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In the past, a higher proportion of women than men held positions in science, technology, and engineering fields, and a higher proportion of men than women held positions in STEM fields. Nevertheless, the gender wage gap is still a problem that requires attention. In fact, the gender wage gap persists across all academic fields, ranging from the humanities to the social sciences to STEM fields, suggesting that explanations based on the sociocultural roles and identity of both men and women are insufficient. In order to understand how to close the gender wage gap, it is essential to examine the two components that make up the gender wage gap: the wage premium and the difference in the return to training. In this report, we have focused on the wage premium, which is the additional pay men receive compared to women for the same work. We have also discussed the reasons for this wage premium and the methods to close the wage gap. Finally, we have discussed the return to training, which is the difference between the higher earnings that men receive for training versus the higher earnings that women receive for training. The wage premium is a component of the gender wage gap, which stems from the double burden of responsibility faced by working mothers. Working mothers face the responsibility of combining work and motherhood while working mothers face the additional responsibility of managing an additional wage premium, which is estimated to be roughly 7% of a working woman's wage, regardless of her educational attainment. In order to address this double burden of responsibility, it is important to explore the reasons that lead to the wage premium and the ways to close this wage gap. To this end, we have studied the effects of maternal employment on the wage premium, focusing on the role of social norms, job demand, job control, and pay transparency in explaining the wage premium. In addition, we have focused on the opportunity costs of pursuing a STEM career in relation to the opportunity costs of pursuing a STEM career in general. These opportunity costs shed light on the difference in the return to training that men and women receive and how this impacts the gender wage gap. The following report analyzes the wage premium and attempts to explain the ways in which working mothers face the double burden of responsibility in relation to the wage premium. It also examines the role of pay transparency and explains the conditions that encourage or discourage individuals from pursuing a STEM career and the broader opportunity costs of pursuing a STEM career. Finally, the report offers solutions that can contribute to addressing the double burden of responsibility faced by working mothers

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