

The SIMPLE TRUTH

ABOUT THE GENDER PAY GAP

WHAT IS THE GENDER PAY GAP?

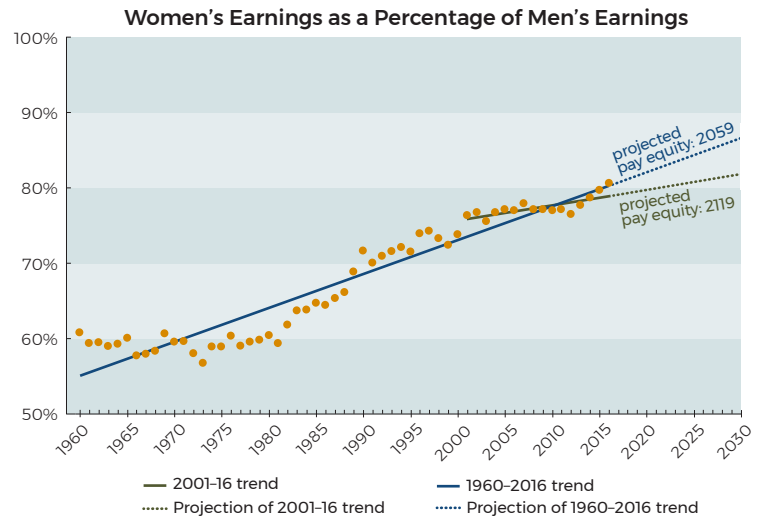
The gender pay gap is the difference between what men and women typically are paid. Research shows that across demographics and workplaces women are consistently paid less than men in the United States and around the world.

We calculate the overall pay gap in the United States by comparing the salaries of women and men who work full time, year-round in all career fields.

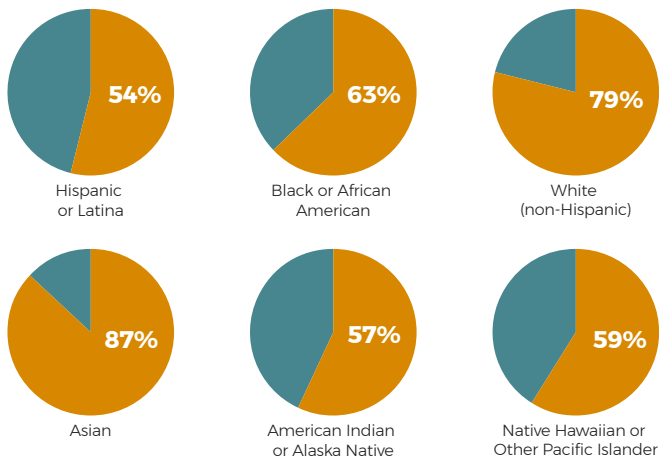
$$\text{EARNINGS RATIO} = \frac{\text{WOMEN'S MEDIAN EARNINGS}}{\text{MEN'S MEDIAN EARNINGS}}$$

$$\text{2016 EARNINGS RATIO} = \frac{\$41,554}{\$51,640} = 80\%$$

The current pay gap is substantial, but it used to be even larger. Between 1980 and 2000 the gap decreased rapidly as women took advantage of greater educational and employment opportunities. However, progress has slowed since 2000.



Women's Earnings as a Percentage of White Men's Earnings, by Race/Ethnicity, 2016



HOW DOES RACE FACTOR IN?

Though women on average have made great progress, not all women have benefited equally. Most women of color are paid substantially less than white women, who in turn are paid less than white men.

The information in the above graphs comes from AAUW's report *The Simple Truth about the Gender Pay Gap*. To learn more visit bit.ly/paygap101.

WHAT CAUSES THE PAY GAP?

The causes of the gender pay gap are complex since gender norms affect how we choose and value work. Men, for example, tend to work longer hours than women and are less likely to take time out of the workforce to care for family members, while women in the workforce statistically take on more unpaid housework, caregiving, and parental leave than men do.

Multiple studies have found that even after accounting for factors such as occupation, industry, hours worked, and education, a substantial pay gap remains. This unexplained gap suggests that gender bias is a factor in unequal pay. Racial biases and discrimination compound the effects of gender bias; some of the highest-paying fields tend to exclude women of color.

IN 2016 THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
RESOLVED MORE THAN 5,000
WORKPLACE SEX DISCRIMINATION CASES
IN FAVOR OF THE COMPLAINANT.

WHY SHOULD WE CARE?

Closing the gender pay gap would lead to greater economic security and significantly lower poverty rates for women and their families. With 42 percent of U.S. mothers as primary breadwinners, closing the gap would mean supporting more contributors to a healthy national economy.

WHAT CAN WE DO?

EMPLOYERS: Commit to fair pay, then take action with pay equity audits that ensure that all women are being paid fairly based on their experience, skills, and responsibilities.

POLICY MAKERS: Stand up for strong enforcement of existing equal pay laws and support the passage of stronger laws that give everyone the right to equal pay for equal work.

INDIVIDUALS: Continue learning about the gender pay gap. Attend or host an AAUW salary negotiation workshop to benefit yourself and others. Learn more at salary.aauw.org.

See how the pay gap measures up in your state and congressional district at bit.ly/StateOfFairPay.

HELP AAUW CLOSE THE GAP AT **FIGHTFORFAIRPAY.ORG**.