

A Study on Gender Pay Gaps and their Reasons

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Abstract: *Pay gap analysis is essential for identifying and addressing issues related to inequality, discrimination, and social or economic disparities. Organizations and governments often conduct pay gap studies to better understand and rectify these disparities, aiming to promote fairness and inclusivity in the workplace and society as a whole. Efforts to close pay gaps may include implementing policies and practices aimed at reducing discrimination, promoting diversity, and ensuring equal pay for equal work. Efforts to close pay gaps may include implementing policies and practices aimed at reducing discrimination, promoting diversity, and ensuring equal pay for equal work*

Keywords: Pay gap, discrimination, economic disparities, inequality