/\* The difference between Female and Male average salary\*/

SELECT

CAST(AVG(CASE WHEN Gender = 'Female' THEN BasePay + Bonus ELSE 0 END) AS INT64) AS AvgFemale,

CAST(AVG(CASE WHEN Gender = 'Male' THEN BasePay + Bonus ELSE 0 END) AS INT64) AS AvgMale,

CAST(((AVG(CASE WHEN Gender = 'Female' THEN BasePay + Bonus ELSE 0 END) - AVG(CASE WHEN Gender = 'Male' THEN BasePay + Bonus ELSE 0 END)) / NULLIF(AVG(CASE WHEN Gender = 'Male' THEN BasePay + Bonus ELSE 0 END), 0) \* 100) AS INT64) AS Difference

FROM

`glassdoor-gender-pay-gap.Glassdoor\_Gender\_Gap\_Dataset.Glassdoor\_Gender\_Gap\_Table`;

/\* How Female average salary differs from Male average salary\*/

WITH SalaryAverages AS (

SELECT

AVG(CASE WHEN Gender = 'Female' THEN BasePay + Bonus ELSE NULL END) AS AvgFemaleSalary,

AVG(CASE WHEN Gender = 'Male' THEN BasePay + Bonus ELSE NULL END) AS AvgMaleSalary

FROM

`glassdoor-gender-pay-gap.Glassdoor\_Gender\_Gap\_Dataset.Glassdoor\_Gender\_Gap\_Table`

)

SELECT

ROUND(((AvgFemaleSalary - AvgMaleSalary) / NULLIF(AvgMaleSalary, 0) \* 100), 2) AS SalaryDifferencePercent

FROM

SalaryAverages;

/\* Average salary for Female and Male on the same positions\*/

SELECT

JobTitle,

ROUND(AVG(IF(Gender = 'Female', BasePay + Bonus, NULL)) ) AS AvgFemale,

ROUND(AVG(IF(Gender = 'Male', BasePay + Bonus, NULL)) ) AS AvgMale

FROM

`glassdoor-gender-pay-gap.Glassdoor\_Gender\_Gap\_Dataset.Glassdoor\_Gender\_Gap\_Table`

GROUP BY

JobTitle;

/\* Difference between average salary of Females and Males\*/

WITH GenderAverages AS (

SELECT

JobTitle,

ROUND(AVG(IF(Gender = 'Female', BasePay + Bonus, NULL))) AS AvgFemale,

ROUND(AVG(IF(Gender = 'Male', BasePay + Bonus, NULL))) AS AvgMale

FROM

`glassdoor-gender-pay-gap.Glassdoor\_Gender\_Gap\_Dataset.Glassdoor\_Gender\_Gap\_Table`

GROUP BY

JobTitle

)

SELECT

JobTitle,

CAST(AvgFemale AS INT64) AS AvgFemale,

CAST(AvgMale AS INT64) AS AvgMale,

CAST(((AvgFemale - AvgMale) / NULLIF(AvgMale, 0) \* 100) AS INT64) AS Difference

FROM

GenderAverages;