

# Gender Pay Gap

**Inequality in the Work Place Between Women and Men**

**By**

**Onny D. V.**

**Social Inequality [SOC 37]**

**Bronx Community College, CUNY**

**Prof. Remi Alapo**

**Fall 2018**



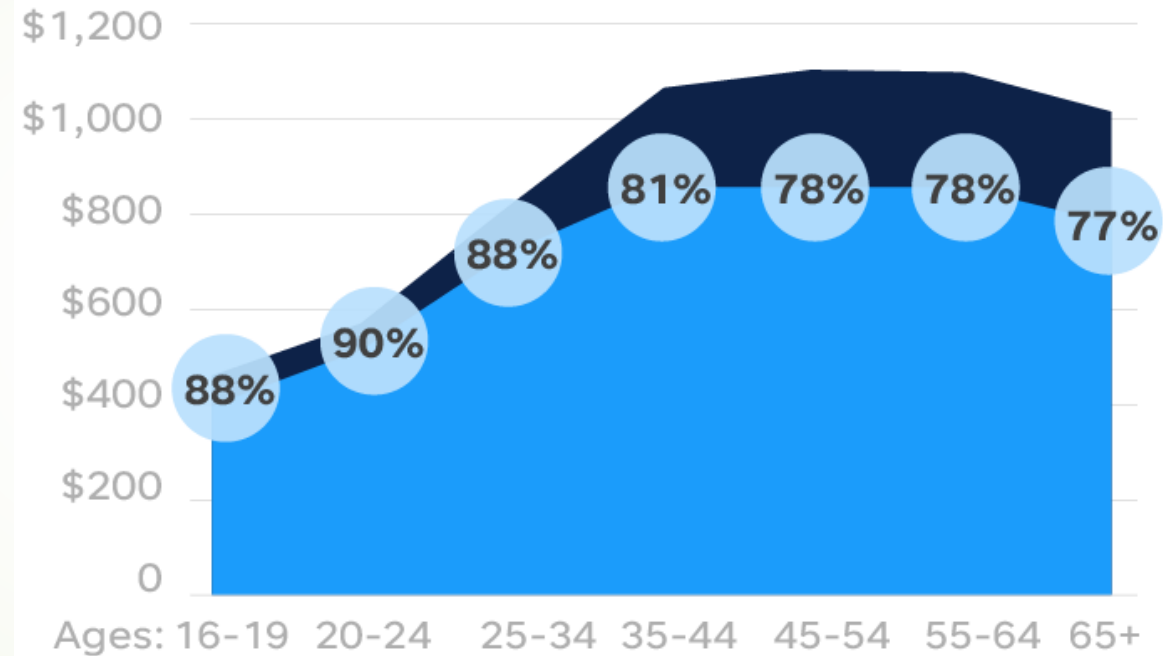
Women experience \$513 billion in lost wages every year because of the stubborn pay gap that persists between them and their male peers.

- The consequences of women earning 80 cents for every dollar earned by men, have a big impact in women's life, because they are more in debt due to college debt and gets in the way of women starting a family because they don't earn enough to support themselves and family.
- According to Kim churches, "women right away from their first job are earning less". This contributes to the wage disparity to begin almost immediately.

## How the gender pay gap varies by age

Median weekly pay of full-time workers in 2017

● Women ● Men ● Difference in pay

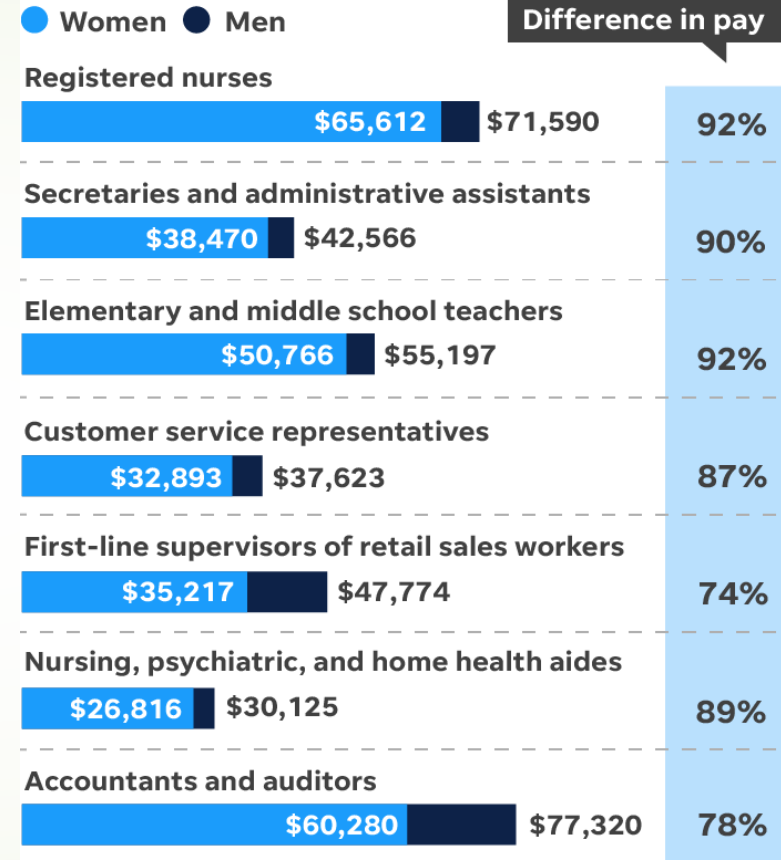


SOURCE U.S. Bureau of Labor Statistics  
JIM SERGENT/USA TODAY



- Many efforts are being made to erase this inequality, this includes working with employers and industries to be more clear on the way they pay their employees.
- Also educating women to be a supporter in their workplaces.

### How the gender pay gap varies by profession

Median weekly pay of full-time workers in 2017

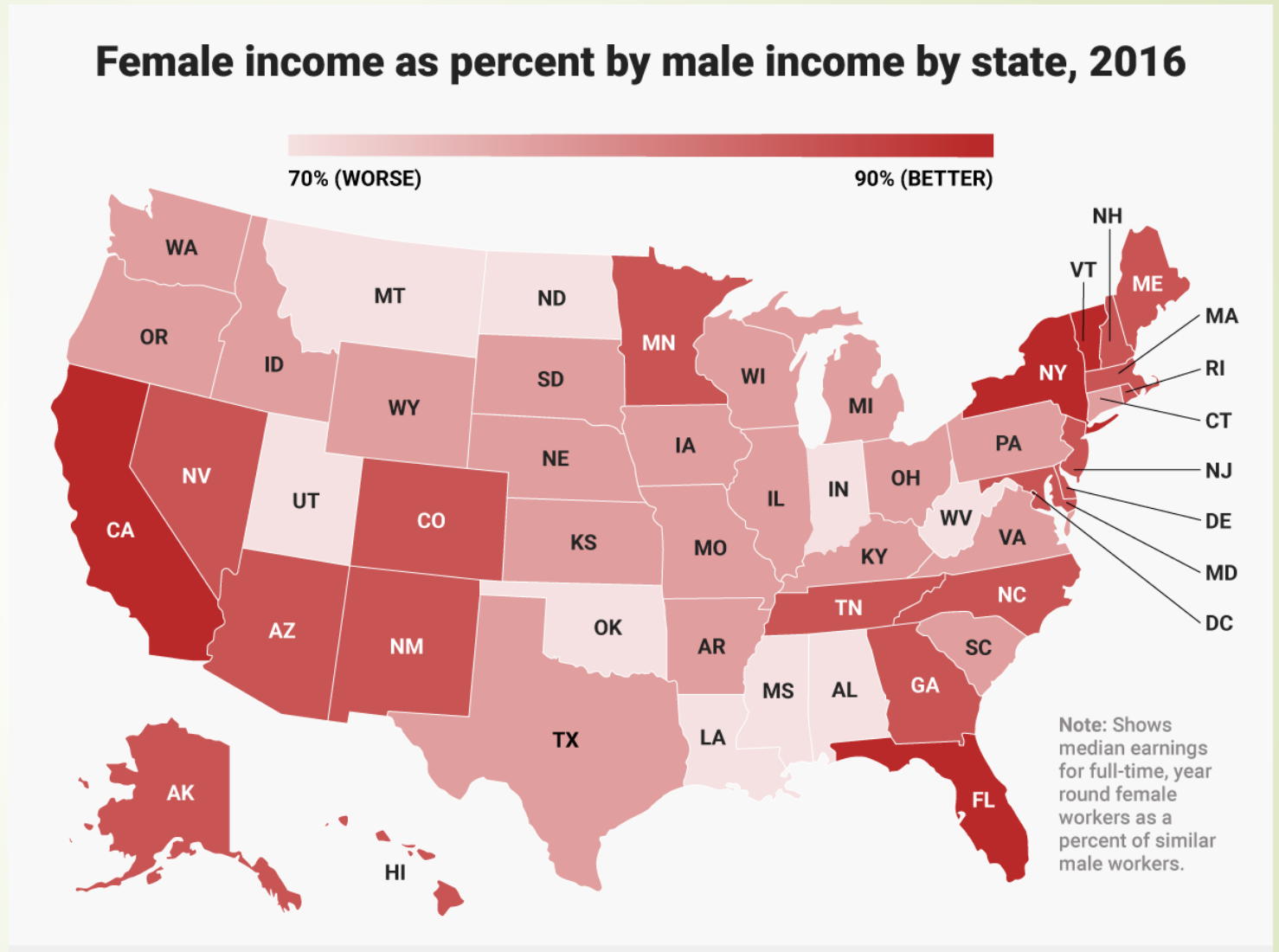


SOURCE U.S. Census Bureau  
JIM SERGENT/USA TODAY

- 
- 
- Men and women face different challenges in the workplace, but this affects more women than it does men. It has been uncovered that wage penalty on unemployment is towards women and the longer the disruption lasts the greater the penalty.
  - When it comes to gender wage gap, women are less likely to hold high level, paying jobs than men.
  - Data shows that at the start of their careers, men and women tend to work at similar levels jobs. Over the course of their careers men move into higher level roles at higher rates than women.

## The gender wage gap varies widely depending on the state

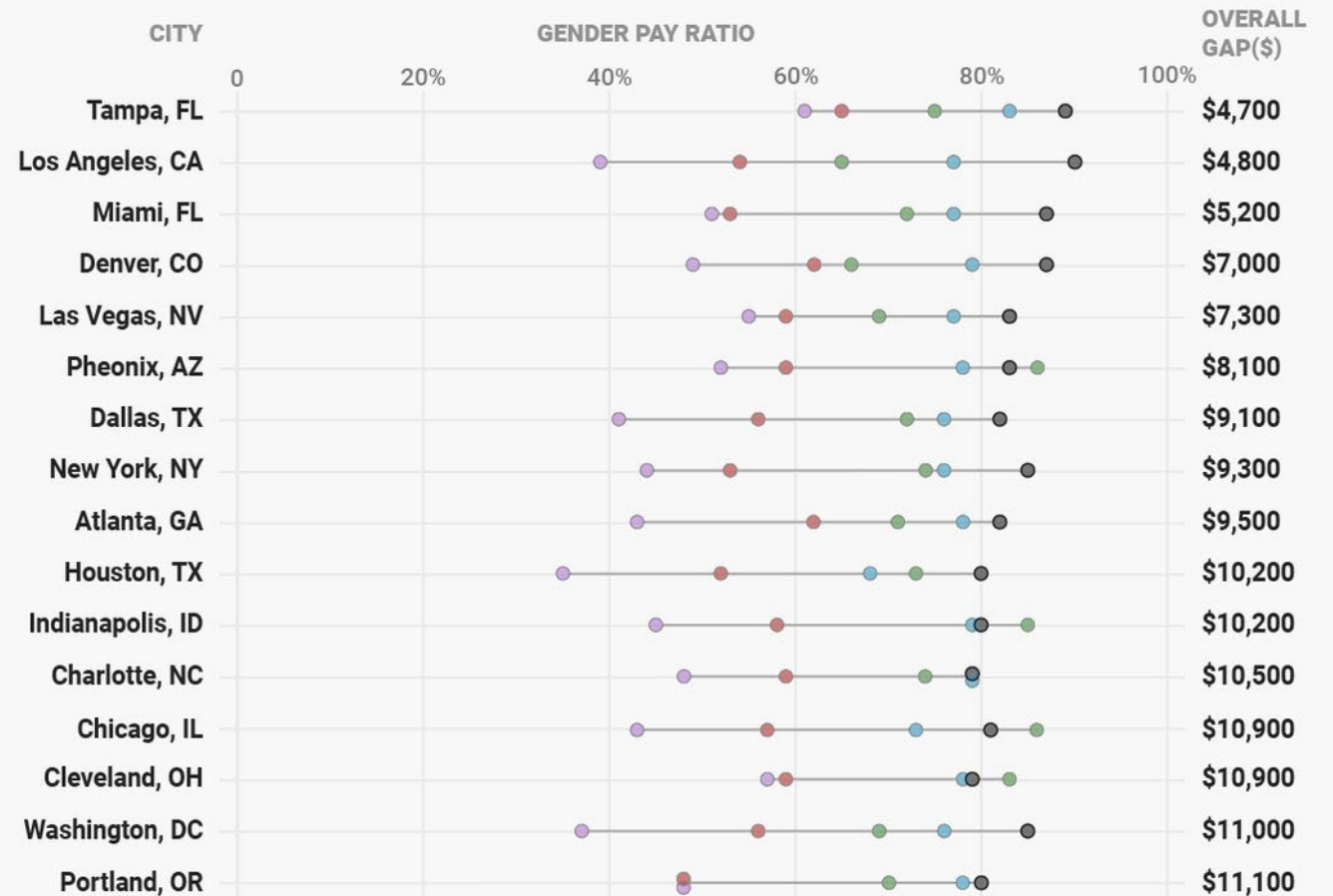
- According to data from the US Census Bureau, the average gender pay gap in the United States is around 19.5%, meaning that, on average, a woman earns 80.5% less than her male counterpart. That gap can be larger or smaller depending on the state someone lives in.
- In Louisiana, for instance, the gender pay gap is 30%, the biggest wage gap in the nation. Twenty-nine states in the country currently have gender pay gaps that are larger than the national average.





## The gender pay gap by race in 25 major US cities

● Overall ● White women ● Black women ● Hispanic women ● Asian women

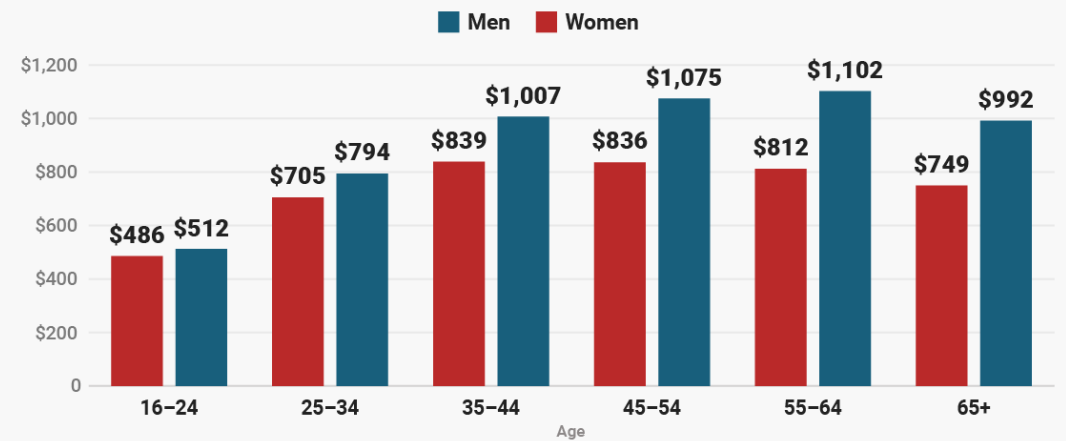


- Large disparities exist between men's and women's salaries in each of these cities, with the widest gaps appearing to exist between Hispanic women and white men. In Houston, Texas, Hispanic women earn around 35% of what white men make. Detroit, where Asian women tend to make 2% more than white men, is an outlier.
- Out of the 25 metros, the narrowest gender wage gap overall is in Tampa, Florida, where women make approximately 89% of the median salary for men - higher than the national average.

## Average weekly earnings of full time workers.

- Women over the age of 75 are almost twice as likely to live in poverty, according to the [Senate report](#).
- Many women that age didn't work when they were younger, so they have fewer sources of retirement income than men their age.
- In [1950](#), about 30% of women worked in the US, compared to 70% of men, according to the US Department of Labor.

Average weekly earnings of full-time workers, by age



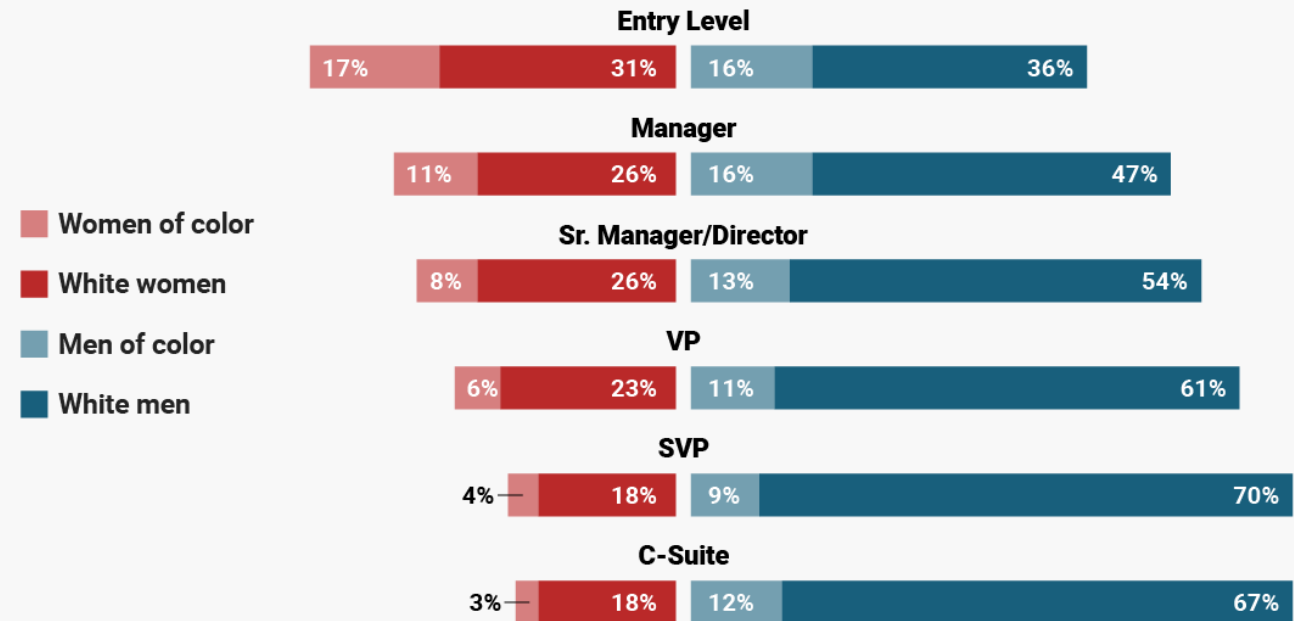
Sources: Bureau of Labor Statistics Highlights of women's earnings in 2016

BUSINESS INSIDER

## The number of women promoted to the highest levels of companies reveals unconscious biases.

- ▶ They surveyed 132 companies employing more than 4.6 million people, and found only one in five C-level executives were women.
- ▶ For every 100 women promoted to the manager level, another study found 130 men are promoted - even though women consistently ask for promotions and raises more. One of the reasons the McKinsey study found for this was because when women negotiate, people like them less for it.

### Percentage of women in the corporate pipeline



Source: Women in the Workplace 2017

BUSINESS INSIDER

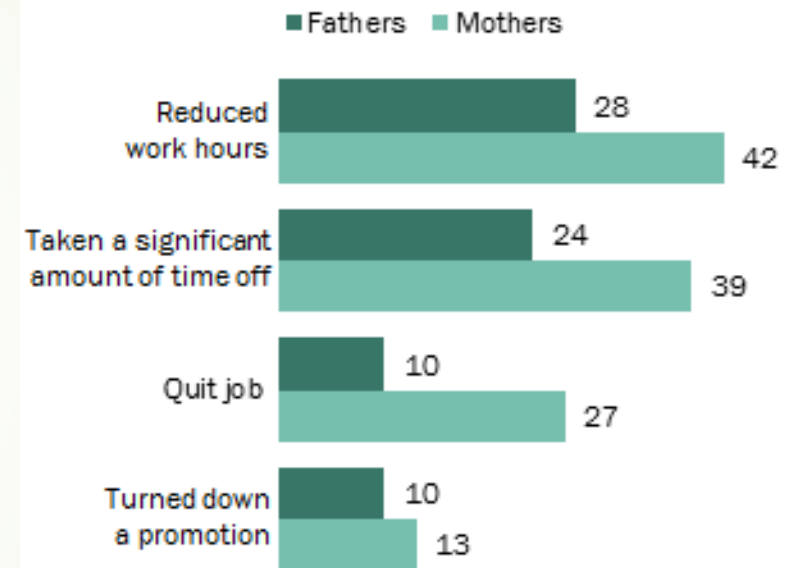


## Family responsibilities affect women more than it does men.

- Family caregiving responsibilities, particularly motherhood, can lead to interruptions in career paths for women and can have an impact on long-term earnings.
- Roughly four-in-ten mothers said that at some point in their work life they had taken a significant amount of time off or reduced their work hours to care for a child or other family member.
- Mothers were also nearly twice as likely as fathers to say taking time off had a negative impact on their job or career.

### Mothers, more than fathers, experience career interruptions

*% of fathers/mothers saying they have done each of the following in order to care for a child or family member*



Note: Based on those who have ever worked and have children of any age, including adult children.

Source: Survey of U.S. adults conducted Oct 7-27, 2013.

PEW RESEARCH CENTER



# Conclusion

- ▶ Countries need to pay attention to the gender gap not only because such inequality is inherently unfair.
- ▶ But also because numerous studies suggest greater gender equality leads to better economic performance.
- ▶ The report quotes recent estimates that suggest economic gender parity could add an additional \$250 billion to the GDP of the UK, \$1,750 billion to that of the US and \$2.5 trillion to China's GDP.
- ▶ At the current rate of progress the overall global gender gap will take a hundred years to close, while the gap in the workplace will now not be closed for 217 years.
- ▶ It is a gap the world can't afford to ignore



# Reference

- ▶ 6 Charts Show How Much More Men Make than Women." *Business Insider*, Business Insider, [amp.businessinsider.com/gender-wage-pay-gap-charts-2017-3](https://amp.businessinsider.com/gender-wage-pay-gap-charts-2017-3).
- ▶ Graf, Nikki. "Gender Pay Gap Has Narrowed, but Changed Little in Past Decade." *Pew Research Center*, Pew Research Center, 9 Apr. 2018, [www.pewresearch.org/fact-tank/2018/04/09/gender-pay-gap-facts/](http://www.pewresearch.org/fact-tank/2018/04/09/gender-pay-gap-facts/).
- ▶ Jones, Charisse. "Women Lose \$513 Billion a Year in Wages Due to Gender Pay Gap and Math Is Worse for Some." *USA Today*, Gannett Satellite Information Network, 23 Oct. 2018, [amp.usatoday.com/amp/1728870002](https://amp.usatoday.com/amp/1728870002).
- ▶ North, Anna. "You've Heard Women Make 80 Cents to Men's Dollar. A New Report Says It's Much Worse. - 487989." *Intelligenceninja*, 28 Nov. 2018, 3:40 PM EST, [www.intelligenceninja.com/2018/11/29/youve-heard-women-make-80-cents-to-mens-dollar-a-new-report-says-its-much-worse-487989](http://www.intelligenceninja.com/2018/11/29/youve-heard-women-make-80-cents-to-mens-dollar-a-new-report-says-its-much-worse-487989).



# Reference

- ▶ “The State of the Gender Pay Gap In 2018 | PayScale.” *Ecologist Salary*, 12 Apr. 2018, [www.payscale.com/data/gender-pay-gap](http://www.payscale.com/data/gender-pay-gap).
- ▶ “WHITEPAPER: The State of the Gender Pay Gap In 2018.” *Ecologist Salary*, [www.payscale.com/hr/gender-pay-gap](http://www.payscale.com/hr/gender-pay-gap).
- ▶ “Women May Earn Just 49 Cents on the Dollar.” *The Atlantic*, Atlantic Media Company, 29 Nov. 2018, [www.theatlantic.com/amp/article/576877/](http://www.theatlantic.com/amp/article/576877/).



# Summary



- ▶ My findings confirm that working women have continued to make progress over time both in their wages and in their education levels. Even with gains, however, women who had a high school education or less in 2010 still earned less than men with the same education levels. As is true with research examining gender pay differences, my analysis was not able to capture all potentially salient factors. For example, we could not assess the role that work experience might have played in gender pay differences. In addition, my study leaves other questions unanswered. Why are women employed in industries and occupations where the average earnings are lower? Moreover, even when men and women work in the same industries or occupations, why do women generally earn lower wages than men? It remains unclear what effect the weak economy and continued high unemployment will have on the work patterns or pay differences we found. Understanding these and other issues that may affect gender pay differences would better position policy makers in focusing scarce resources to respond to the needs of less advantaged workers.





# Summary



- ▶ The gap goes beyond wages and is even greater when we look at worker's full compensation package. The compensation package is not only about the wages but also includes health, retirement benefits, training opportunities, flexible work arrangements and paid sick leave. Women are less likely to receive an offer of health insurance and less likely to have retirement saving plans, this gap is concentrated in lower income women, because women with a college degree are as likely as their male counterparts to be covered by their employer's pension plan, while less educated women are less likely to have an employer base retirement plan.
- ▶ To gain a complete understanding of the Gender Pay gap and its effects on the families around the world it is necessary to conduct more studies that examines all the aspects of it, and what can be done to narrow it down as much as possible. Some of the variables that this problem includes are The Compensation Gap, The Gap from Education and Experience, The Gap from Occupation and Industry, The Gap from Family Responsibilities and The Gap Due to Differences in Negotiations and Promotions.