

Gender Pay Gap Trends (1980 – 2012)

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Data

- Kaggle.com -
<https://www.kaggle.com/fedesoriano/gender-pay-gap-dataset>
- Panel Study of Income Dynamics (PSID) and Current Population Survey (CPS) for the U.S.
 - Collects data from individual at 7 different years between 1980 – 2012
 - Annual income, age, sex, race, occupation, etc.
 - Combined datasets contain over 377,000 records

Data Continued

- Outliers and maybe inaccurate information given by individuals
- Combined datasets using similar columns through DBeaver
- Income adjusted for 2010 currency value given by datasets

	Year	Age	Sex	Race	Annual Income	Hours/Year	Weeks/Year	Hours/Week	Wage/Hour
1	2,009	48	Male	White	409,959	1	1	1	294,610.97
2	2,013	45	Male	Hispanic	383,567	10	2	5	34,760.8
3	2,009	55	Male	White	49,271	4	2	2	12,317.79
4	2,011	40	Female	Other	3,000	1	1	1	3,000
5	2,011	47	Female	White	150,000	52	52	1	2,884.62
6	2,009	36	Female	Hispanic	101,590	40	40	1	2,539.75
7	2,007	43	Female	White	100,873	52	52	1	1,939.86
8	2,013	45	Male	White	86,303	52	52	1	1,659.67
9	2,007	34	Male	White	85,849	52	52	1	1,650.95
10	2,013	32	Male	White	60,414	40	1	40	1,510.34

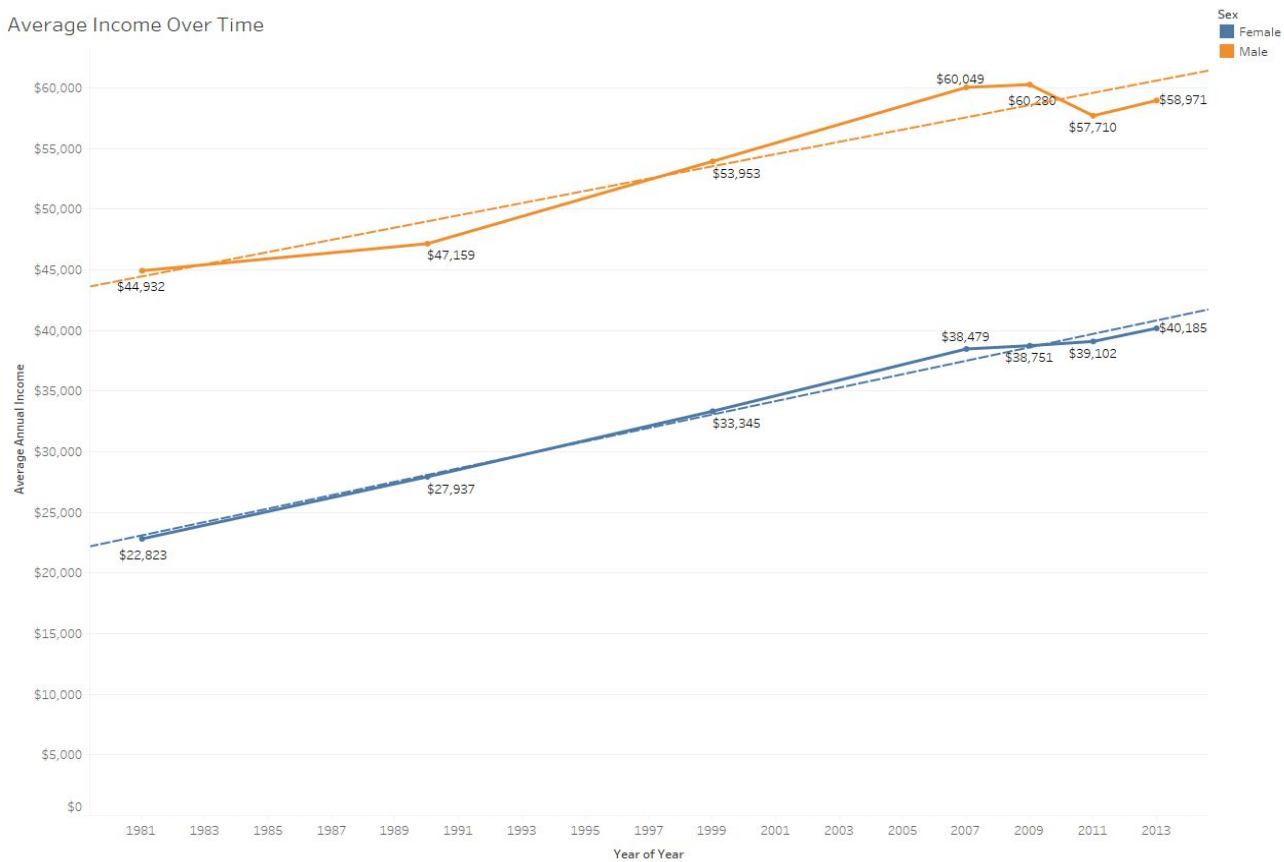
Objective

- Understand trends over the income study data given from 1980 – 2012
- Bring more awareness to the extents of gender wage gap
- Educate myself further on gender pay gap

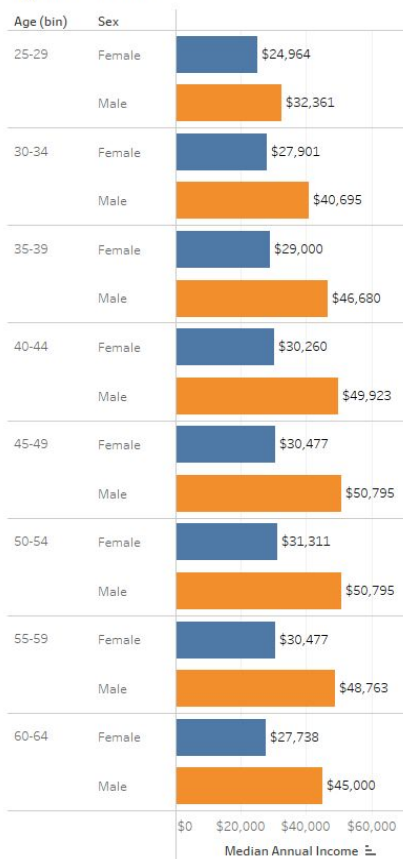
Average Income



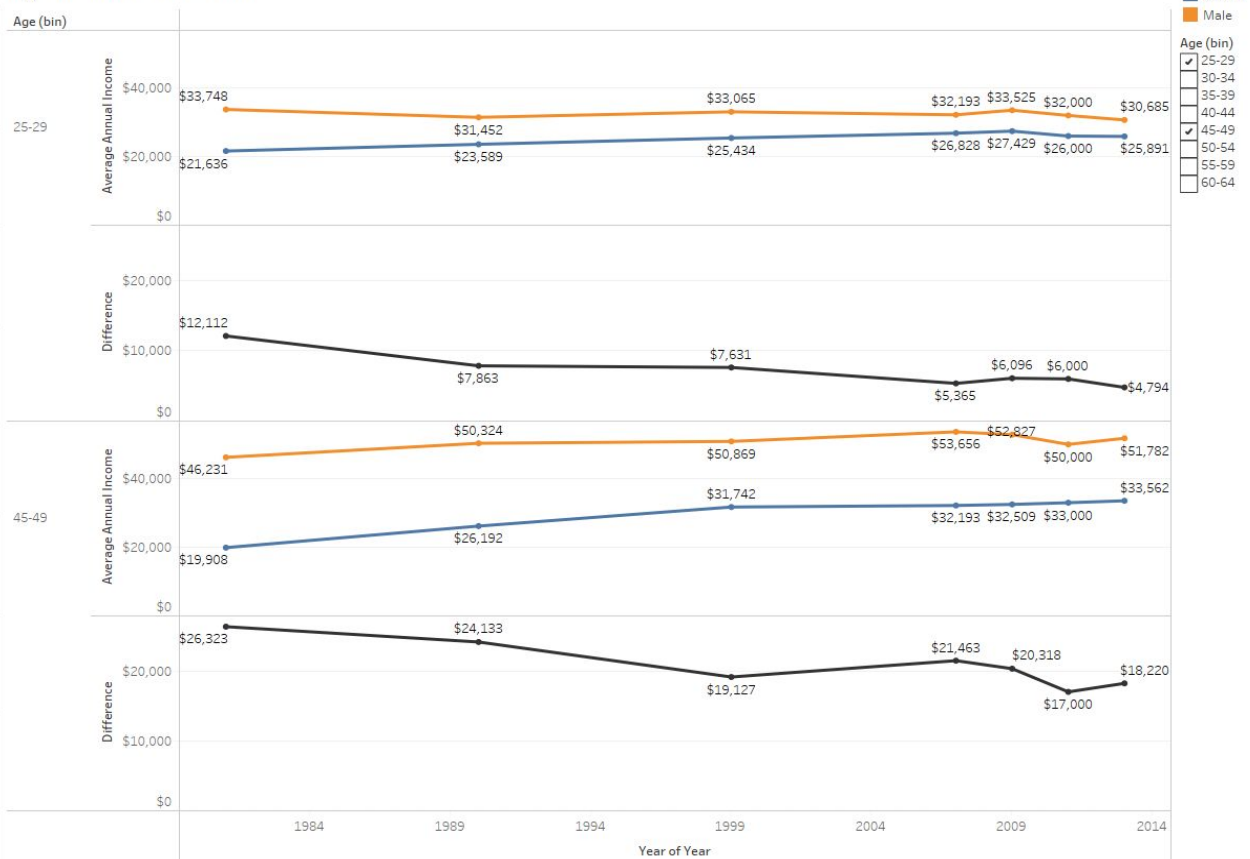
Average Income Over Time



Age vs Income



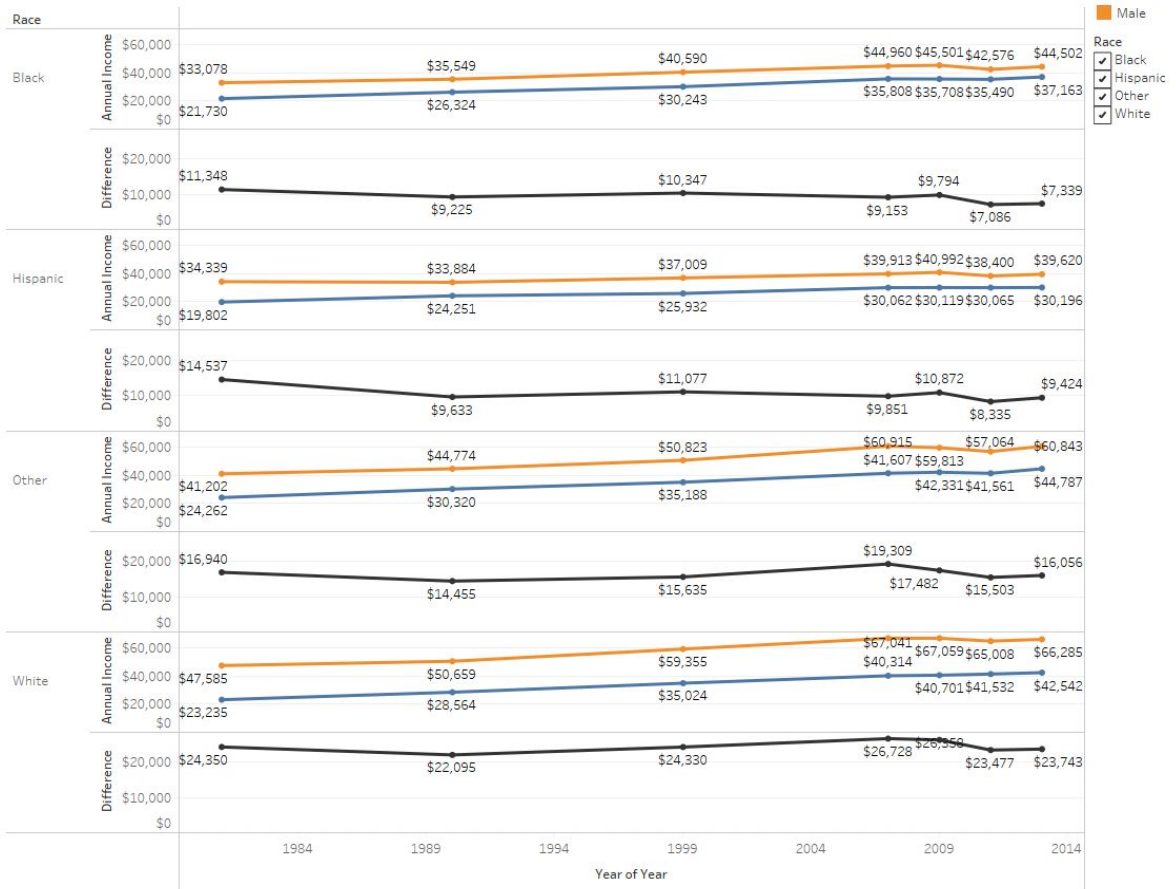
Age vs Income Over Time



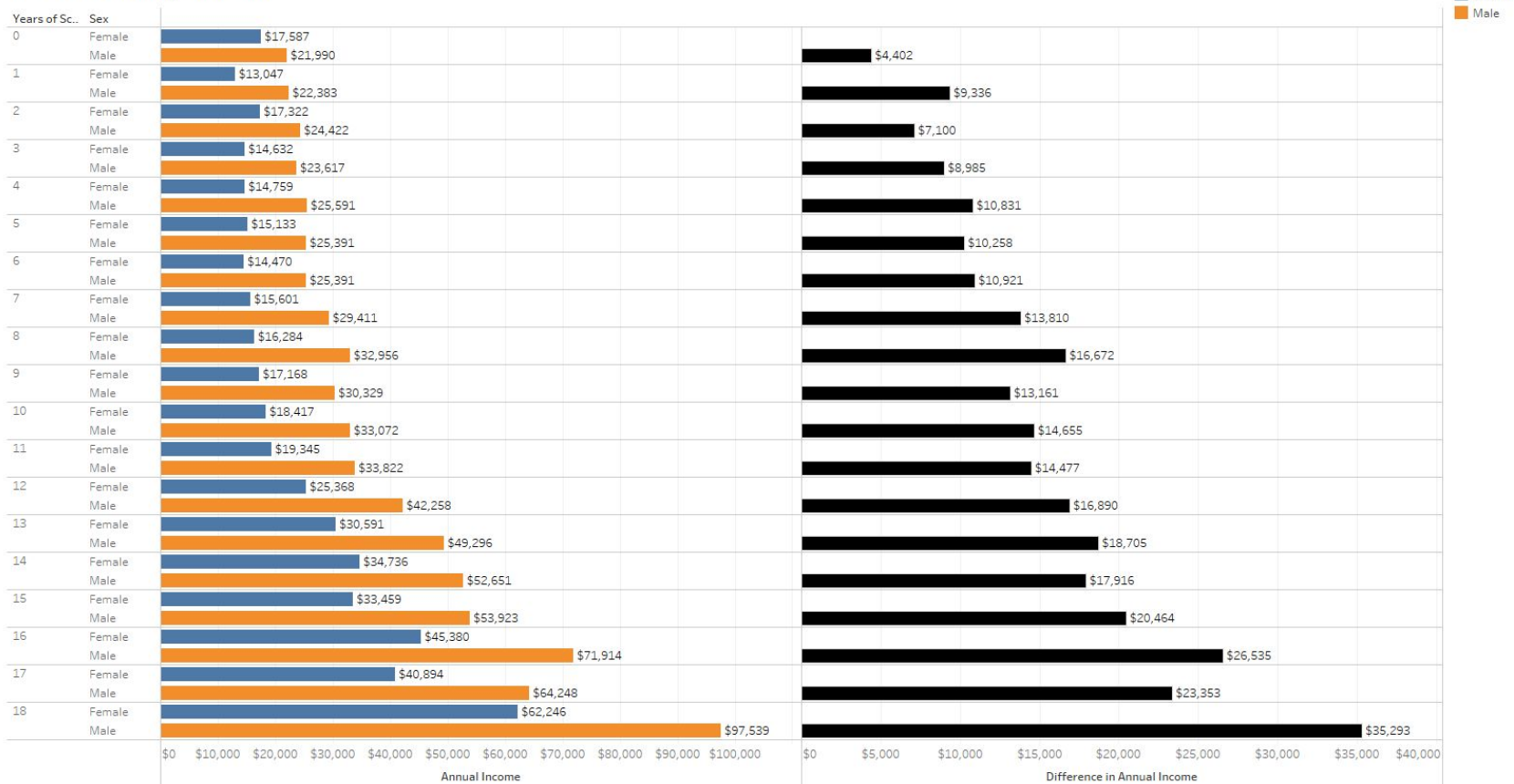
Race vs Income



Race vs Income Over Time



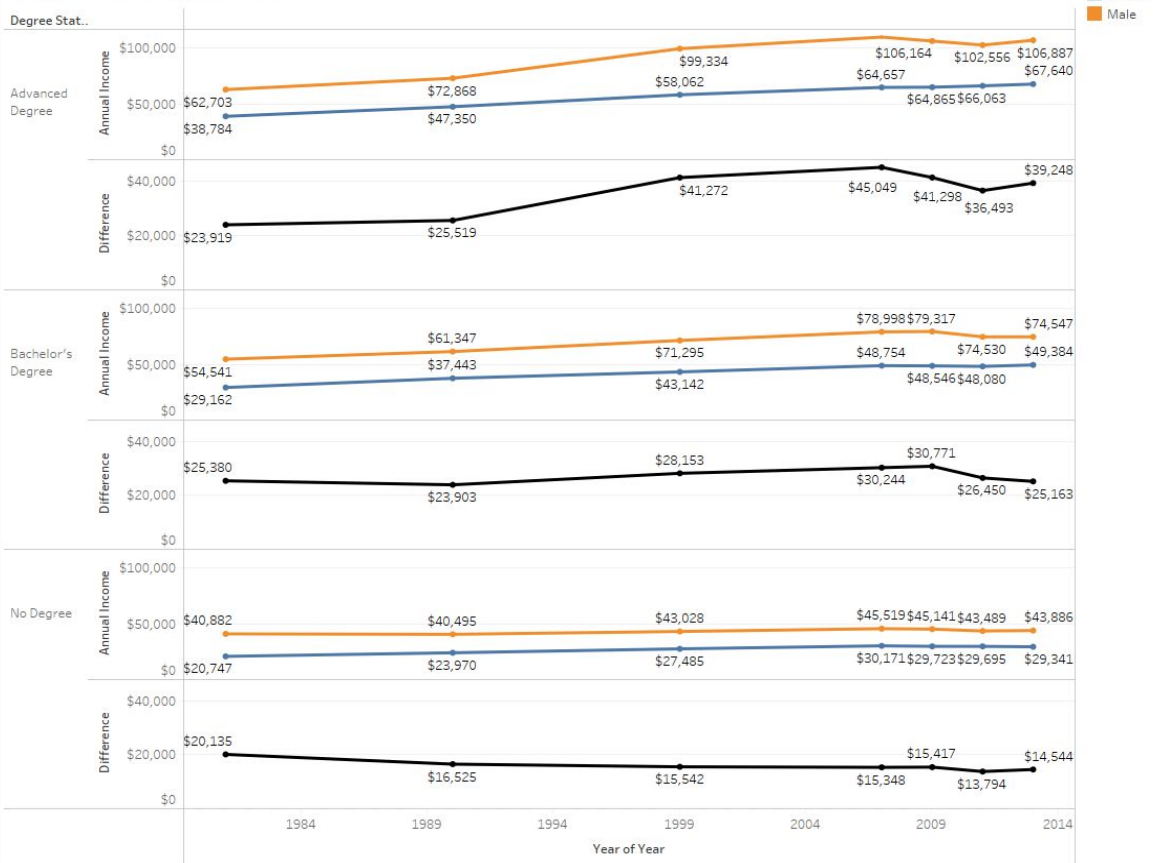
Years of Schooling vs Income

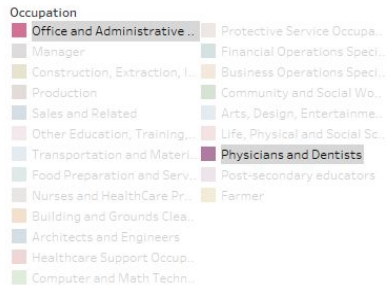


Degree vs Income

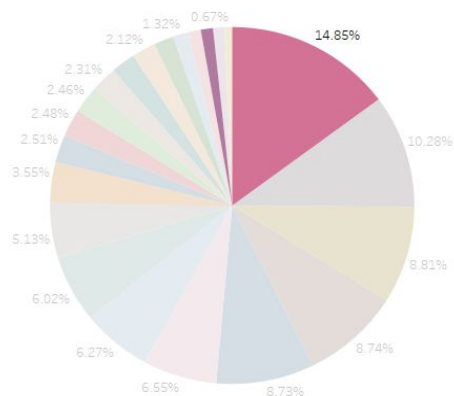


Degree vs Income Over Time

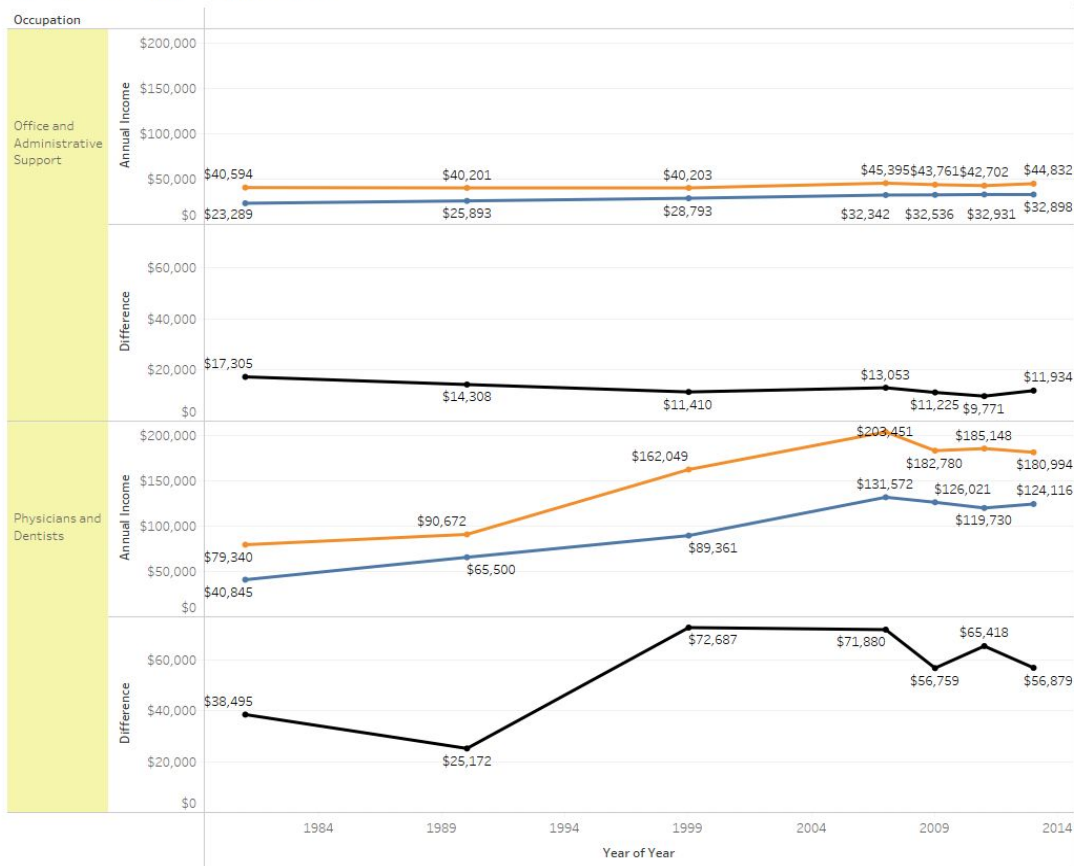




Occupation Proportion



Occupation vs Income Over Time



Findings

- Overall decrease in gender pay gap over the 1980 - 2012 period, but still far away from 0% difference (currently 17% for 2022)
- Age 24-29 seems to have the least amount of difference in pay (could be due to overall work experience, education, etc.)
- Requires help from government and companies to strive towards equality

[Link](#) to Tableau Public

[Link](#) to Datasets



Thanks
