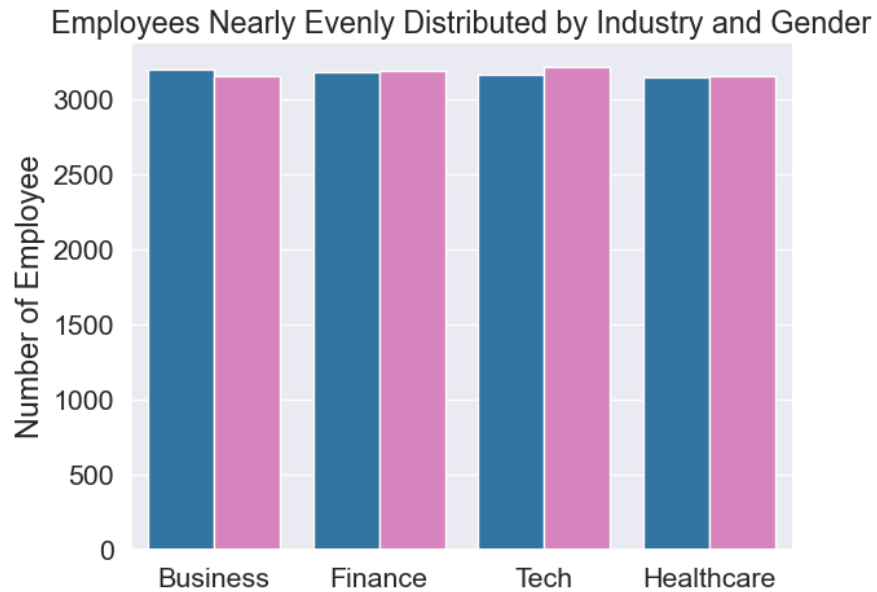
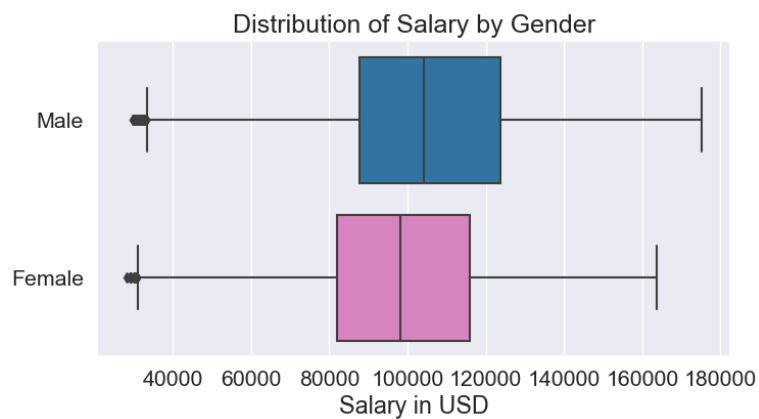
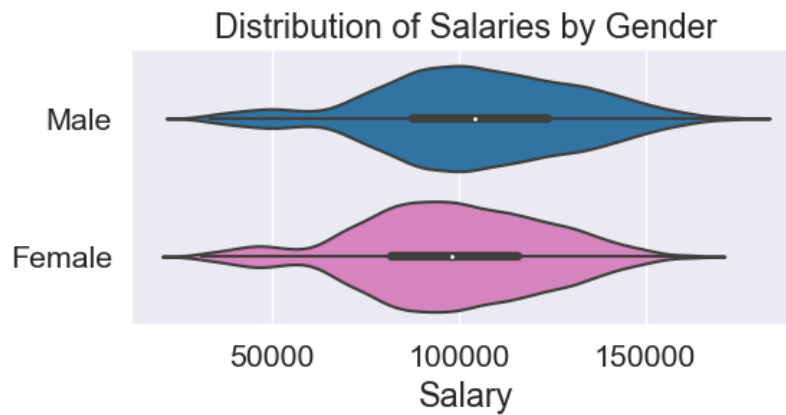


- I. How does gender impact wages?
- II. To find out, we have analyzed a data set of 25,439 employees. As you can see below, the data is very evenly distributed by gender and industry.



- III. What does the data tell us? What is the distribution of wages by gender?

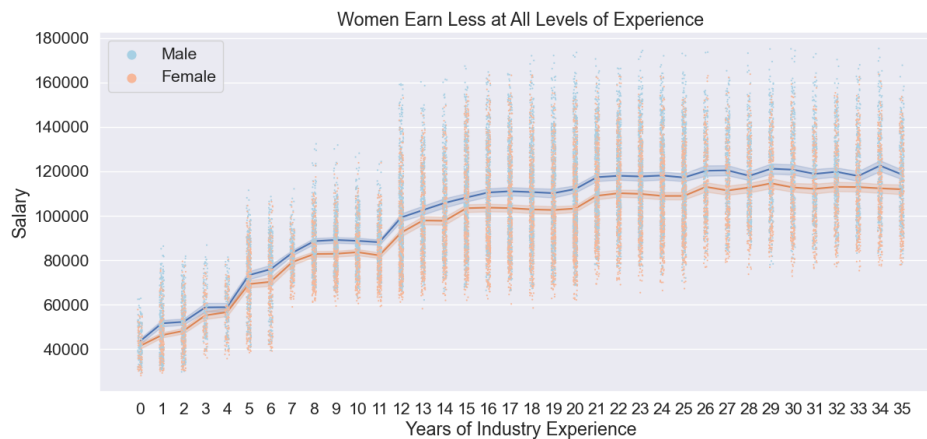


- A. As you can see the data set indicates that males tend to outearn their female counterparts. They have a higher minimum salary, higher average salary, and higher top end salary. So how can we explain this?

IV. Maybe men have more industry experience in this data set as that is an important factor in salary.

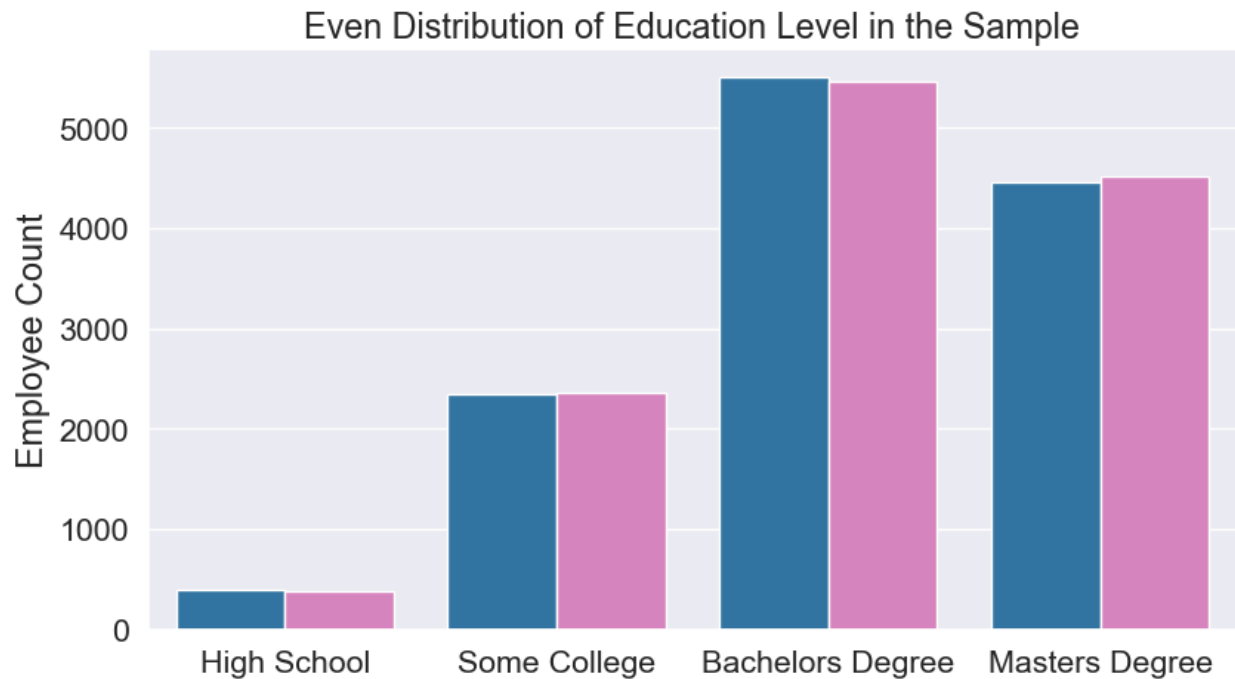


- A. As we can see above the distribution of experience is very similar. Women in the data set actually had slightly more industry experience than men but it was negligible.
- V. Maybe this is because women spend more time raising their families?



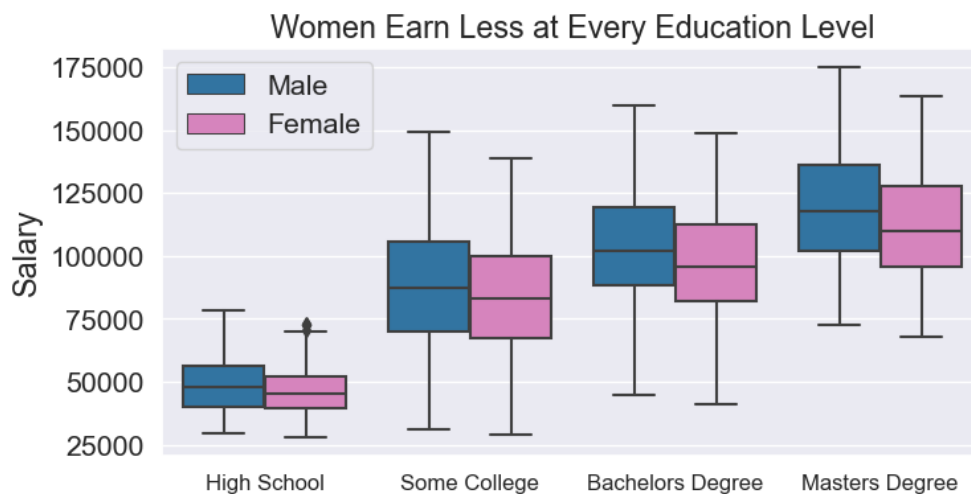
- A. If that was the case wouldn't we expect to see women earning the same at the lower end of the industry experience chart above? As we can see women earn less across all experience levels.

VI. Maybe men have higher education levels in this data set? Not so fast.....see chart below:

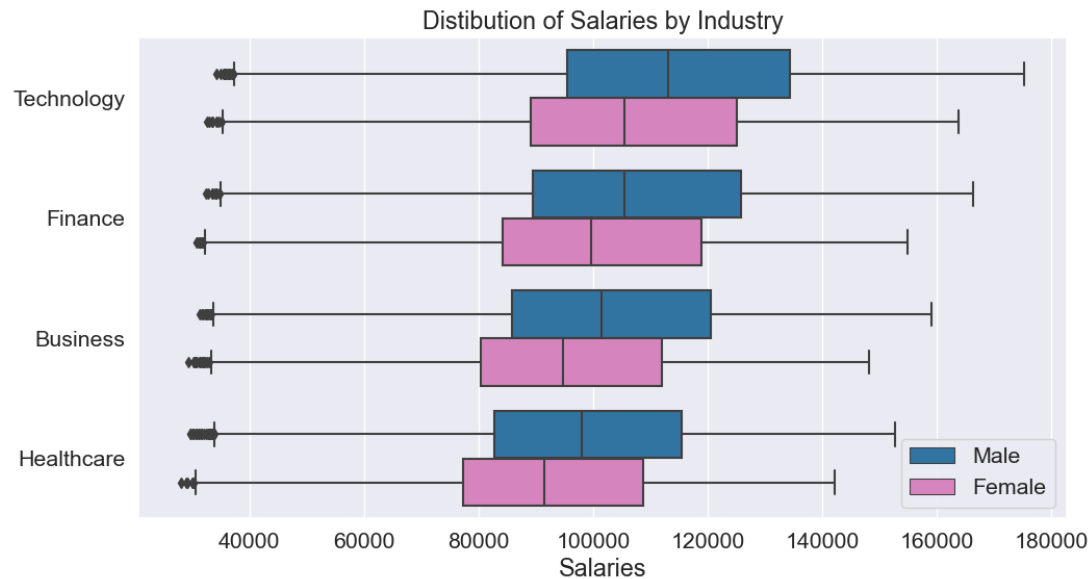


A. As we can see, education level is very evenly distributed by gender.

VII. Here is a look at salaries by education level broken out by gender. As you can see men earn more than women at all education levels:



VIII. Lastly we previously looked at how the distribution of men and women across industry was nearly even but now lets see how salaries are distributed for men and women by industry:



A. Once again men outearn their counterparts in every industry.

IX. Conclusion

A. Through our analysis of this data set it is apparent that females tend to earn less than males, all other things being equal. Neither industry experience, education level, or industry seems to explain the wage gap. It seems the best explanation would be a gender bias or some other factor we have not analyzed.