

INDEX

1 Introduction.....	5
2 Wage Theory.....	6
2.1 Definition of wage theory.....	6
2.1.1 Just Price Theory.....	7
2.1.2 Subsistence Theory.....	7
2.1.3 Wage Fund Theory.....	8
2.1.4 Surplus Value Theory.....	8
2.1.5 Residual Claimant Theory.....	8-9
2.1.6 Marginal Productivity Theory.....	9
2.1.7 Demand and Supply Theory.....	9
2.1.8 Bargaining Theory.....	10
2.1.9 Behavioral Theory.....	10
2.1.10 Investment Theory.....	10
2.2 Further study on wag theory.....	11
2.2.1 The contract zone of Pigou (1933) with the neoclassic approach.....	11-12
2.2.2 Bargaining power of Chamberlain (1951) with the behavioral approach.....	13
2.2.3 Bargaining solution of Nash (1950) with the theoretic game approach.....	13-14
2.3 Wage determination.....	15
2.3.1 The Marginal Productivity Theory.....	15
2.3.2 The Comparative Advantage (or Self-Selection) Theory.....	15-16
2.3.3 Compensating Difference Theory.....	16
2.3.4 Onerous Working Conditions: Risk of Job Injury or Death.....	17-18
2.3.5 The Composition of Pay Packages: Vacations, Pensions, and Other Fringe Benefits.....	19
2.3.6 Job Location: Regional Wage Differences Associated with Climate, Crime, Pollution, and Crowding.....	20
2.3.7 Human Capital Theory.....	21-22
2.3.8 Job-Matching Theory.....	22
2.3.9 Wage Deferral and Effort-Incentive Theory (Agency Theory).....	23
2.3.10 Efficiency Wage Theory.....	24
2.3.11 Comparison of Wage Determination Theories.....	25-28
2.4 Wealth accumulation function.....	29-32
2.5 Gender wage inequality.....	33-38
2.6 Decomposition of the gender wage gap.....	39-41
3 Gender gap.....	42
3.1 Definition of gender gap.....	42
3.2 Causes of gender gap.....	43
3.2.1 Uneven access to education.....	43
3.2.2 Lack of employment equality.....	44
3.2.3 Job segregation.....	45
3.2.4 Lack of legal protections.....	46
3.2.5 Lack of bodily autonomy.....	47

3.2.6 Poor medical care.....	48
3.2.7 Lack of religious freedom.....	49
3.2.8 Lack of political representation.....	50
3.2.9 Racism.....	51
3.2.10 Societal Mindset.....	52
3.3 Types of gender gap.....	53
3.3.1 The gender pay gap.....	53
3.3.2 The gender labor force participation gap.....	54
3.3.3 The gender employment gap.....	55
3.3.4 The gender job insecurity.....	56
4 Gender pay gap.....	57
4.1 Definition of gender pay gap.....	57-58
4.1.1 The human Capital Model.....	59-61
4.1.2 Labor market discrimination.....	62
4.2 Causes of gender pay gap.....	63
4.2.1 Under-representation in leadership.....	63
4.2.2 Working hour.....	64
4.2.3 Interruption from workforce.....	65
4.2.4 Education.....	66
4.2.5 Feminized Job.....	67
4.2.6 Inexplicable parts of the gender pay gap.....	68
4.3 Gender pay gap around the world.....	69-70
4.3.1 Sub-Saharan Africa: various funds, various possibilities.....	71
4.3.2 Europe and Central Asia: evaluated finance with discrimination	72
4.3.3 East Asia and the Pacific: The effects of the financial and institutional amendments.....	73
4.3.4 Western Europe: job and manufacture discrimination.....	74-75
4.3.5 Profiles of some countries based on gender pay gap.....	76-80
4.4 Gender pay gap in the European Union.....	81-93
5 An essay on gender inequality.....	94-96
6 Bibliography and Sitography.....	97-108