

IS THERE A GENDER RELATED PAY GAP

EMPIRICAL ANALYSIS

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Are we really living the golden era in terms of equalization and fairness between employees in work environments where your work/expertise is the only income differentiation factor? or do we still suffer the problem of gender discrimination as we always have?

In this project I will try to find out whether or not the salary is affected by gender using the data of the **Salary Survey from AskAManager.org**. It is a 'real-life data' gathered from employees from all around the world via an online survey done by the organization. It is covering all sort of information like ages, industries, genders, years of experiences and various other information. Year 2021, they amassed more than 26792 responses fielded from more than 100 countries. The dataset can be found here at [Ask A Manager Salary Survey 2021 \(Responses\) - Google Sheets](#). I will be mainly working with the 'Industry' , 'Job title' , 'Annual salary' , 'Gender' and 'Race' characteristics of this dataset along with some other characteristics . The data sample will be acquired after cleaning the data first.

Hopefully the finding of this project will show no gap due to gender and if there is any, I will try to explore how does this affects the salary and give a recommendation to reduce this gap and make the work environments better places for women. Also, I may explore the effects of other factors like age and years of experiences if time allows me to do so.