

# The Gender Wage Gap and Why it is Narrowing



Maggie J. Rogers and Michael E. Schroeder

A Real World View of Applied Math and Statistics

Dr. and Mrs. Taylor

Summer Ventures in Science and Mathematics

The University of North Carolina at Charlotte

## Abstract

The “gender wage gap” is the phrase commonly used to describe the obvious income discrepancy that has been observed between men and women. However, the causes of this gap have yet to be completely identified and explained. The purpose of this paper is to delve into the specifics of the gap, including why it exists, and how and why it is changing. By analyzing different categories of workers, such as single, never married workers and their married counterparts, we were able to narrow down and identify many factors that seem to be causing this gap. The single thing that is most responsible for the disparity has to do with whether or not a woman has a child/children. This has many effects on a woman’s wages for many reasons, most importantly because of the time required to birth and raise a child. However, the percent of childless women has been increasing over the years, and this along with many other factors can account for the closing of the gap. If the trend that the income gap is taking continues, the mean income of women will equal the mean income of men in 2073. Despite this, because of the biological differences between men and women, it is unlikely that the income gap between men and women will ever be completely gone. Even though this is true, there is still a percentage of the gap that can be dealt with by removing workplace discrimination and properly educating the population about the “gender wage gap”.