

# Case study: Women income gap

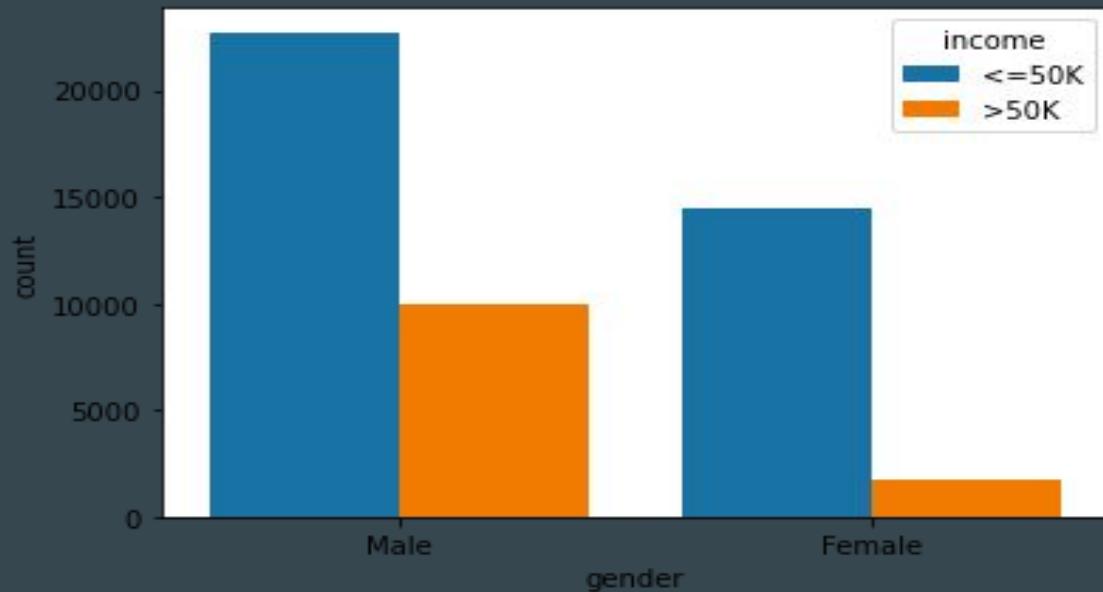
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May 25, 2021

**Case study objective:**  
What opportunities exist for  
women to improve their  
income?

# What is the income gap?

Only 10% of women earn more than 50k vs 30% for men:



# What attributes significantly affect income level?

## Personal

### Age

- People earning high income are mostly [35 - 45] years old

### Family status

- Being married (both as a man or a woman)
- Not having children

## Career

### Education

- Length of studies: +9-14 year resulting in a Doctorate, Masters, Bachelor degree
- Acquiring a professional degree/specialization

### Occupation

- Highly technical fields, Sales and Executive
- High skills jobs

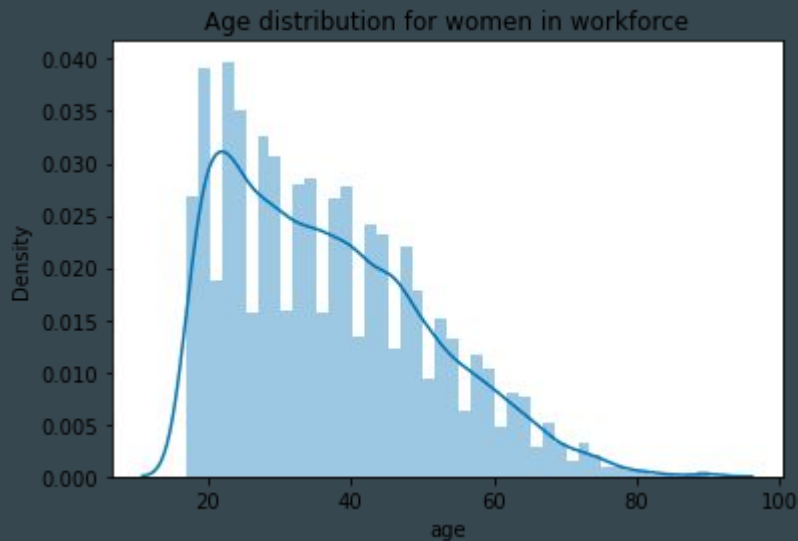
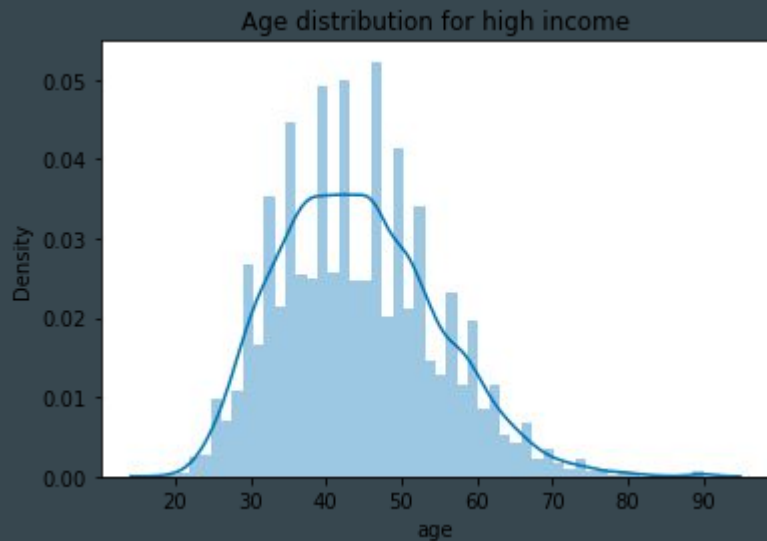
### Number of worked hours

- Typically, the more hours worked, the more income

# Age

- People earning high income are mostly [35 - 45] years old
- Women are more active during their twenties but tend to leave the workforce as from 30

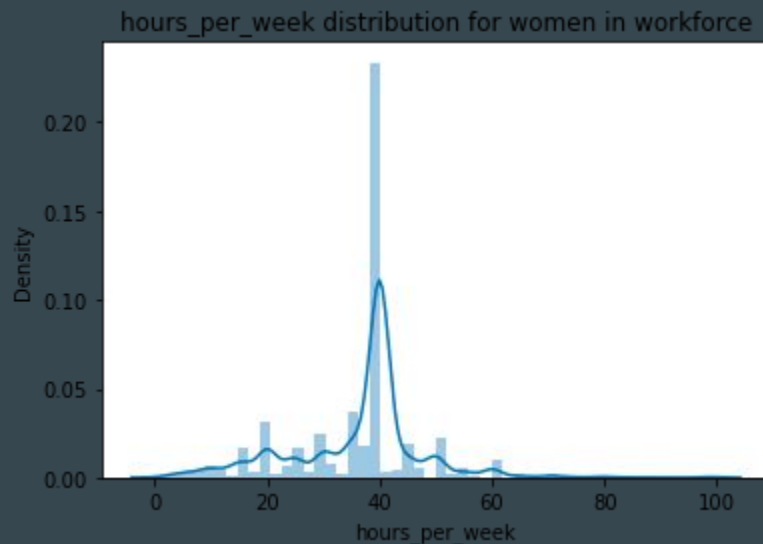
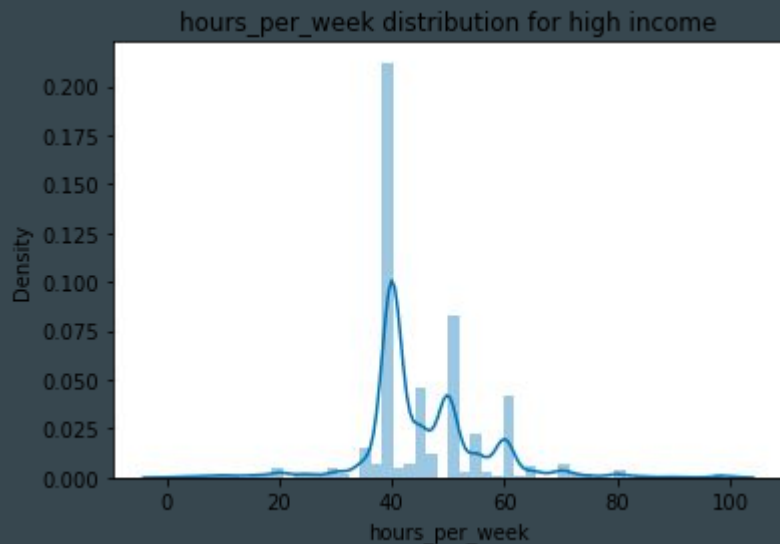
## Age Distribution:



# Hours per week

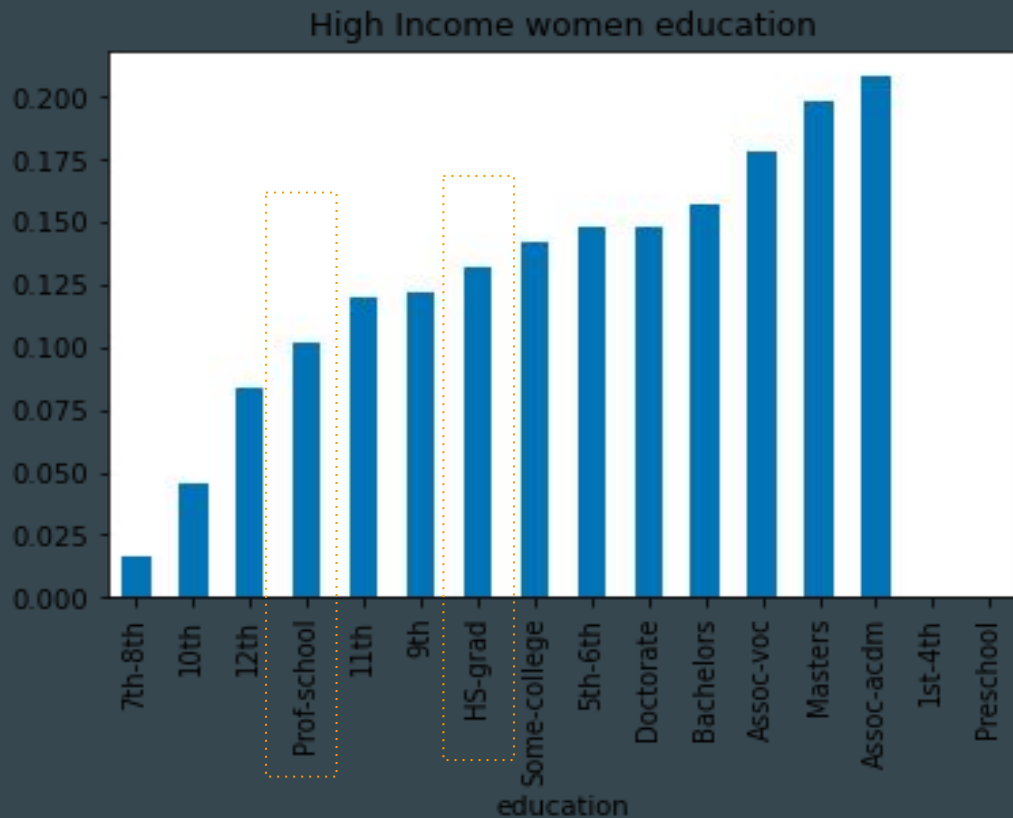
- A significant proportion of high income people work more than 40 hours/week
- Women are less likely to work more than 40 hours/week and tend to work exactly 40 hours

Age Distribution:



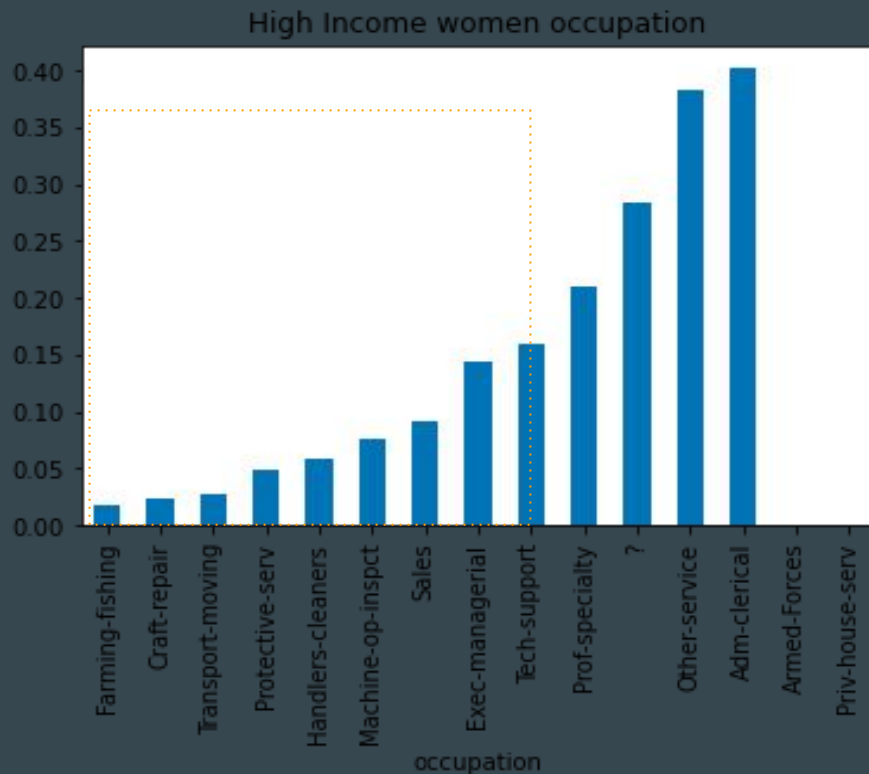
# Education

- Beyond length of study, women are under-represented in some education paths highly correlated with high income:
  - Professional Schools
  - HS-grad



# Occupation

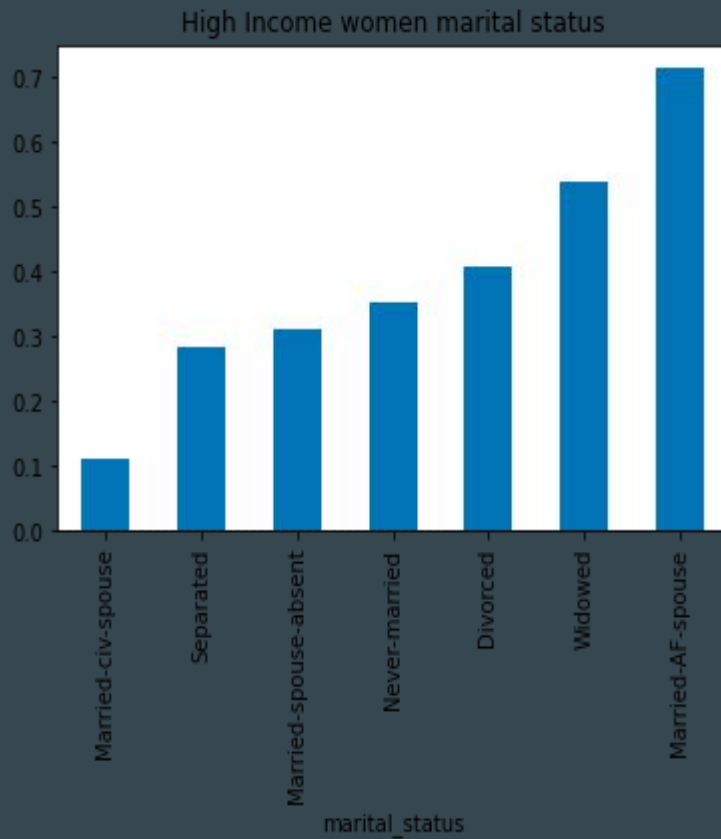
- Women are under-represented in some key fields that generate high level of income. This includes:
  - Highly manual jobs such as farming, craft-repair or transports
  - Sales
  - Senior corporate jobs including Executives or management roles





# Marital status

- Married women, separated or having their spouse absent tend to earn less



# Recommendation

## Age

- From a shorter to longer career that pays more over time

## Education

- Exploring professional schools is good opportunity in case extending the length of study is not an option

## Work hours

- More flexibility to work more enabled by 'working from home' for instance that might also suits women having a family

## Occupation

- Be more competitive in targeting managerial roles
- Consider more technical field