

Gender pay gap: The Dollar-And-Cents Case: Hidden factors behind the story- is it gender biasing or something else?

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## About the project:

According to an article by Forbes even undergraduate women from Harvard believe that when they are going to earn they will get 78 cents on the dollar compared to men just because they are women. Those women admitted to Harvard can be distinguished from the smartest, most talented and most dedicated of their high school peers but even if they can freak out over the issue, We feel anyone can feel the same. Being a woman dominated group (“in the number of participants”) we are very much concerned that all of our hard work should not become a victim of gender bias if it exists. Here, we found our way to start our analysis of this critical issue of PAY wage gap in the USA.

## Claim:

Researchers claim that women in the USA earn 78 cents on the dollar compare to men, this story doesn't hold good for gender bias. Women voluntarily picked up lesser paying jobs and there are fields in which women are earning equally to men in the same profession such as Tennis. There are fields such as entertainment and movies in which women are earning less but it requires critical analysis of genre, screen time, lead role e.t.c. However, we can not just conclude with one metrics that women are not the victim of discrimination but pay wage gap is certainly a huge issue and we suggest that women right from the early education should boost their Morale to pick up high paid occupations.

Overview of no. of men and women in different kind of Occupation:

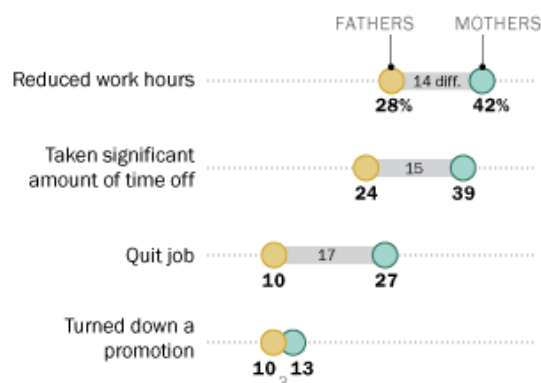
“Women more than men adjust their careers for family life”  
- Pew research Centre

According to 2013 survey done by PRC shows that women more likely see career interruptions than men though in 2012 survey 79% Americans denied the notion of women in a traditional role of home maker.

## Mothers, More Than Fathers, Experience Career Interruptions

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*% saying they have ... in order to care for a child or family member*



Note: Based on those who have ever worked. "Fathers" and "mothers" include those with children of any age, including adult children. Pew Research Center survey conducted October 7-27, 2013.

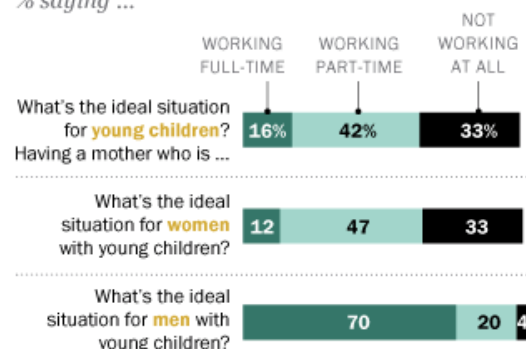
PEW RESEARCH CENTER

Though in 2013 many of them did not find a full time working mom as an ideal situation for young Kids.

## Very Few Americans Say Full-Time Working Mom Is Ideal for Young Children

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% saying ...

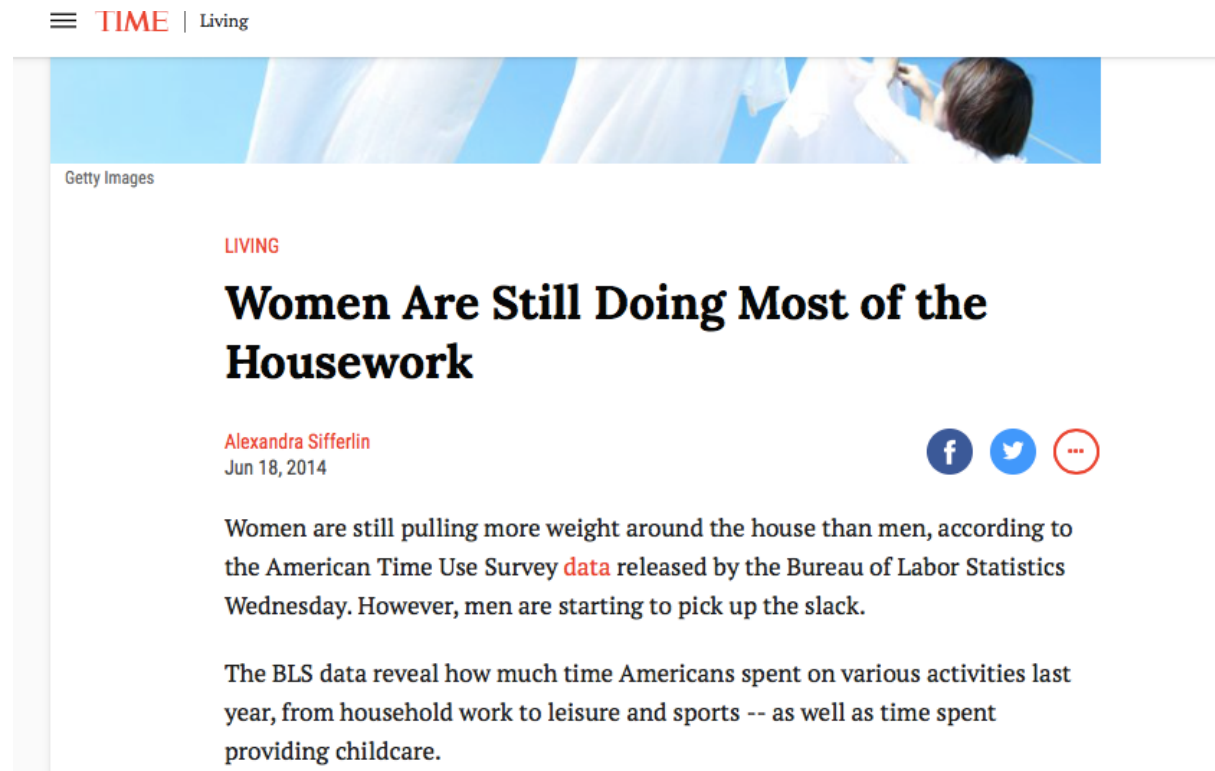


Pew Research Center survey conducted November 28-December 5, 2012.

PEW RESEARCH CENTER

One result is that while 42% of mothers with some work experience reported in 2013 that they had **reduced their work hours** in order to care for a child or other family member at some point in their career, only 28% of fathers said the same. Similarly, 39% of mothers said they had taken a significant amount of time off from work in order to care for a family member (compared with 24% of men). And mothers were about three times as likely as men to report that at some point they quit a job so that they could care for a family member (27% of women vs. 10% of men).

Even TIME supports above claim by accessing data released by Bureau Of Labour Statistics.

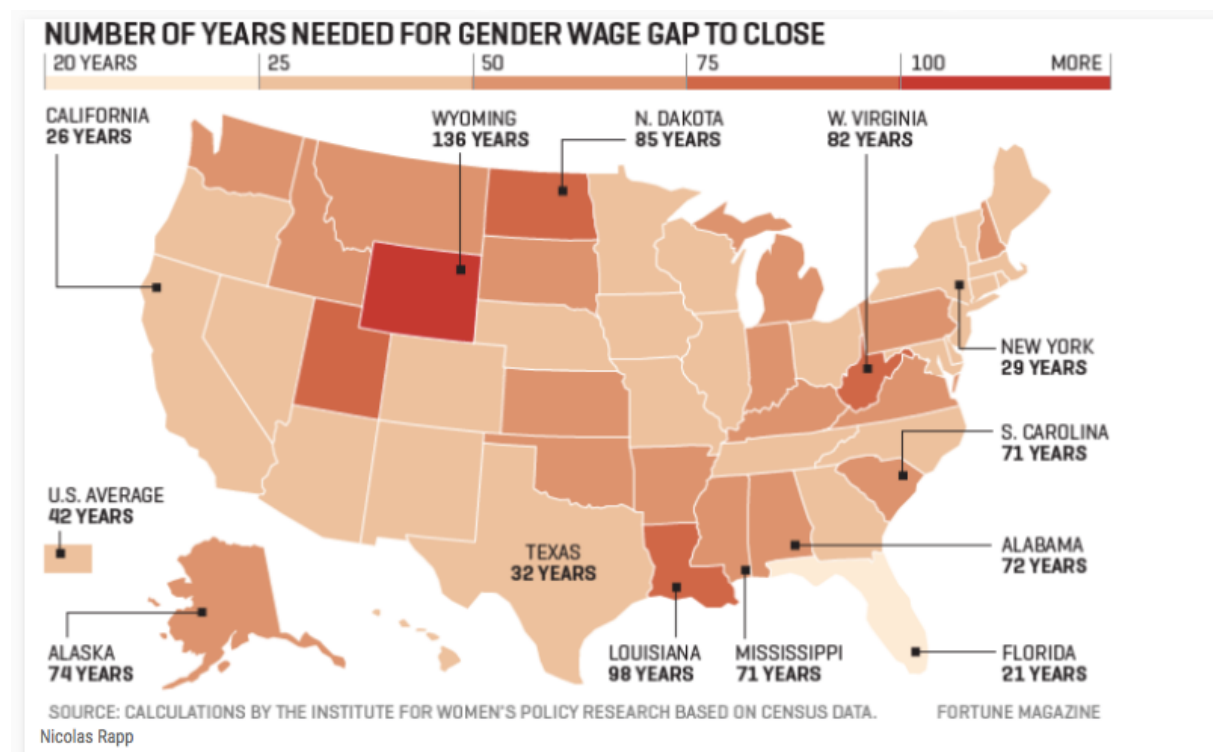


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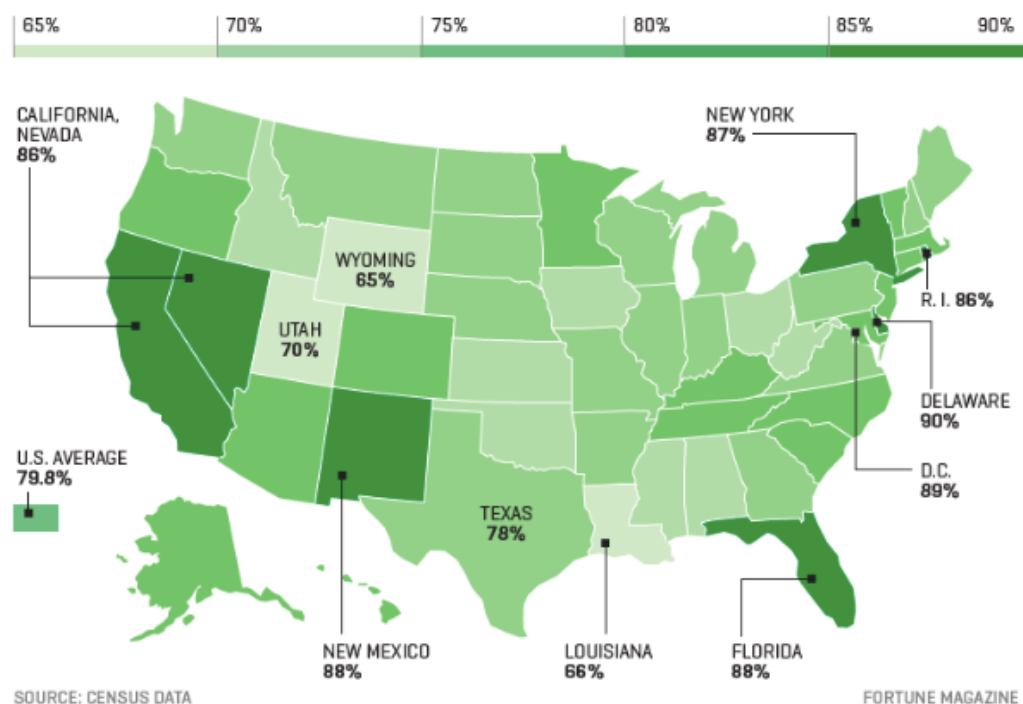
*Average hourly pay in these occupation:*

New York at top / Wyoming at bottom

According to fortune here is how many years these states will take to reach equal pay for Men and Women



## WOMEN AVERAGE WAGE AS A PERCENTAGE OF MEN'S



Nicolas Rapp

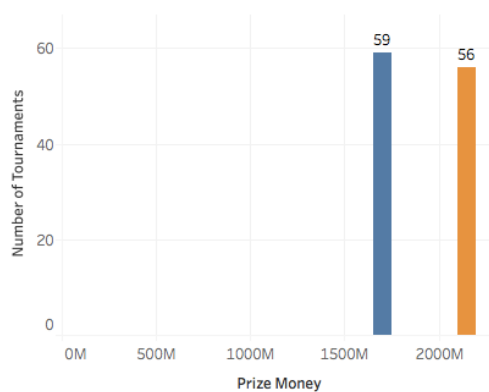
**U.S.**

## **EQUAL PAY DAY: NEW YORK HAS SMALLEST U.S. GENDER PAY GAP, WYOMING THE BIGGEST**

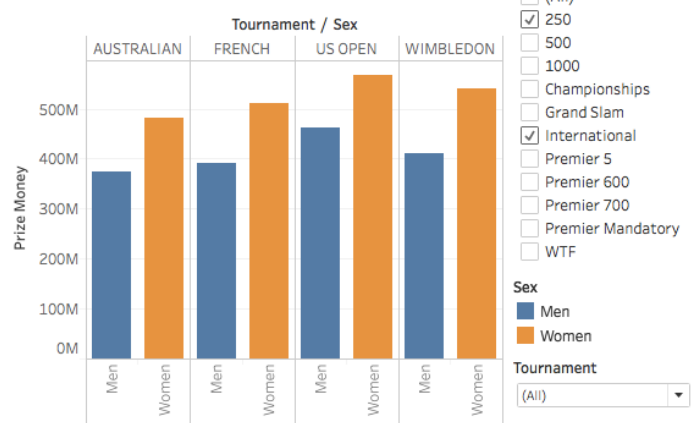
The Pew Research Centre points out that while the gender pay gap has narrowed since 1980, it is mainly only younger workers—between ages 25 and 34—who are benefiting. Women in that age group earned 90 cents to the dollar earned by men, compared to the 67 cents they earned in 1980.

Where they are getting paid equally-sports

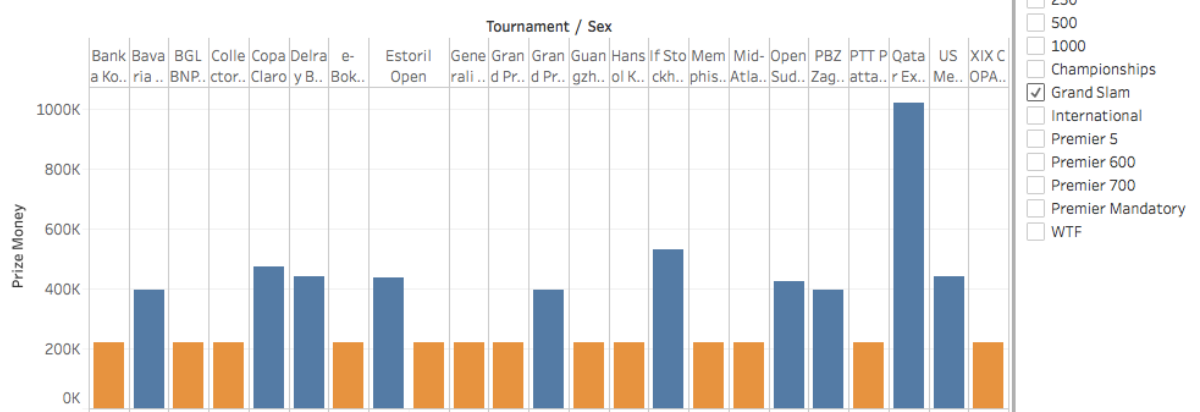
Overall prize money for Men and Women in all Tennis tournaments Worldwide



Big events (Grand Slam)

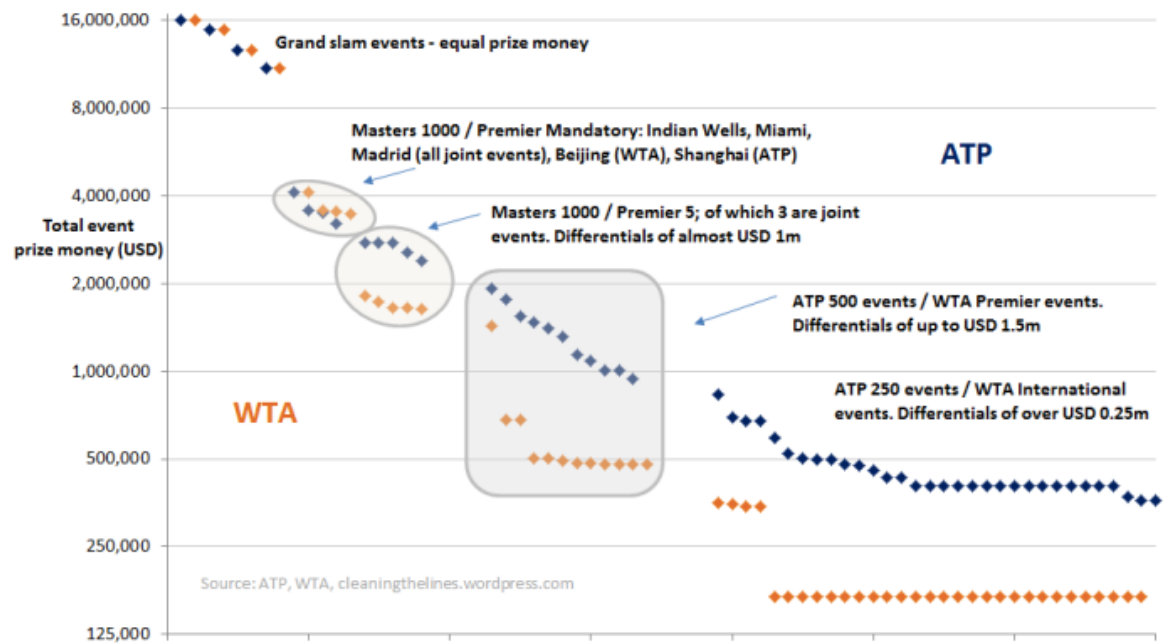


Small events (250 and international)



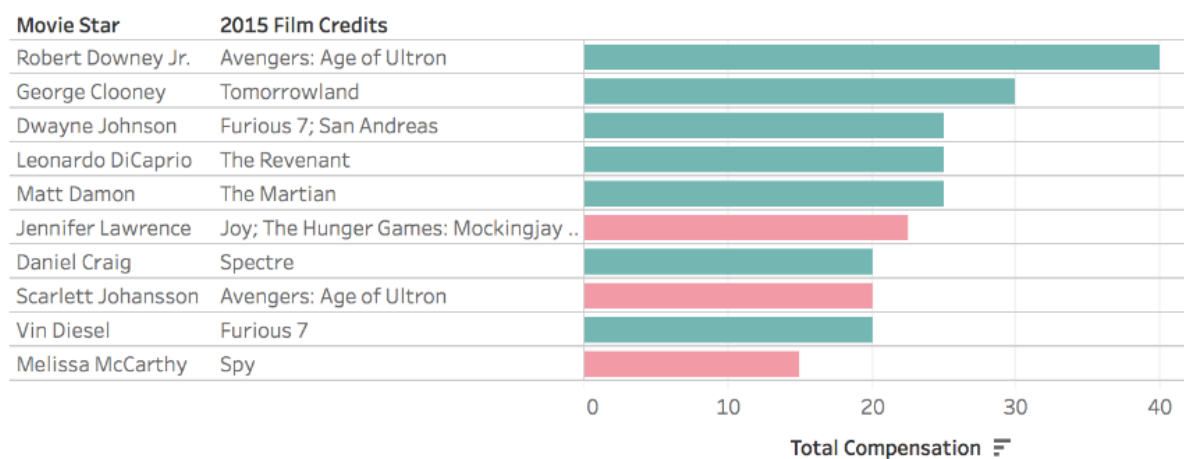


ATP / WTA Singles prize money 2014, by tournament (logarithmic scale)



where they are not getting paid equally (Hollywood movies)

Top paid Actors in Hollywood Movies (Male and Female)



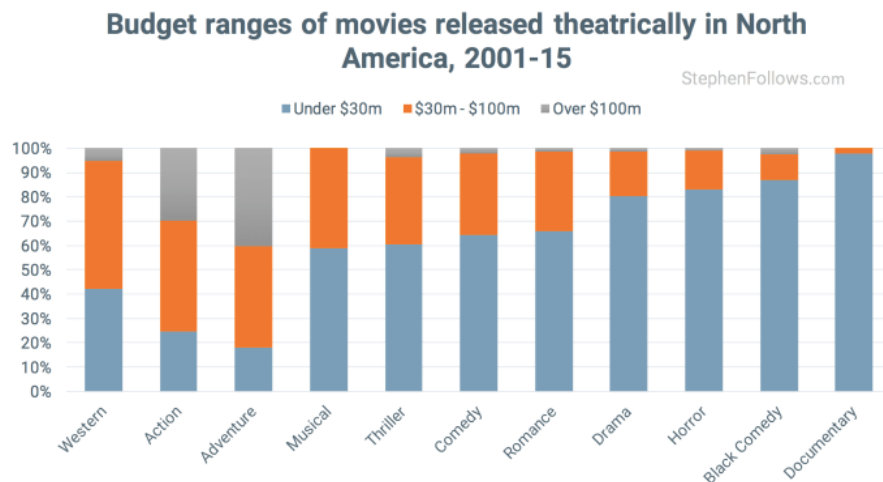
According to Stephen (Stephen Follows Film Data and Education)

The chart below uses data from The Numbers to show all movies released in North American cinemas between 2001-15 for which there are publicly-

available budgets. The genres have been sorted so that the ones on the left have

### Which genres are most commonly budgeted between \$30m and \$100m?

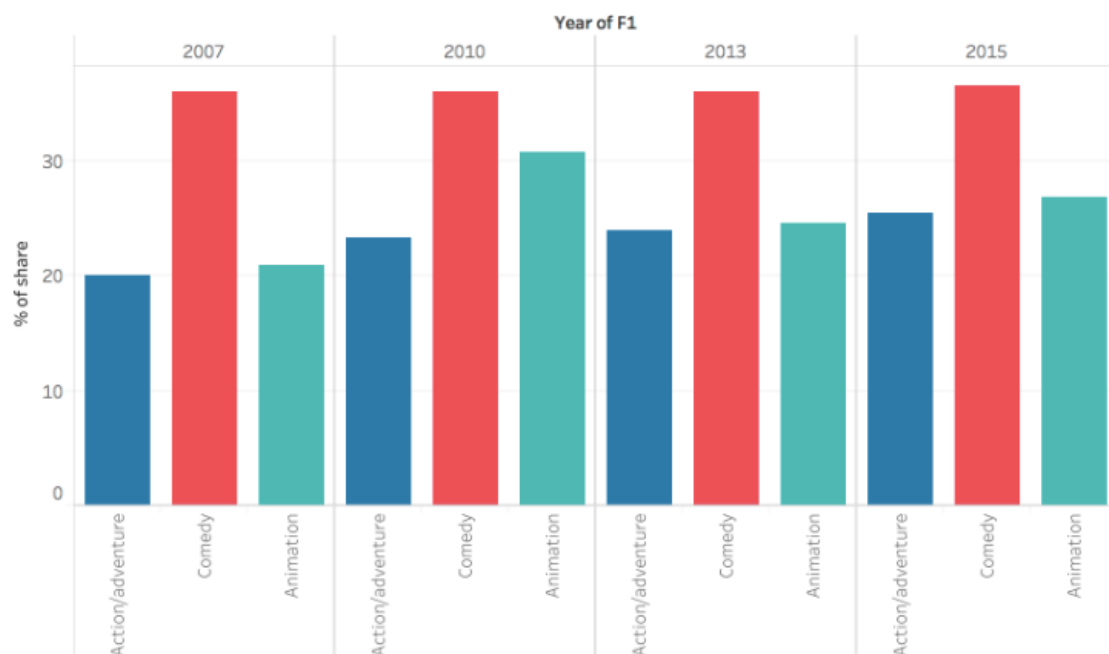
Let's start by looking at what types of movies are typically in the \$30m to \$100m budget range. The chart below uses data from The Numbers to show all movies released in North American cinemas between 2001-15 for which there are publicly-available budgets. The genres have been sorted so that the ones on the left have the greatest percentage of \$30m – \$100m movies.



the greatest percentage of \$30m – \$100m movies.

Of all the genres in Hollywood Women are more involved in Comedy( that includes Romantic, ...

### Share of Women in Films - By Genre



As women choose more of these genres over high budget  
Adventure/Action they end up getting paid lesser than Men.