

GENDER INEQUALITY AROUND THE WORLD
Economics 970, Harvard University
Spring 2021

Instructor: Dev Patel

Course Time: Tuesdays and Thursdays, 9:00-10:15 a.m. Eastern Time

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Course Description

Why do women earn less than men, and why is the pay gap so much larger among college graduates than those without a college degree? Why do so many girls in Bangladesh marry before they turn 18, but so few in Florida? What causes domestic violence, and how can we prevent it? Why do mothers in poorer nations breastfeed girls less than boys? How can harassment of women on public transportation be reduced? Why don't women get credit for group work?

This tutorial will wrestle with these and related questions through the examination of gender inequality around the world. Along the way, students will learn tools and methods from a variety of types of economic research—including lab experiments, large-scale randomized control trials, major policy reforms, and quantitative analysis of historical events.

In **Part I** of the course, we will examine the roots of **the gender pay gap**, studying the wage penalty from motherhood, the value of flexible work arrangements, and the role of gender identities in the workplace. In **Part II**, we turn to **social norms and women's work**, studying husband attitudes, gender stereotypes, and discrimination. The course ends with **Part III** focusing on **gender inequality outside of the workplace**, covering topics including health, domestic violence, child marriage, political representation, and public safety.

Prerequisites

Courses in intermediate microeconomics (1010a or 1011a) and introductory statistics (Ec 20, Stat 104, or Stat 110) is required. The only other prerequisite is enthusiasm for the topic!

The remainder of this syllabus includes the course readings and requirements.

COURSE SCHEDULE

For each class, you must write a reading response on one of the starred readings. You should read that paper very carefully and in depth. You should skim the other starred paper(s). The non-starred papers are available for your reference. You will also occasionally be required to read portions of the economics writing guide. All readings are available on the course website.

Individual meetings with Dev to be scheduled before the first class

Before 6:00 p.m. Eastern Time on January 25, please submit on canvas three potential explanations for why women typically earn less than men.

Class 1, Jan. 26: Introduction to the Economics of Gender Inequality and Causal Identification
Please read the syllabus.

Goldin, Claudia, "A Grand Gender Convergence: Its Last Chapter," *American Economic Review*, 2014, 104(4), 1091-1119.

Jayachandran, Seema, "Social Norms as a Barrier to Women's Employment in Developing Countries," *Working Paper*, 2020.

Blau, Francine and Lawrence Kahn, "The Gender Wage Gap: Extent, Trends, and Explanations," *Journal of Economic Literature*, 2017, 55(3), 789-865.

Before 6:00 p.m. Eastern Time on January 27, please submit our preferences for the class presentation slots.

PART I: THE GENDER PAY GAP

Class 2, Jan. 28: The Child Penalty

*Lundborg, Petter, Erik Plug, and Astrid Wurtz Rasmussen, "Can Women Have Children and a Career? IV Evidence from IVF Treatments," *American Economic Review*, 2017, 107(6), 1611-1637. ***(Required reading + response)***

Talamas, Miguel, "Grandmothers and the Gender Gap in the Mexican Labor Market," *Working Paper* 2020. *(Optional)*

Feb. 2 by 9:00 a.m. Eastern Time—Gender Pay Gap Problem Set Part #1 Due

Class 3, Feb. 2: The Value of Flexibility

*Bolotnyy, Valentin and Natalia Emanuel, "Why Do Women Earn Less Than Men? Evidence from Bus and Train Operators," *Working Paper*, 2020. ***(Required reading + response)***

Goldin, Claudia and Larry Katz, "A Most Egalitarian Profession: Pharmacy and the Evolution of a Family-Friendly Occupation," *Journal of Labor Economics*, 2013, 34(3). *(Optional)*

Class 4, Feb. 4: Contraception

Choose one of the following two papers to read carefully and write a response:

*Goldin, Claudia and Larry Katz, "The Power of the Pill: Oral Contraceptives and Women's Career and Marriage Decisions," *Journal of Political Economy*, 2002.

*Ashraf, Nava, Erica Field, and Jean Lee, "Household Bargaining and Excess Fertility: An Experimental Study in Zambia," *American Economic Review*, 2014, 104(7), 2210-2237.

Feb. 9 by 9:00 a.m. Eastern Time—Gender Pay Gap Problem Set Part #2 Due

Class 5, Feb. 9: Gender Quotas

Choose one of the following two papers to read carefully and write a response:

*Bertrand, Marianne, Sandra Black, Adriana Lleras-Muney, and Sissel Jensen, "Breaking the Glass Ceiling? The Effect of Board Quotas on Female Labor Market Outcomes in Norway," *Review of Economic Studies*, 2019, 86(1), 191-239.

*Besley, Timothy, Olle Folke, Torsten Persson, Johanna Rickne, "Gender Quotas and the Crisis of the Mediocre Man: Theory and Evidence from Sweden," *American Economic Review*, 2017, 107(8), 2204-2242.

Class 6, Feb. 11: Women's Empowerment and Employment

Choose one of the following two papers to read carefully and write a response:

*Field, Erica, Rohini Pande, Natalia Rigol, Simone Schaner, and Charity Troyer Moore, "On Her Own Account: How Strengthening Women's Financial Control Impacts Labor Supply and Gender Norms," *Working Paper*, 2020.

*McKelway, Madeline, "Women's Employment in India: Intra-Household and Intra-Personal Constraints," *Working Paper*, 2020.

Feb. 12th: Stata/R Problem Set #1 Due

Class 7, Feb. 16: Leaning In

Choose one of the following two papers to read carefully and write a response:

*Exley, Christine L., Muriel Niederle, and Lise Vesterlund, "Knowing When to Ask; The Cost of Leaning-in," *Journal of Political Economy*, forthcoming.

*Buser, Thomas, Muriel Niederle, and Hessel Oosterbeek, "Gender, Competitiveness, and Career Choices," *Quarterly Journal of Economics*, 2014, 1409-1447.

Class 8, Feb. 18: Reversal of the Gender Gap?

Choose one of the following two papers to read carefully. For the writing response for this class, please find a recent news article discussing a policy proposal to reduce the gender pay gap and analyze it through an economist's perspective, reflecting on recent literature including but not limited to the papers we discuss in class. Please cite at least five different economics papers in your analysis.

*Autor, David, David Dorn, and Gordon Hanson. "When Work Disappears: Manufacturing Decline and the Falling Marriage Market Value of Young Men," *American Economic Review: Insights*, 2019, 1(2): 161-178.

*Autor, David, David Figlio, Krzysztof Karbownik, Jeffrey Roth, and Melanie Wasserman, "Males at the Tails: How Socioeconomic Status Shapes the Gender Gap," *Working Paper*, 2020.

Feb. 19th: Please read the file "Final Research Paper Guidelines" and submit three research ideas (see the course website for details). Please also read pages 1-4 and 10-11 of the Writing Economics guide available on the course website.

Individual meetings with Dev this week to discuss research paper.

Class 9, Feb. 23: Gender and Education

Choose one of the following two papers to read carefully and write a response:

- *Jayachandran, Seema and Adriana Lleras-Muney, "Life Expectancy and Human Capital Investments: Evidence from Maternal Mortality Declines," *Quarterly Journal of Economics*, 2009, 124(1).
- *Zafar, Basit and Matthew Wiswall, "Preference for the Workplace, Investment in Human Capital, and Gender," *Quarterly Journal of Economics*, 2018.
- Goldin, Claudia, Larry Katz, and Ilyana Kuziemko, "The Homecoming of American College Women: The Reversal of the Gender Gap in College," *Journal of Economic Perspectives*, 2006, 20, 67-101. (Optional)

PART II: GENDER NORMS AND WOMEN'S WORK

Class 10, Feb. 25: Gender Issues in the Economics Profession

Choose one of the following two papers to read carefully and write a response:

- *Wu, Alice, "Gender Bias in Rumors Among Professionals: An Identity-based Interpretation," *Review of Economics and Statistics*, 2019.
- *Sarsons, Heather, "Gender Differences in Recognition for Group Work," *Working Paper*, 2020.
- Card, David and A. Abigail Payne, "High School Choices and the Gender Gap in STEM," *Working Paper*, 2017. (Optional)
- Goldin, Claudia, "Gender and the Undergraduate Economics Major: Notes on the Undergraduate Economics Major at a Highly Selective Liberal Arts College," *Working Paper*, 2015. (Optional)

Feb. 26th: Stata/R Problem Set #2 Due

Class 11, Mar. 2: Gender Identities and the Pay Gap

Choose one of the following two papers to read carefully and write a response:

- *Babcock, Linda, Maria P. Recalde, Lise Vesterlund, and Laurie Weingart. "Gender Differences in Accepting and Receiving Requests for Tasks with Low Promotability," *American Economic Review*, 2017, 107(3), 714-47.
- *Bertrand, Marianne, Emir Kamenica and Jessica Pan, "Gender Identity and Relative Income within Households," *Quarterly Journal of Economics*, 2015, 130(2), 571-614.

Class 12, Mar. 4: Gender Stereotypes

Choose one of the following two papers to read carefully and write a response:

- *Bursztyn, Leonardo, Thomas Fujiwara, and Amanda Pallais, "'Acting Wife': Marriage Market Incentives and Labor Market Investments," *American Economic Review*, 2017, 107(11), 3288-3319.
- *Bordalo, Pedro, Katherine Baldiga Coffman, Nicola Gennaioli, and Andrei Shleifer, "Beliefs about Gender," *American Economic Review*, 2019.
- Pan, Jessica, "Gender Segregation in Occupations: The Role of Tipping and Social Interactions," *Journal of Labor Economics*, 2015, 33(2), 365-408. (Optional)

March 5th: Stata/R Problem Set #3 Due

Class 13, Mar. 9: The Role of Husbands' Attitudes in Women's Labor Supply

Choose one of the following two papers to read carefully and write a response:

- *Bursztyn, Leonardo, Alessandra Gonzalez and David Yanagizawa-Drott, “Misperceived Social Norms: Women Working Outside the Home in Saudi Arabia,” *Working Paper*, 2019.
- *Fernandez, Raquel, Alessandra Fogli, and Claudia Olivetti, “Mothers and Sons: Preference Formation and Female Labor Force Dynamics,” *Quarterly Journal of Economics*, 2004, 119(4), 1249-1299.
- Bernhardt, Arielle, Erica Field, Natalia Rigol, Rohini Pande, Simone Schaner, and Charity Troyer-Moore. “Male Social Status and Women’s Work,” *AEA Papers and Proceedings*, 2018, 108, 363-67. (Optional)

Class 14, Mar. 11: Intra-Household Allocation

Choose one of the following two papers to read carefully and write a response:

- *Bernhardt, Arielle, Erica Field, Rohini Pande, and Natalia Rigol, “Household Matters: Revisiting the Returns to Capital among Female Microentrepreneurs,” *American Economic Review: Insights*, 2019, 1(2), 141-160.
- *Duflo, Esther, “Grandmothers and Granddaughters: Old-Age Pensions and Intrahousehold Allocation in South Africa,” *World Bank Economic Review*, 2003, 17(1), 1- 25.
- Udry, Christopher. “Gender, Agricultural Production, and the Theory of the Household,” *Journal of Political Economy*, 1996, 104(5), 1010-1046. (Optional)

March 12th: Stata/R Problem Set #4 Due

March 16th: no class (wellness day)

Class 15, Mar. 18: Theory of Discrimination

Choose one of the following two papers to read carefully and write a response:

- *Goldin, Claudia, “A Pollution Theory of Discrimination: Male and Female Differences in Occupations and Earnings,” in *Human Capital in History: The American Record*, Chicago, Illinois: University of Chicago Press, 2015, 313-348.
- *Arrow, K. (1973), “The Theory of Discrimination,” *Discrimination in Labor Markets*, 3(10): 3-33.

March 19th: Research Paper Prospectus Due. Please also read pages 7-9 of the Writing Economics guide available on the course website.

Class 16, Mar. 23: Empirics of Discrimination

Choose one of the following two papers to read carefully and write a response:

- *Sarsons, Heather, “Interpreting Signals in the Labor Market: Evidence from Medical Referrals,” *Working Paper*, 2019.
- *Goldin, Claudia and Cecilia Rouse. “Orchestrating Impartiality: The Effect of ‘Blind’ Auditions on Female Musicians,” *American Economic Review*, 2000.

PART III: GENDER INEQUALITY OUTSIDE OF THE WORKPLACE

Class 17, Mar. 25: Historical Origins of Gender Inequality

Choose one of the following two papers to read carefully and write a response:

- *Alesina, Alberto, Paola Giuliano, and Nathan Nunn, “On the Origins of Gender Roles: Women

and the Plough,” *Quarterly Journal of Economics*, 2013, 128(2).

*Anderson, Siwan, “Legal Origins and Female HIV,” *American Economic Review*, 2018, 108(6), 1407-1439.

Lowes, Sara, “Matrilineal Kinship and Spousal Cooperation: Evidence from the Matrilineal Belt,” *Working Paper*, 2018. (Optional)

Goldin, Claudia, “The U-Shaped Female Labor Force Function in Economic Development and Economic History,” in *Schultz TP Investment in Women’s Human Capital and Economic Development*, University of Chicago Press, 1995, 61-90. (Optional)

Becker, Anke, “On the Economic Origins of Restrictions on Women’s Sexuality,” *Working Paper*, 2020. (Optional)

March 26th: Short Paper on the Gender Pay Gap Due at midnight Eastern Time. See the assignment on canvas for more details.

Class 18, Mar. 30: Son Preference and Siblings in South Asia

Choose one of the following two papers to read carefully and write a response:

*Jayachandran, Seema and Ilyana Kuziemko, “Why Do Mothers Breastfeed Girls Less than Boys: Evidence and Implications for Child Health in India,” *Quarterly Journal of Economics*, 2011, 126(3), 1485-1538.

*Vogl, Tom, “Marriage Institutions and Sibling Competition: Evidence from South Asia,” *Quarterly Journal of Economics*, 2013.

Hussam, Reshmaan, “Sex Selection and the Indian Marriage Market,” *Working Paper*, 2019.

Jayachandran, Seema and Rohini Pande, “Why Are Indian Children So Short? The Role of Birth Order and Son Preference,” *American Economic Review*, 2017, 107(9), 2600-2629. (Optional)

Class 19, Apr. 1: Child Marriage

Choose one of the following two papers to read carefully and write a response:

*Buchmann, Nin, Erica Field, Rachel Glennerster, Shahana Nazneen, Svetlana Pimkina, and Iman Sen, “Power vs Money: Alternative Approaches to Reducing Child Marriage in Bangladesh, a Randomized Control Trial,” *Working Paper*, 2018.

*Ashraf, Nava, Natalie Bau, Nathan Nunn, and Alessandra Voena, “Bride Price and Female Education,” *Journal of Political Economy*, 2020.

Corno, Lucia, Nicole Hildebrandt, and Alessandra Voena, “Age of Marriage, Weather Shocks and the Direction of Marriage Payments,” *Econometrica*, 2019. (Optional)

Ambrus, Attila and Erica Field, “Early Marriage, Age of Menarche and Female Schooling Attainment in Bangladesh,” *Journal of Political Economy*, 2008, 116(5), 881-930. (Optional)

April 2: Research Paper Preliminary Data Analysis Due

Class 20, Apr. 6: Missing Women

Choose one of the following two papers to read carefully and write a response:

*Qian, Nancy, “Missing Women and the Price of Tea in China; The Effect of Sex-Specific Income on Sex Imbalance,” *The Quarterly Journal of Economics*, 2008, 123(3), 1251-1285.

*Calvi, Rossella, “Why Are Older Women Missing in India? The Age Profile of Bargaining Power and Poverty,” *Journal of Political Economy*, 2020, 128(7).

Class 21, Apr. 8: Domestic Violence, Part I

Choose one of the following two papers to read carefully and write a response:

*Aizer, Anna, “The Gender Wage Gap and Domestic Violence,” *American Economic Review*, 2010, 100(4), 1847-59.

*Haushofer, Johannes, Charlotte Ringdal, Jeremy Shapiro, and Xiao Yu Wang. “Income Changes and Intimate Partner Violence: Theory and Evidence from Unconditional Cash Transfers in Kenya,” *Working Paper*, 2019.

Class 22, Apr. 13: Domestic Violence, Part II

Choose one of the following two papers to read carefully and write a response:

*Stevenson, Betsy and Justin Wolfers, “Bargaining in the Shadow of the Law: Divorce Laws and Family Distress,” *Quarterly Journal of Economics*, 2006, 121(1), 267-288.

*Card, David and Gordon B. Dahl, “Family Violence and Football: The Effect of Unexpected Emotional Cues on Violent Behavior,” *Quarterly Journal of Economics*, 2011, 126(1), 103-143.

April 15: No class (wellness day)

April 16: Research Paper Draft Due at midnight, Eastern Time. Please also read pages 21-29 of the Writing Economics guide available on the course website.

Class 23, Apr. 20: Gender and Public Safety

Choose one of the following two papers to read carefully. For the writing response for this class, please pick a topic about gender inequality of your choosing and discuss how it differs between developed and developing countries. This short paper should be between 2 and 4 pages long and should include citations of at least five different economics papers covering at least three different countries (but ideally more!):

*Kondylis, Florence et al., “Demand for Safe Spaces: Avoiding Harassment and Stigma,” *Working Paper*, 2020.

*Kavanaugh, Guadalupe, Maria Micaela Sviatschi, and Iva Trako, “Gender Violence, Enforcement, and Human Capital: Evidence from All-Women’s Justice Centers in Peru,” *Working Paper*, 2019.

Class 24, Apr. 22: Women as Policymakers

Choose one of the following two papers to read carefully and write a response:

*Chattopadhyay, Raghavendra and Esther Duflo, “Women as Policy Makers: Evidence from a Randomized Policy Experiment in India,” *Econometrica*, 2004, 72(5), 1409-1443.

*Wasserman, Melanie, “Gender Differences in Politician Persistence,” *Working Paper*, 2018.

Class 25, Apr. 27: Women as Voters

Choose one of the following two papers to read carefully and write a response:

*Edlund, L. and Rohini Pande, “Why Have Women Become Left-Wing? The Political Gender Gap and the Decline in Marriage,” *Quarterly Journal of Economics*, 2002, 117(3), 917-

961.

*Miller, Grant, "Women's Suffrage, Political Responsiveness, and Child Survival in American History," *Quarterly Journal of Economics*, 2008, 123(3), 1287-1327.

May 3rd: Final Paper Due at midnight, Eastern Time. Please also read pages 14-15 of the Writing Economics guide available on the course website.

Course Requirements

Class Participation (10%): Active participation in each course meeting is a critical component of this course. You will be expected to be an active discussant, and you will be expected to make comments or questions in every class. This will be an important part of your grade. You must attend each Zoom class with your video on, but please be in touch with me if this is an issue for you. Virtual backgrounds are of course welcome. You are permitted one unexcused absence over the course of the semester.

Paper Presentations (15%): For most starred papers on the syllabus, a student will be assigned to help present that paper to the rest of the class. During these oral presentations, you are the expert on that paper and will prepare five to eight slides to present for up to eight minutes. You will present the main findings during this time and then help lead a discussion about the strengths and weaknesses of the paper in the discussion that follows. You will have the chance to submit preferences about your presentation dates and topics at the start of the semester.

Reading Assignments (15%): Before most classes, you must do the required reading and submit a reading response. Many of the readings were/are to be published in top economic journals. You are not expected to be able to follow and reproduce all the mathematical arguments. You are expected to be able to answer in words the following questions for each paper (and indeed, these questions should heavily inform your reaction papers): what was the author's question/hypothesis? How does he/she test this hypothesis/try to answer this question? What are his/her findings? How believable are they? Or where did I get lost in this article? What confused me?

Reading responses are due at 6:00 p.m. Eastern Time the day before class. For each class, there will be one or two major readings which you should read carefully and choose one to write a response about. There may be other shorter readings which you may skim. All reading assignments are posted on the course website in the Files/Reading Assignments folder. Please see the "Reading Response Guidelines" file on the course website for more information.

Short Papers (10%)

For some classes, instead of these reading response guidelines, there will be different types of writing assignments, some of which will be longer length. Prior to the first class, please submit three brief explanations you have for why women typically earn less than men. In one assignment, students will search for a recent news article discussing a policy proposal to reduce the gender pay gap and analyze it through an economics perspective, reflecting on recent literature including but not limited to the papers we discuss in class. This will be turned into a three to five page short paper to be turned in halfway through the semester in which students will give their explanation for why a gender gap persists in the United States and what should be done about it. In another assignment, you will be asked to pick a topic about gender inequality of your choosing and discuss how it differs between developed and developing countries.

Gender Pay Gap Problem Set (5%): There will be one quantitative problem set in R/Stata studying the gender pay gap. The problem set will have two parts. In part one, you will learn to download the CPS, which is the main government labor data for the United States, and calculate the standard measure of the gender pay gap. In part two, you will have the chance to devise your

own measure and defend its construction. Please see the file “Gender Pay Gap Problem Set” on the course website for more information.

R/Stata Problem Sets (10%): An important and hugely valuable skill in modern economics is data analysis. To help you develop these abilities, the department offers modules on R/Stata. As part of the requirements of this course, you must complete and turn in the four problem sets to me, including log and do files. There are several Stata/R office hours offered by the department each week, all semester. More details can be found at economics.harvard.edu/pages/stata.

Writing Assignments (35%): In addition to the reading responses, there will be a final research paper. This will be broken up into several parts. First, you will have to submit three (one paragraph each) ideas for your final topic. Second, you will submit a prospectus due midway through the semester that more explicitly details your plan for the paper. Third, you will submit some preliminary data analysis after loading and cleaning the basic data. A complete rough draft is due two weeks before final period. The final paper is due on May 3. Please see the file “Final Research Paper Guidelines” on the course website for more information.

Grades

In assigning grades for your coursework, I follow the grading guidelines stated in the “Grades” section of Harvard’s *Information for Faculty Offering Faculty Offering Instruction in Arts and Sciences*:

A, A- Earned by work whose excellent quality indicates a full mastery of the subject and, in the case of the grade of A, is of extraordinary distinction.

B+, B, B- Earned by work that indicates a good comprehension of the course material, a good command of the skills needed to work with the course material, and the student’s full engagement with the course requirements and activities.

C+, C, C- Earned by work that indicates an adequate and satisfactory comprehension of the course material and the skills needed to work with the course material and that indicates the student has met the basic requirements for completing assigned work and participating in class activities.

D+, D, D- Earned by work that is unsatisfactory but that indicates some minimal command of the course materials and some minimal participation in class activities that is worthy of course credit toward the degree.

E Earned by work which is unsatisfactory and unworthy of course credit towards the degree.

Course Policies

Late assignments will be penalized by a grade deduction of “1 step” for every day you are late. (For example, A- to B+ is a “1 step” deduction.) That said, I understand that life can have exceptionally busy periods, so the lowest **three** reading response grades will be dropped.

Office hours will be scheduled upon request. Please feel free to reach out to me if you would like to meet to discuss the course. There is also a link to a google form on the course website where you can submit comments, questions or concerns anonymously. Please include Ec 970 in the subject line of the emails so that they do not get lost in my inbox. Each student will be required to sign up to chat sometime in the first week so that I can get to know you, and there will also be a required individual meeting to discuss the idea for your research paper in the first half of the semester.

This course will address a range of topics relating to gender inequality. Many of these issues are controversial and can be difficult to discuss, such as discrimination and domestic violence. It is imperative to always be respectful and polite in class. If you have any concerns about the topics or the readings, please let me know and I am happy to make accommodations.

Academic Integrity Policy

If you plagiarize, you will fail the course. See the *Harvard College Handbook for Students* for details.

On problem sets, discussion and the exchange of ideas are essential to doing academic work. For assignments in this course, you are encouraged to consult with your classmates as you work on problem sets. However, after discussions with peers, make sure that you can work through the problem yourself and ensure that any answers you submit for evaluation are the result of your own efforts. In addition, you must cite any books, articles, websites, lectures, etc. that have helped you with your work using appropriate citation practices. Similarly, you must list the names of students with whom you have collaborated on problem sets.

Major Assignment Due Dates

Gender Pay Gap Problem Set Part 1 Due: February 2nd
Gender Pay Gap Problem Set Part 2 Due: February 9th
Stata/R Problem Set #1 Due: February 12th
Final Paper Three Ideas Due: February 19th
Stata/R Problem Set #2 Due: February 26th
Stata/R Problem Set #3 Due: March 5th
Stata/R Problem Set #4 Due: March 12th
Final Paper Prospectus Due: March 19th
Short Paper on Gender Pay Gap Due: March 26th
Research Paper Preliminary Data Analysis Due: April 2nd
Research Paper Draft Due: April 16th
Research Paper Due: May 3rd

Files on the Course Website:

- Reading Response Guidelines
- Final Research Paper Guidelines
- Research Paper Idea Assignment
- Research Paper Prospectus Template
- Research Paper Preliminary Data Analysis Assignment
- Gender Pay Gap Problem Set Part 1

- Gender Pay Gap Problem Set Part 2