



*The*  
**SIMPLE**  
**TRUTH**

ABOUT THE GENDER PAY GAP



# What Is the Pay Gap?

---

- The pay gap is a comparison between women's and men's typical earnings.
- It can be compared by weekly earnings or annual earnings.
- [Insert your state pay gap here.]



# How Do You Calculate the Pay Gap?

---

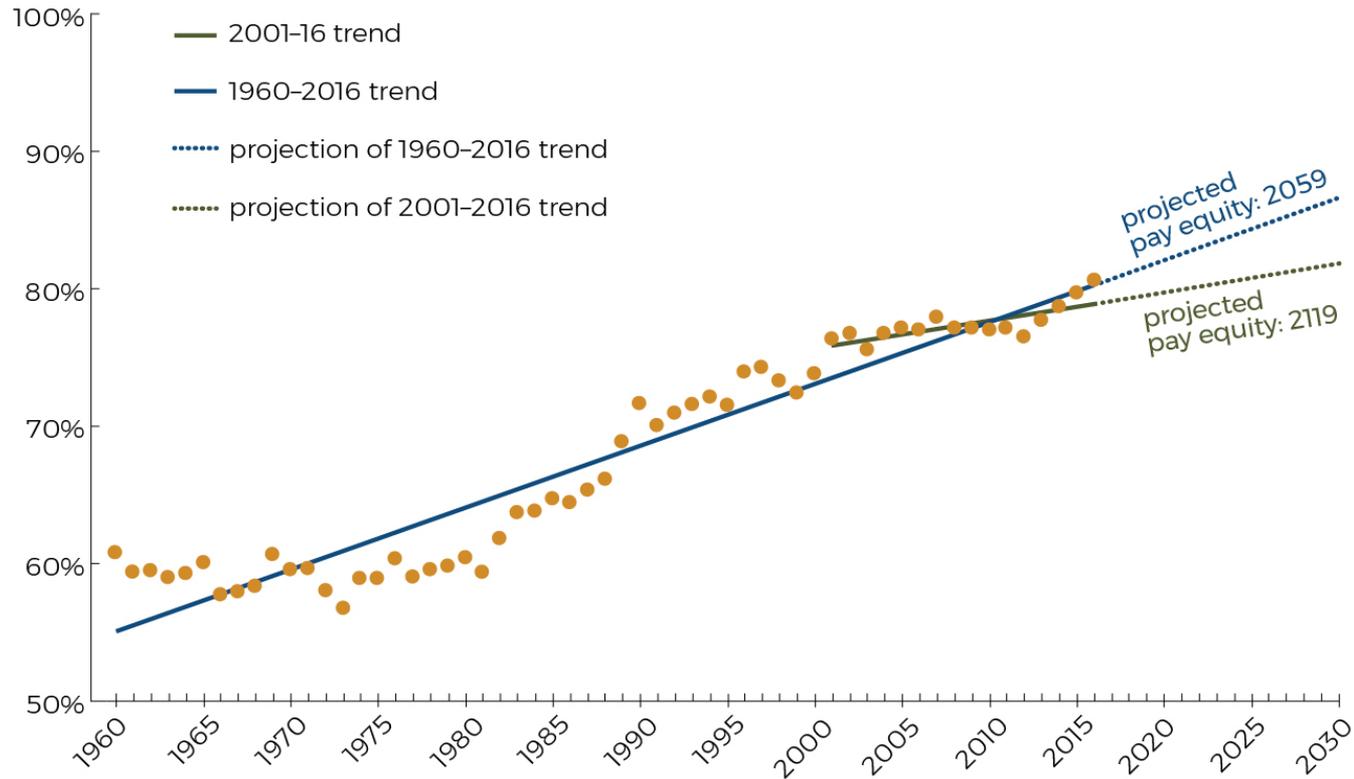
The earnings ratio and the pay gap for 2016 are calculated using these formulas:

$$\text{Earnings ratio} = \frac{\text{women's median earnings}}{\text{men's median earnings}} = 80.47\% = 80\%$$

$$\text{Pay gap} = \frac{[\text{men's median earnings} - \text{women's median earnings}]}{\text{men's median earnings}} = 20\%$$

# The Pay Gap over Time

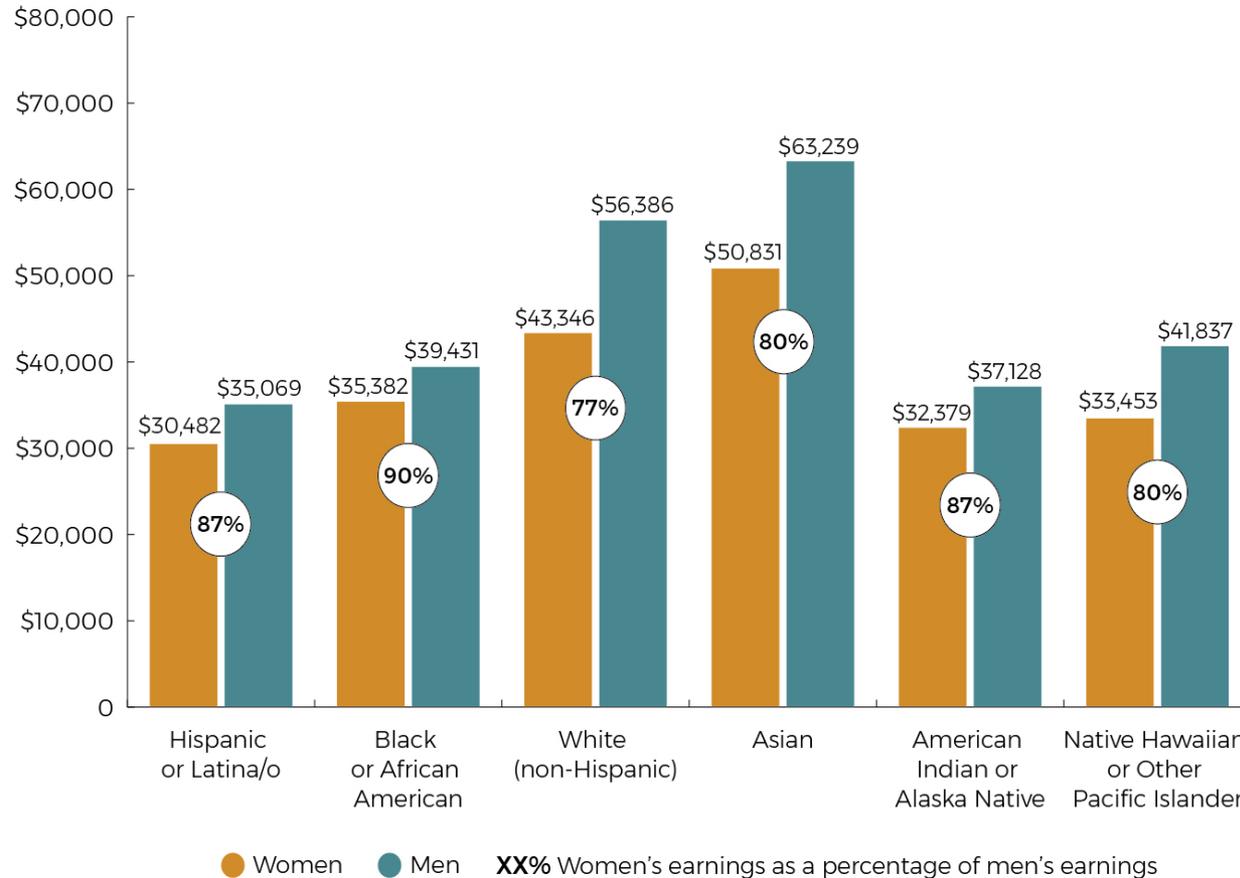
Women's Median Annual Earnings as a Percentage of Men's Median Annual Earnings for Full-Time, Year-Round Workers, 1960–2016



Source: *The Simple Truth about the Gender Pay Gap*

# The Pay Gap and Race/Ethnicity

Median Annual Earnings, by Race/Ethnicity and Gender, 2016



Source: *The Simple Truth about the Gender Pay Gap*



# The Pay Gap in Comparison with White Men's Earnings

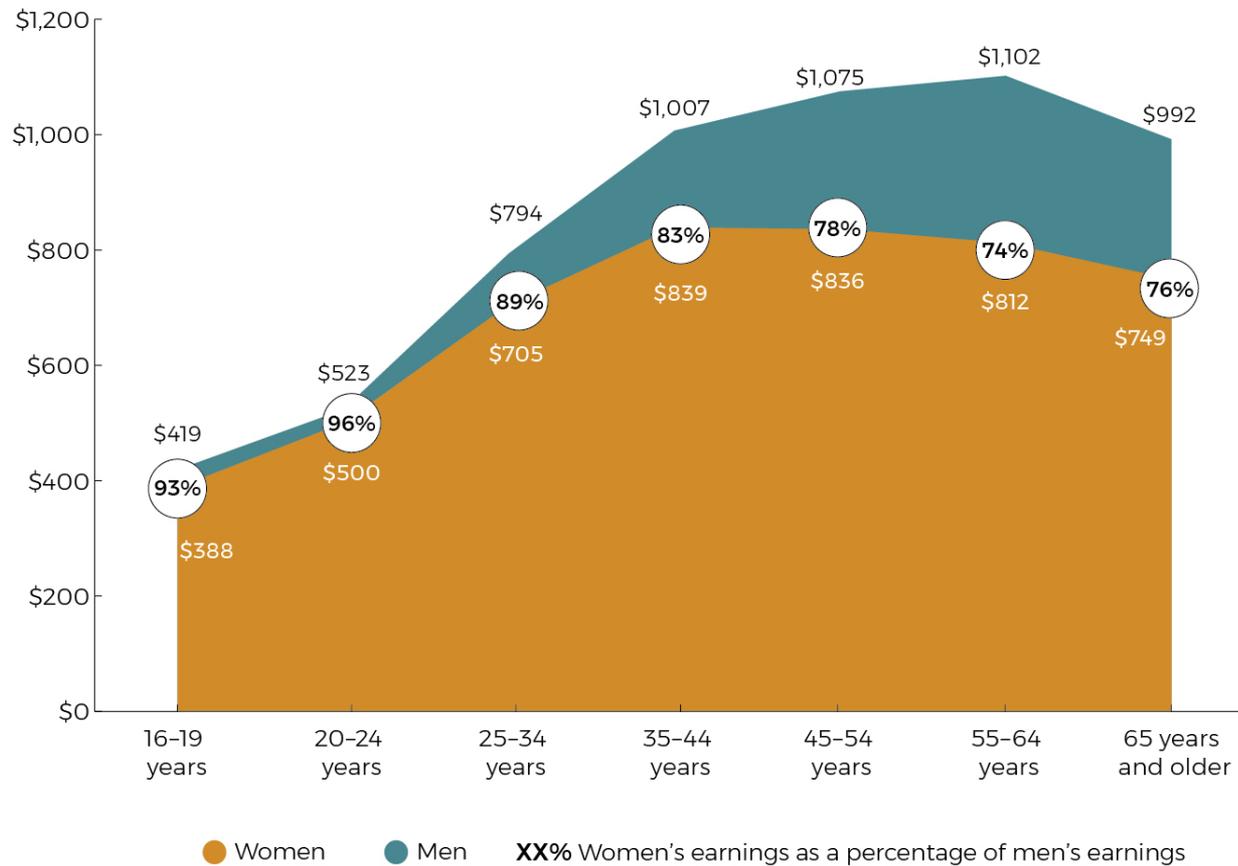
---

Earnings Ratio of Women Compared with White Men, by Race/Ethnicity, 2016

	<b>Current Population Survey (CPS)</b>	<b>American Community Survey (ACS)</b>
Hispanic or Latina	<b>54%</b>	54%
Black or African American	<b>63%</b>	63%
White (non-Hispanic)	<b>79%</b>	77%
Asian	<b>87%</b>	90%
Native Hawaiian or Other Pacific Islander	--	<b>59%</b>
American Indian or Alaska Native	--	<b>57%</b>

# The Pay Gap and Age

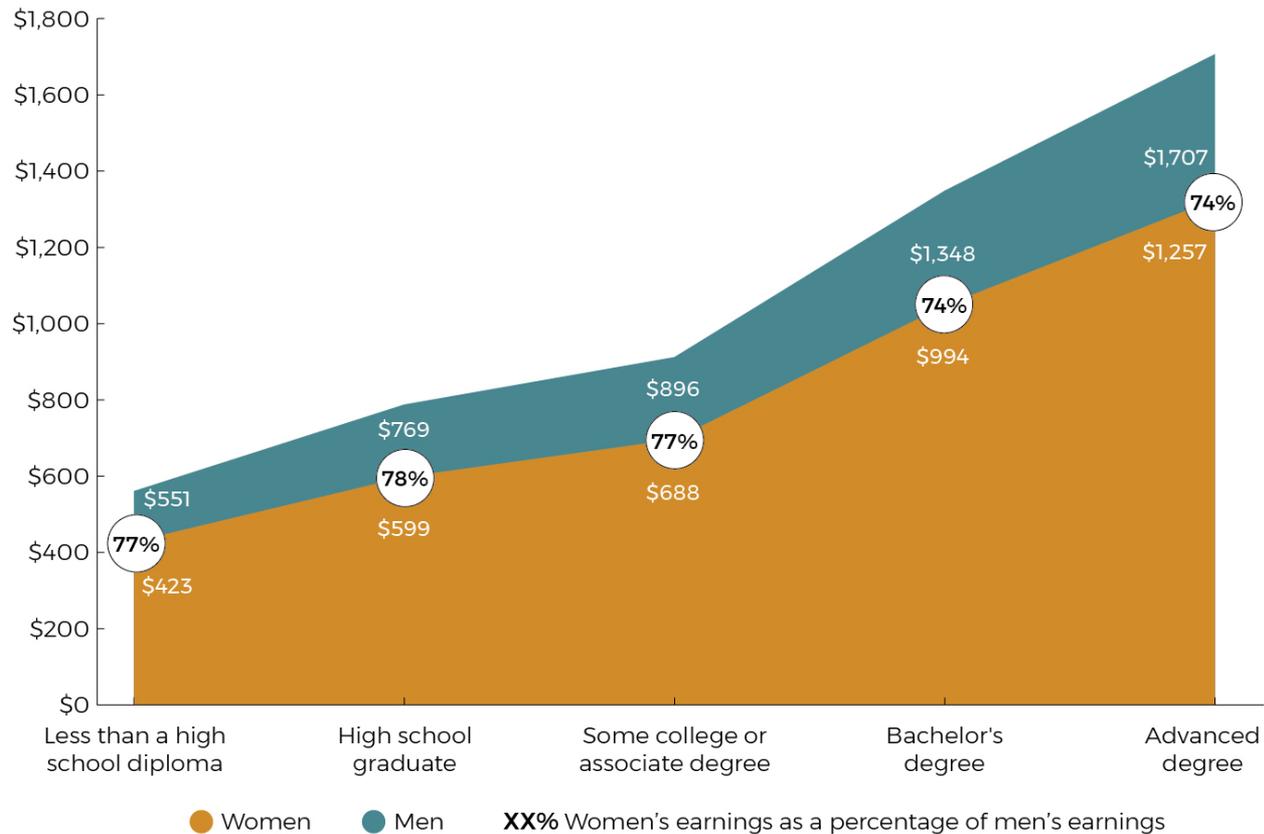
Median Weekly Earnings, by Age and Gender, 2016



Source: *The Simple Truth about the Gender Pay Gap*

# The Pay Gap and Education

Median Weekly Earnings, by Level of Education and Gender, 2016



Source: *The Simple Truth about the Gender Pay Gap*



# The Pay Gap, Disability, and LGBT People

---

- Workers with disabilities are paid less overall than workers without disabilities.
- Women with disabilities are paid even less than men with disabilities.
- Sexual orientation and gender identity are connected to discrimination and harassment in workplaces and may also impact pay.



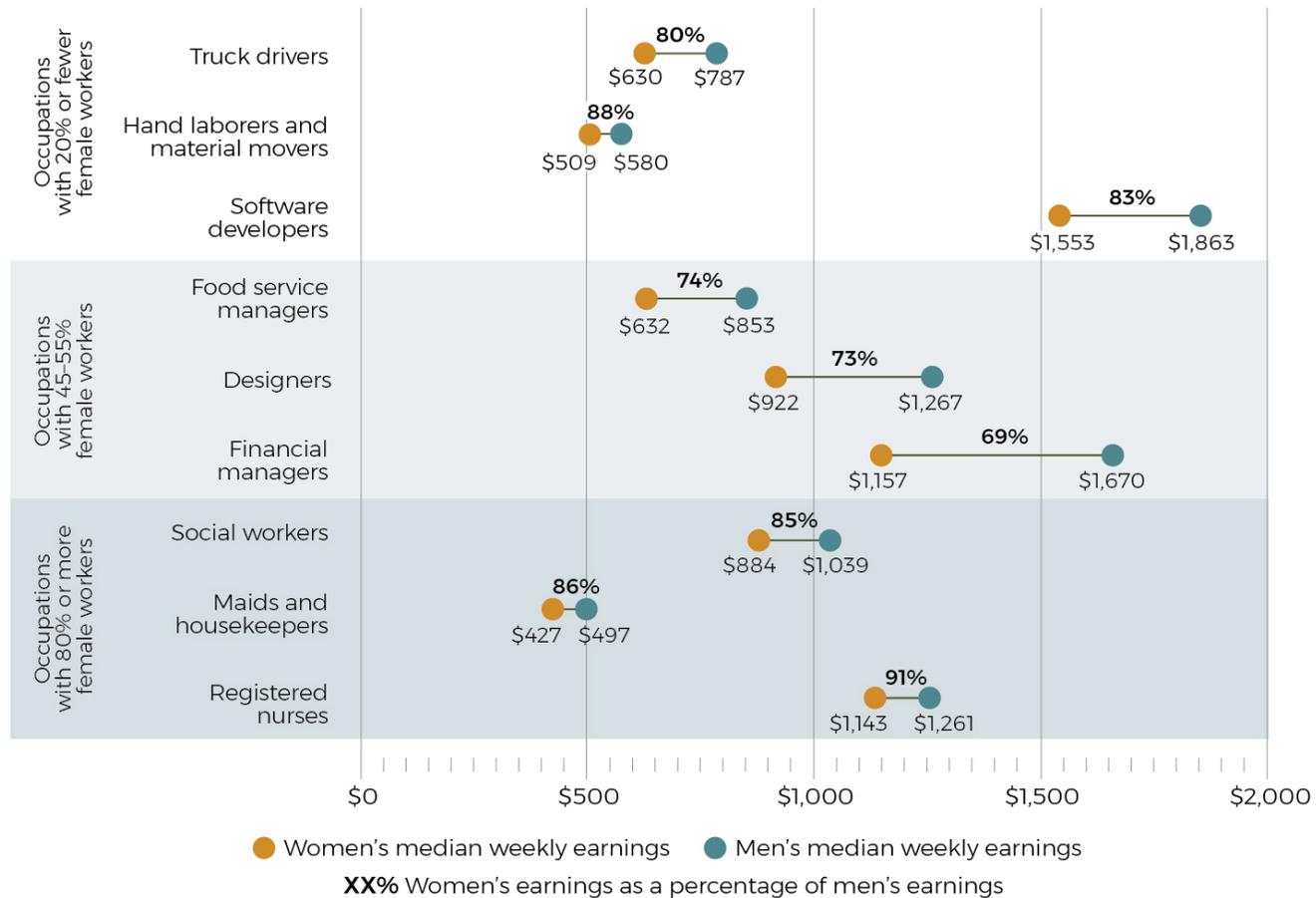
# What Causes the Gender Pay Gap?

---

- Women and men tend to choose different majors in college and to work in different occupations after college.
- Women tend to work shorter hours and require more flexible schedules, and women are more likely than men to care for children.
- Women experience gender bias and discrimination that are likely responsible for a significant pay gap, even after controlling for other factors.

# The Pay Gap across Occupations

Earnings Ratio in Median Weekly Pay among Full-Time Workers, Selected Occupations, 2016



Source: *The Simple Truth about the Gender Pay Gap*



# Schedules and Parenting

---

- Women are more likely than men to work part time or take time out of the workforce.
- Employers still prefer “traditional” work schedules with long, continuous hours.
- When it comes to having children, mothers typically are paid less (the “motherhood penalty”) while fathers typically are paid more (the “fatherhood bonus”).



# Gender Discrimination and Bias

---

- Few women ascend to the highest positions of leadership, which means losing out on pay.
- When women start working in an industry, wages in the industry fall, even for men.
- AAUW and other researchers have found that discrimination and bias are responsible for gender pay gaps of between 6 and 12 percent.



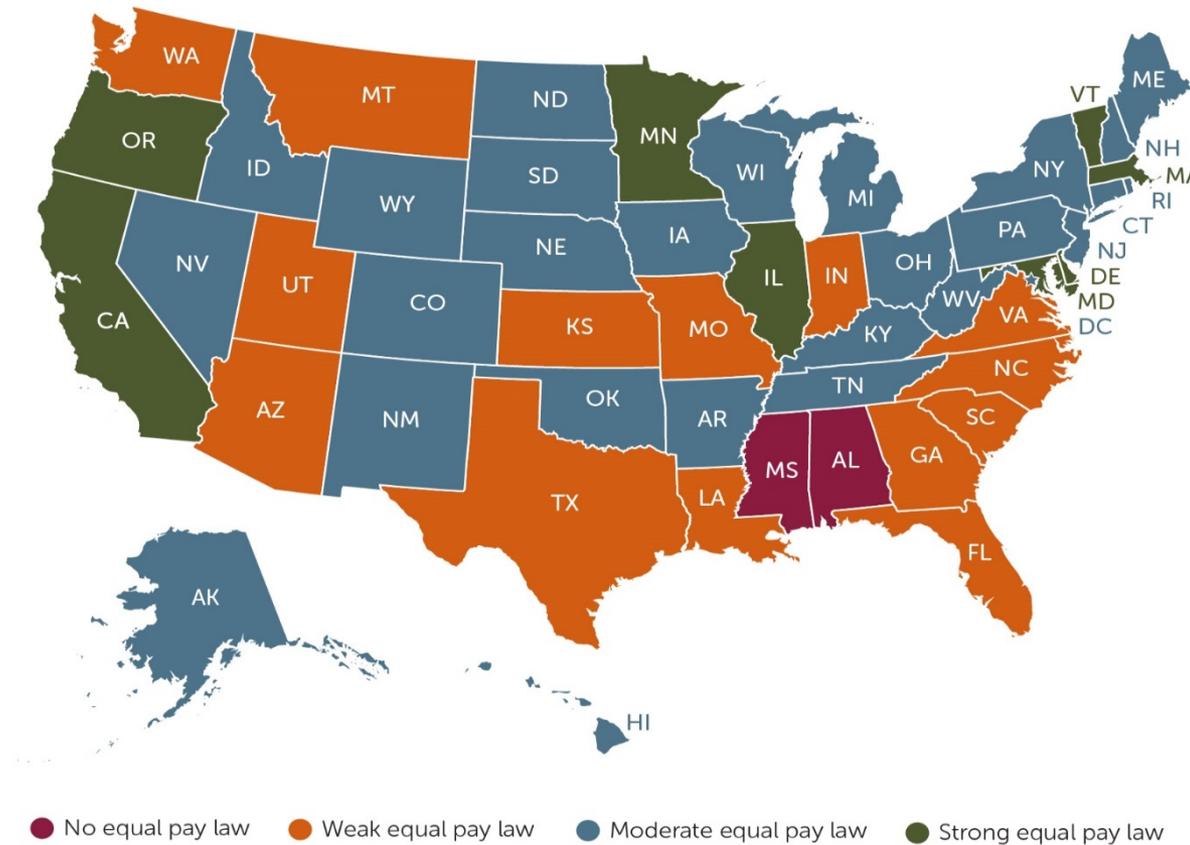
# Federal Public Policy

---

- The Lilly Ledbetter Fair Pay Act, signed into law in 2009
- The Paycheck Fairness Act
- The Fair Pay Act
- The Pay Equity for All Act
- Executive orders, regulations, and enforcement efforts

# Equal Pay in the States

Map of States with Equal Pay Provisions, 2016



Source: *The Simple Truth about the Gender Pay Gap*



# What Can We Do?

---

- The pay gap is real and pervasive, and it affects all women. Get involved with AAUW's work to change the status quo at [fightforfairpay.org](http://fightforfairpay.org).
- Bring an AAUW salary negotiation workshop to your campus, workplace, or community. Find out more at [salary.aauw.org](http://salary.aauw.org).
- Find out more about AAUW's research, advocacy, philanthropy, and programming or become a member of AAUW at [aauw.org](http://aauw.org).



empowering women since 1881