

Money Talks a Demographic Story

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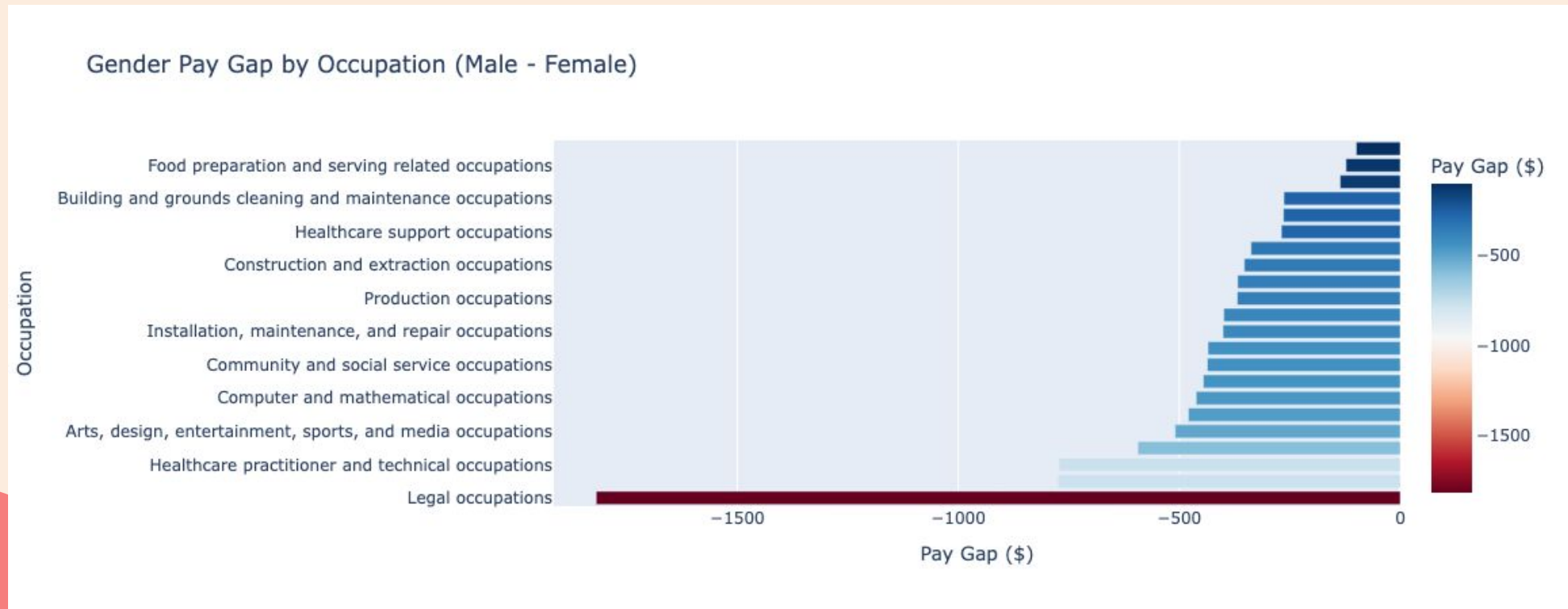
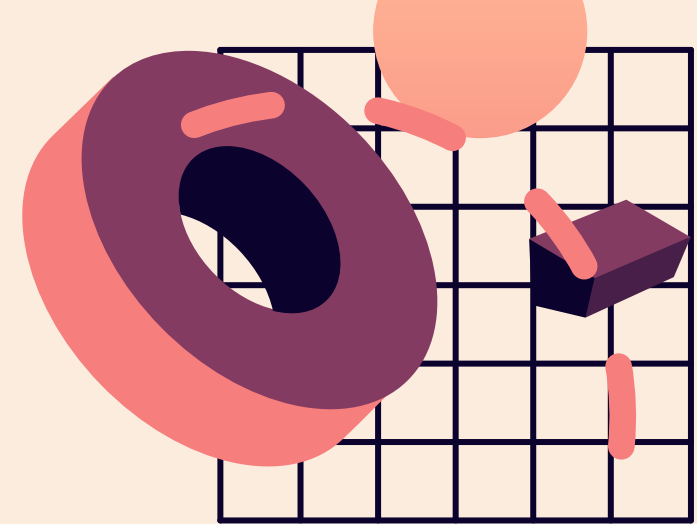


Project Summary:

The project explores weekly earnings by gender, education, occupation and experience .

Weighted statistical methods were applied.

Key aim: spotlight wage disparities and equity.



The Problem



PAY GAPS PERSIST ACROSS
INDUSTRIES.



WORKERS OFTEN LACK
TRANSPARENCY ON SALARY.



EQUITABLE COMPENSATION IS
CRUCIAL FOR ECONOMIC
STABILITY.

Behind the Numbers

- Capstone project for data analytics
- Motivated by real-world wage equity concerns
- Used the Current Population Survey data with weights for accurate population trends

(Census/Bureau of Labor Statistics)



Research Objectives

Analyze

Analyze salary variation by:

- Gender
- Occupation
- Education

Identify

Identify equity-friendly roles

Test

Test the link between experience, education and pay

What Did We Learn?

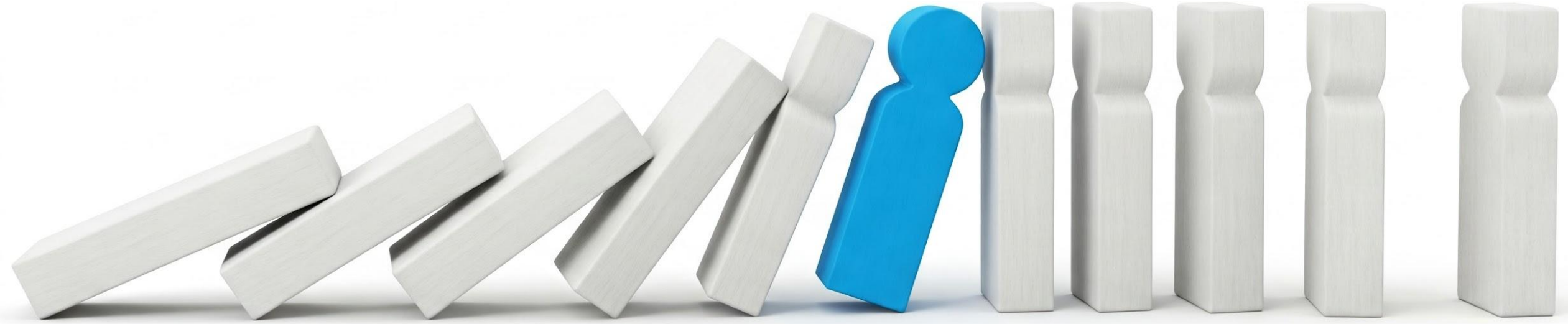
Gender pay
gap across
most
occupations

Higher
education =
higher
earnings

Experience ≠
always higher
pay

Digging Deeper

- Gender pay gap remains, even with experience controlled
- Weighted averages ensured population accuracy
- Equity-friendly roles often lower-paid



DEMO – Explore the wage gap

What Should We Do?



PAY TRANSPARENCY:
SHARE COMPENSATION
RANGES



UPSKILLING ACCESS:
INVEST IN
EDUCATION/TRAINING



REGULAR AUDITS:
MONITOR INTERNAL
EQUITY REGULARLY

Why It Matters



Employers can adjust pay structures



Educators can align programs with wage data



Policymakers can craft targeted reforms

Key Takeaways

Gender wage gaps persist — even when controlling for experience

Education strongly influences earnings

Interactive tools can improve transparency and drive change



Thank You