

**A thesis submitted in partial fulfillment of the requirements
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This paper examines the existence of the gender wage gap in the Australian labour market. Special attention is paid to the non-random sampling problem. The OLS estimator was set as the benchmark and the Heckman two-step estimator was used to address the sample selection bias term. To complement the mean regression approach, adjusted and unadjusted quantile regressions were also employed. Quantile procedure examines the wage gap by focusing on changes at different points of the wage distribution. The wage inequality accelerates at the upper tail of the wage scale, which supports the hypothesis of the glass ceiling. This implies that females are more disadvantaged in highly paid jobs and are less likely to be promoted. Furthermore, a strong negative impact on wages attributed to demographic factors among low-paid females is detected. The comparative advantage of males in the workforce is evident across most occupations and industries. The results suggest that sample selection bias problem overestimates the extent of discrimination, especially among low income earners.