Global Conference on Gender Studies

19 - 21 November 2026 Copenhagen , Denmark

The Gender Wage Gap

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Abstract

Background: The gender wage gap, the difference between men and women's median earnings, is a persistent global issue. Rooted in historical and systemic gender inequalities, it reflects societal biases and occupational segregation.
Objective: The primary objective is to understand the causes and extent of the wage gap, to advocate for policies that promote equal pay for equal work, and to challenge discriminatory practices that perpetuate the inequality.
Methodology: Analysis involves statistical comparisons of earnings data, examining factors like occupation, education, experience, and hours worked. Studies also investigate implicit biases in hiring, promotion, and performance evaluations.
Result: Despite progress, a significant wage gap persists. Women often earn less than men even when controlling for many relevant factors, suggesting the influence of discrimination and undervaluing of traditionally female-dominated roles.
Conclusion: The gender wage gap remains a complex problem requiring multifaceted solutions.
Implications: Lower lifetime earnings for women, reduced retirement savings, and economic vulnerability, impacting families and societies.
Recommendation:
- Implement pay transparency laws;
- Promote equal access to education and career opportunities;
- Combat occupational segregation;
- Address implicit biases in workplaces;
- Provide affordable childcare to support women's workforce participation.
References: Francine Blau, Claudia Goldin, International Labour Organization.

Keywords: Gender, Discrimination, Equal Pay Implicit Bias