERVIEWS

RESUME GUIDANCE

PAY NEGOTIATION

MICRO-INTERNSHIPS

NETWORKING/ SOCIAL
EVENTS

MICRO-CREDENTIALS

MENTORSHIP



SAFEHAVEN

Options ▾

Feel free to use this forum to ask questions, share ideas and general discussions.
Make sure you have searched for the topic first to ensure no-one else has already posted it.

What would you like to know

Ask a Question

Share an Idea

Start a Discussion

Show All

● Discussions

● Questions

● Show Ideas List

Search this forum...



Order by

Latest by Date ▾

Subscribe

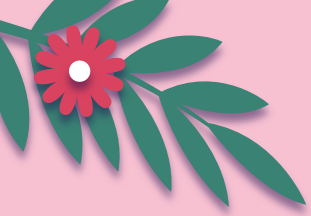
★ Pinned



● How do I start a pension?

Answer: Yes of course @GailRead, the person you need is @AngelaEastman.
She will contact you shortly to arrange a meeting - by James Ball

Data Collection



**US survey bureau
of Labor
Statistics**



**PayScale/
GlassDoor**



LinkedIn



**Voluntary Self-
Reported
Surveys**



What Sets Us Apart?



1

Unique

Probability is very unique factor that no other service offers

2

Unified Platform

No other platform has all these features at a single platform

3

Community

A way to empower women in the community

4

Dual Help

Both professional and social assistance



04.

**Future
Possibilities**

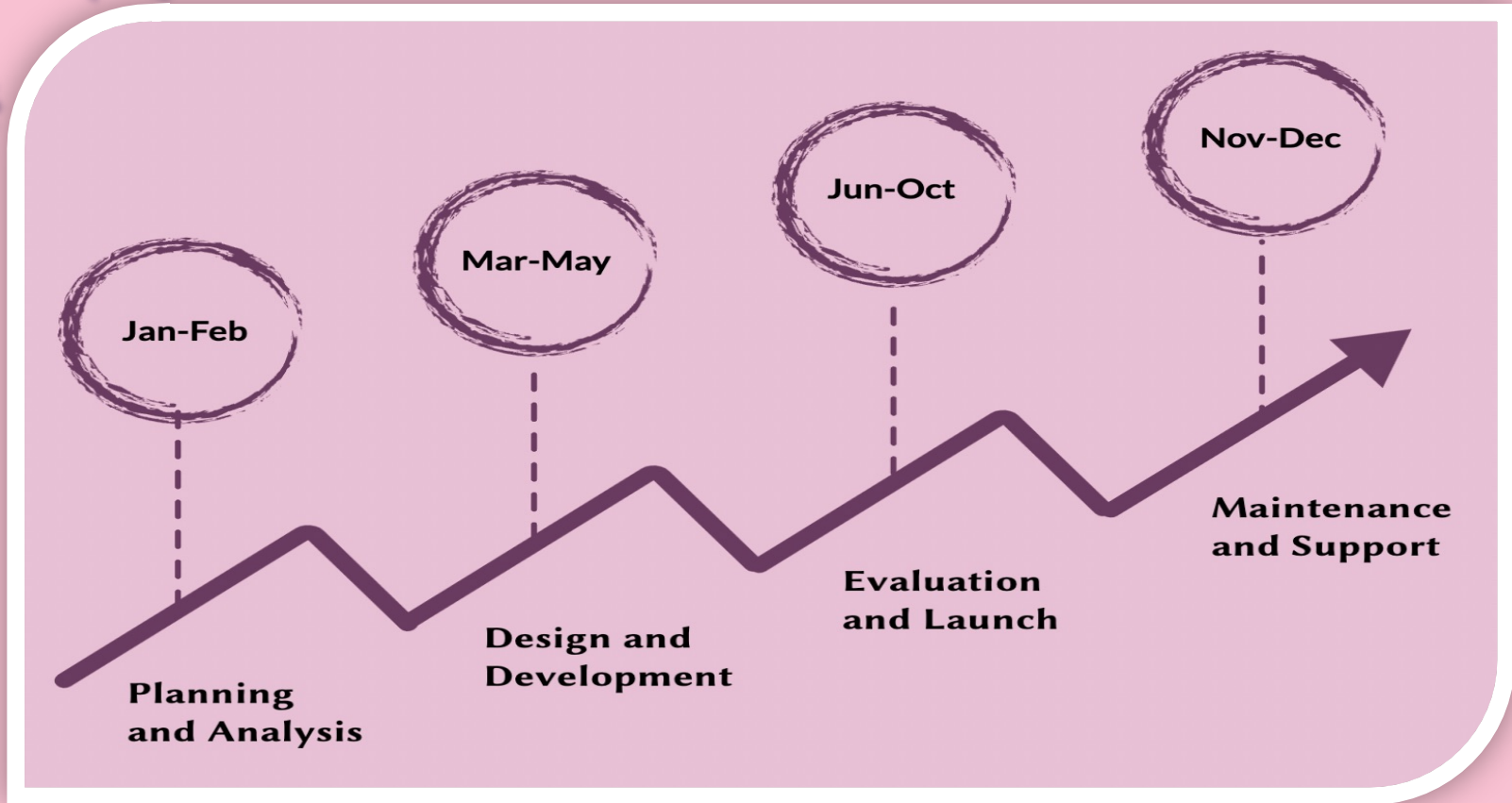




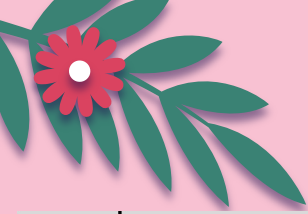
Future Possibilities

1. Ambassador Program: When a candidate gets placed in a company, they get offered to be an ambassador to answer company questions on the discussion boards (Safe Haven).
2. Expansion: This app could later expand to other networks for Students, People with Disabilities, People with different ethnicities.

Potential Timeline



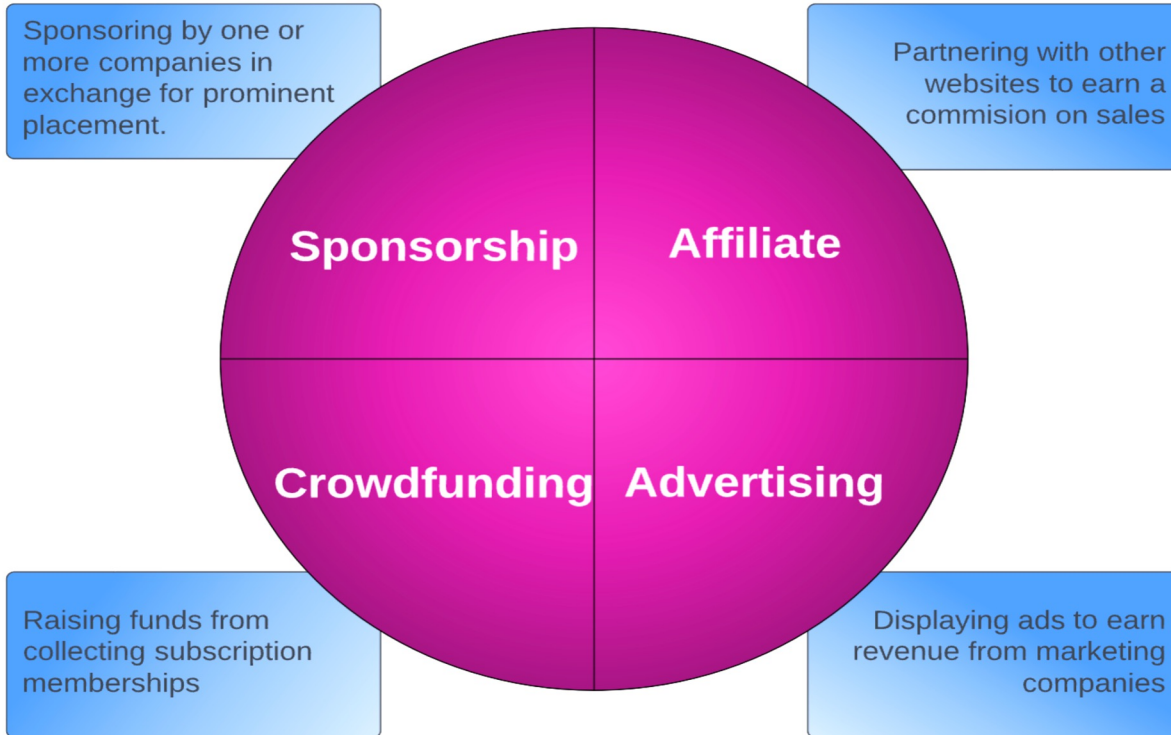
Risk Assessment



Type	Risk Description	Risk (Without controls)			Controls	Risk (With controls)		
		Probability	Impact	Risk Rating		Probability	Impact	Risk Rating
Technical	User connectivity errors	1	1	Trivial risk	■ Integrate robust error handling mechanisms	0	0	No risk
	Mobile device compatibility	1	1	Trivial risk	■ Test for mobile device compatibility	0	0	No risk
	Bugs, errors, coding issues	1	2	Tolerable risk	■ Practice weekly debug and coding development	0	1	No risk
	Scalability issues	2	2	Moderate risk	■ Build a scalable architecture and perform regularly monitoring	1	1	Trivial risk
Security	Hacking	3	3	Intolerable risk	■ Perform regular security assessment, penetration testing	2	2	Moderate risk
	Identity theft	3	3	Intolerable risk	■ Implement strict access controls	2	2	Moderate risk
	Data breaches	3	3	Intolerable risk	■ Establishing robust security protocols systems	2	2	Moderate risk
	Malware or virus infections	3	3	Intolerable risk	■ Run regular malwarescans and virus checks	2	2	Moderate risk
	Social engineering attacks	2	3	Substantial risk	■ Implement anti-phishing and anto-spoofing tools	1	2	Tolerable risk
	Other cyberattacks	2	2	Moderate risk	■ Train employees on cybersecurity practices	1	1	Trivial risk
Financial	Development and implementation cost	2	2	Moderate risk	■ Conduct cost-benefit analysis	1	1	Trivial risk
	Website Maintenance cost	2	2	Moderate risk	■ Implement cost-saving measures and contingency planning	1	1	Trivial risk
	Integration cost	2	3	Substantial risk	■ Negotiate with other vendors/companies	1	2	Tolerable risk
	Operational cost	3	2	Substantial risk	■ Conduct ongoing financial planning	2	1	Tolerable risk
	Regulatory compliance	2	2	Moderate risk	■ Ensure compliance with regulatory requirements	1	1	Trivial risk

Probability	Impact		
	Slightly Harmful (1)	Harmful (2)	Extremely Harmful (3)
Highly Unlikely (1)	Trivial risk	Tolerable risk	Moderate risk
Unlikely (2)	Tolerable risk	Moderate risk	Substantial risk
Likely (3)	Moderate risk	Substantial risk	Intolerable risk

Potential Funding Model



Institutional Engagement

Improvement on U.S Pay Transparency

Legislation:

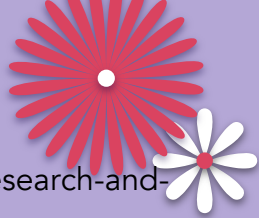
- Providing guidelines for the transparency
- Publishing annual pay equity report

Corporation Hiring Policy:

- Compensation preparedness
- Weighted-average approach for promotion evaluation

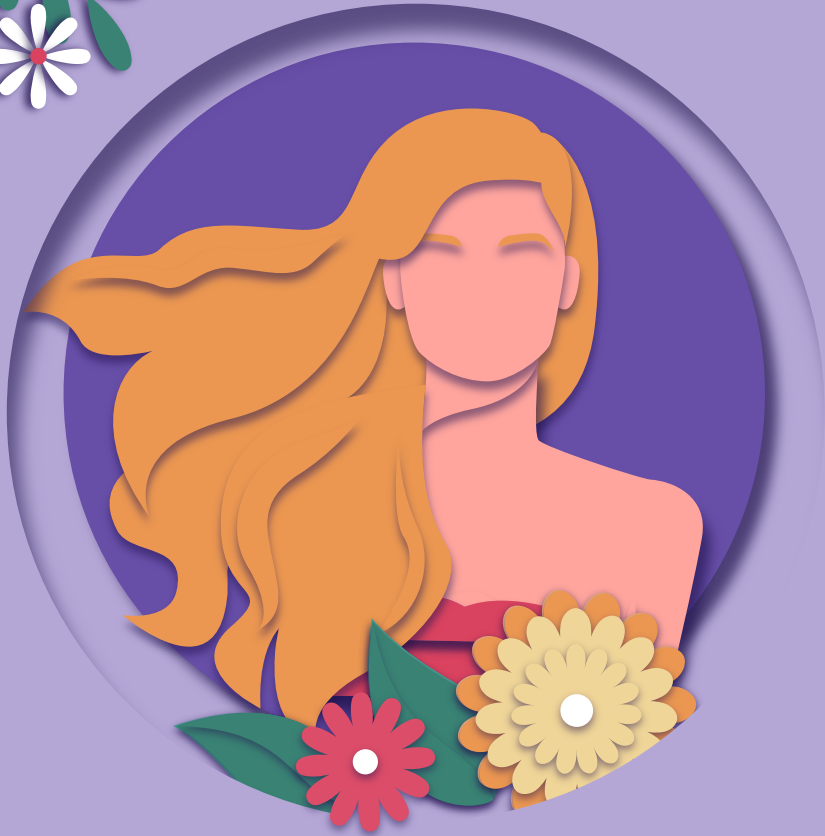


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Thank you!

**Ask us any
questions!**