

# GENDER PAY GAP





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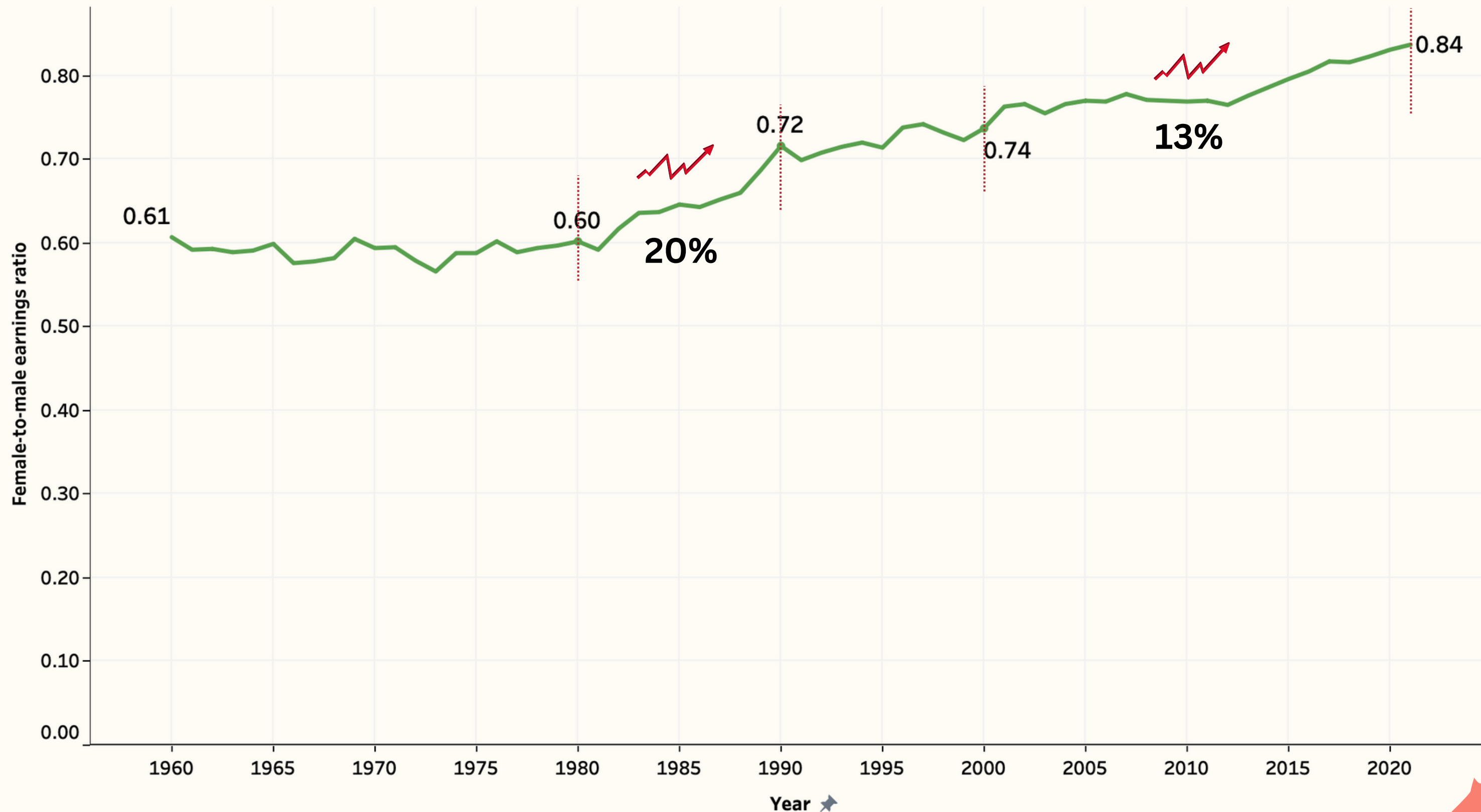
**06**

REFERENCES

# Persistent inequity



Female-to-male earnings ratio (1960-2021)



- The graph on the left represent female's earnings as a ratio of male earnings from **1960 - 2021**.
- Most of the progress on closing the gender wage gap was made in the **1980s and '90s**.





# How to Close the Gender Gap in STEM



FACT SHEET MAR 24, 2020

## Quick Facts About the Gender Wage Gap

This fact sheet defines the gender wage gap, identifies what drives it, and quantifies its impact on women and their families.

It is no secret that at the level where women have the most STEM science, technology, engineering and

## What is the gender pay gap and is it real?

The complete guide to how women are paid

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Closing gender pay gaps is more important than ever

Mind the Gap: Factors Driving the Growing Racial Wage Gap and Solutions to Close Them

## Women in STEM: A Guide to Bridging the Gender Gap

AAUW

RESEARCH & DATA

Explore the Issues

About AAUW

## The Simple Truth About the Gender Pay Gap

MARCH 1, 2023



## Gender pay gap in U.S. hasn't changed much in two decades

Wikipedia

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## Gender pay gap in the United States

The gender gap in pay has remained relatively stable in the United States over the past 20 years or so. In 2022, women earned an average of 82% of what men earned, according to a new Pew Research Center analysis of median hourly earnings of both full- and part-time



# Reasons for Gender Pay Gap



**Motherhood  
Penalty**



**Occupational  
Segregation**

**Race  
Discrimination**



**Economic  
Structure of  
The States**





# Racial Pay Gap



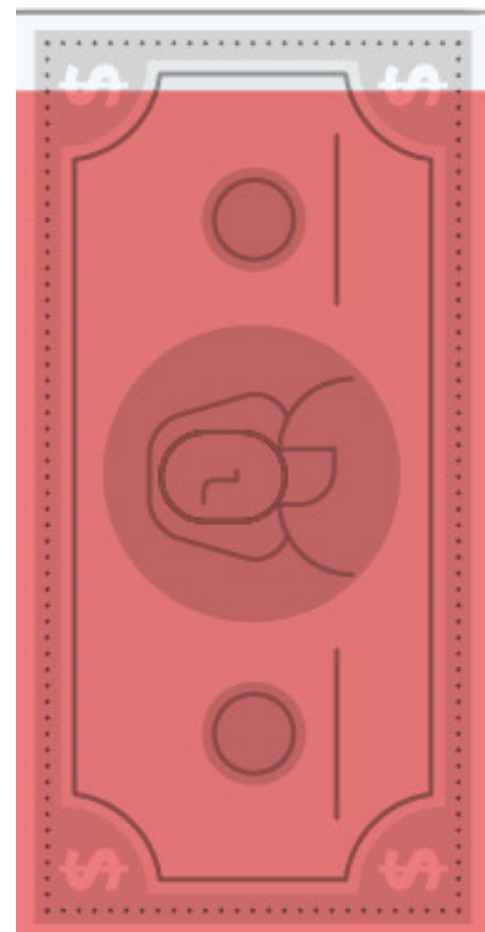
For every dollar white, non-hispanic men earned in 2022, women got paid

92 cents

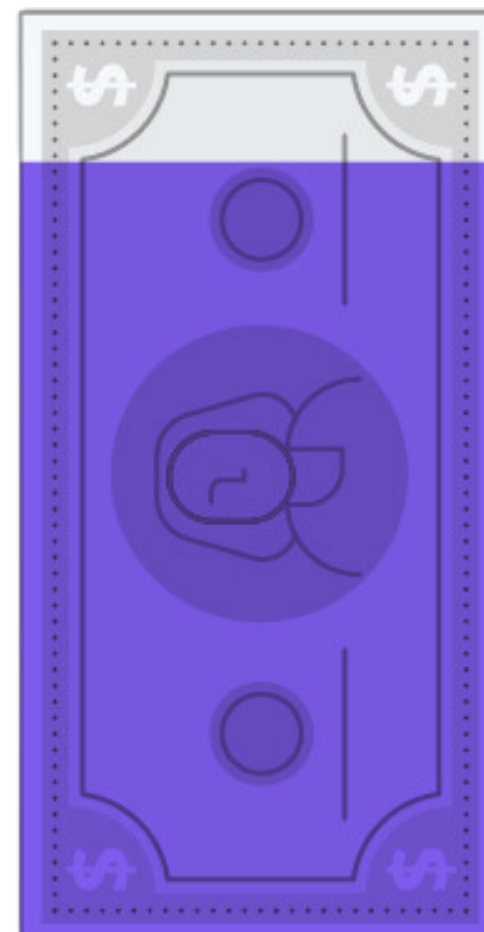
79 cents

67 cents

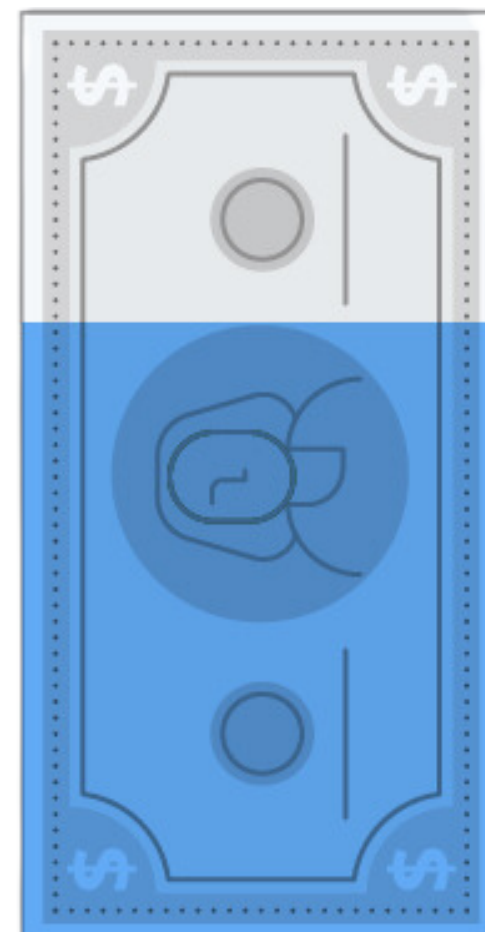
57 cents



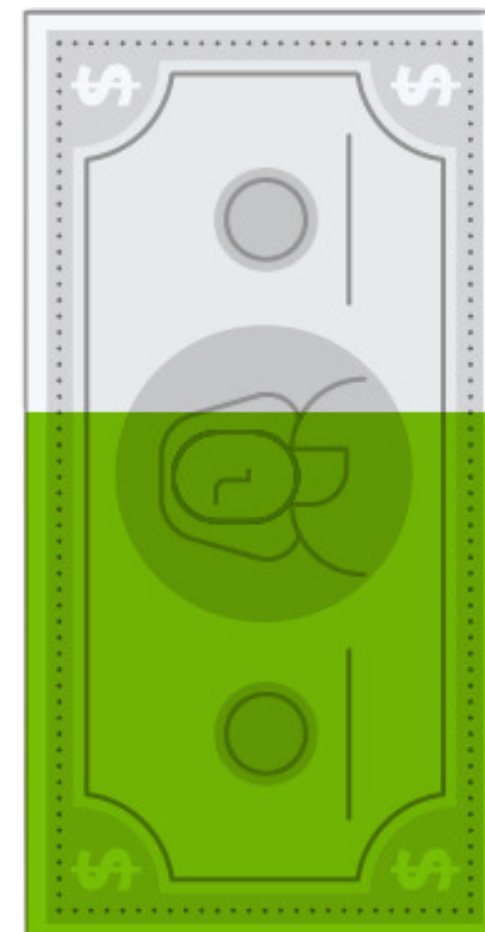
Asian Women



White Women



Black Women



Hispanic Women

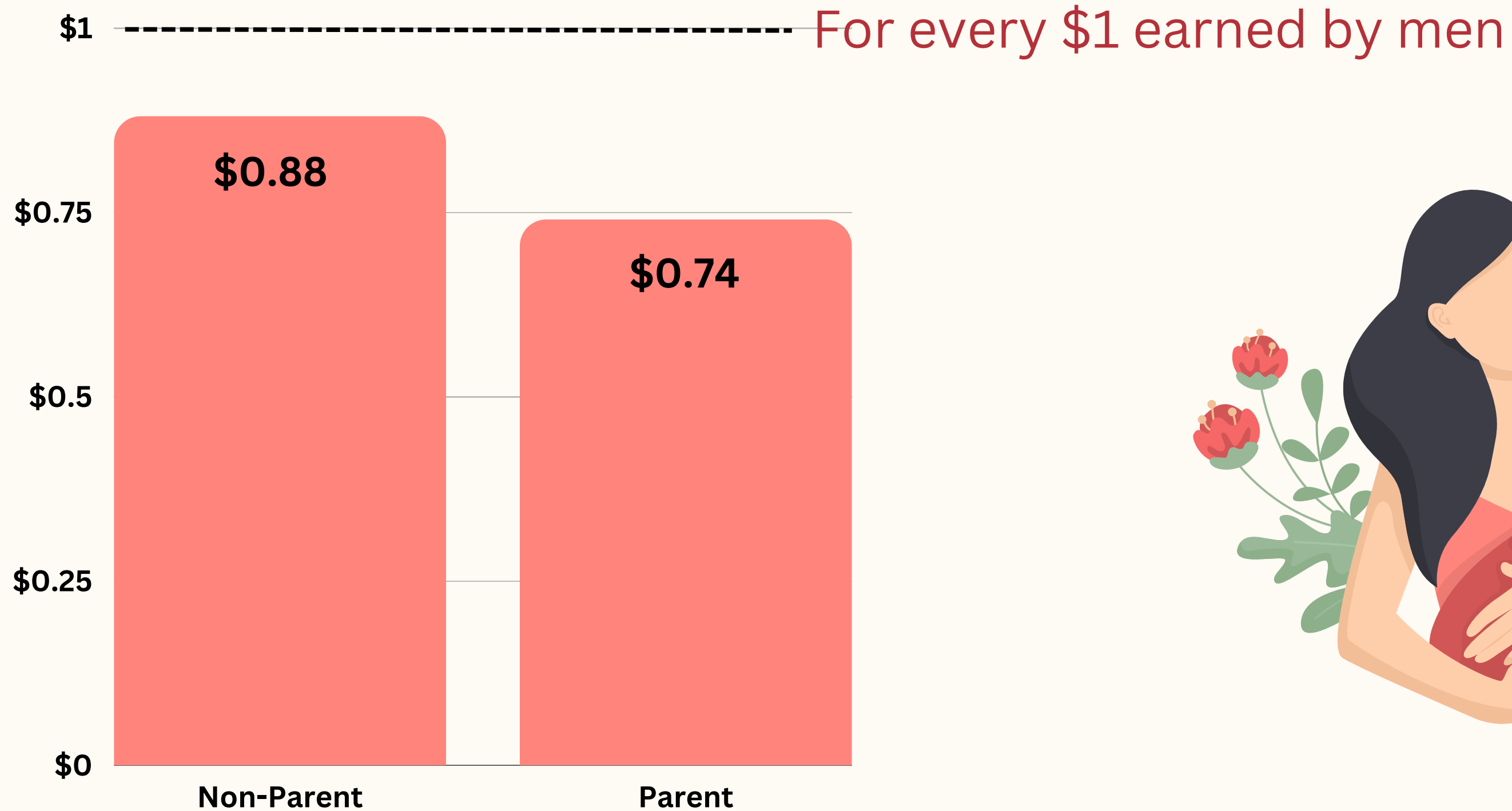
- The gender wage gap is much wider for most women of color and Hispanic women.
- Women of color and Latina women disproportionately work in jobs within the service, domestic, caregiving sectors. Jobs with historically low pay.



# Motherhood Penalty



Having a kid correlates with lower earnings for women







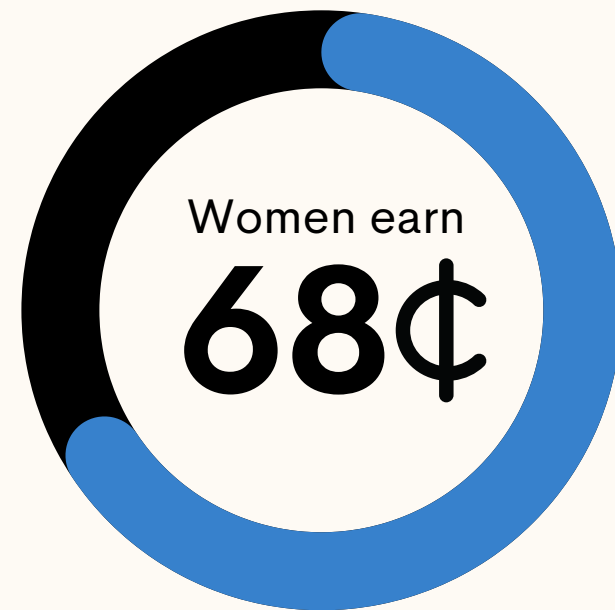


# Bottom 3 States

with high gender wage gap



## Wyoming



for every \$1 earned by men

- It is highly reliant on industrial composition.
- It has the lowest rate of college educated residents.
- Gender and Race disparities in workforce.

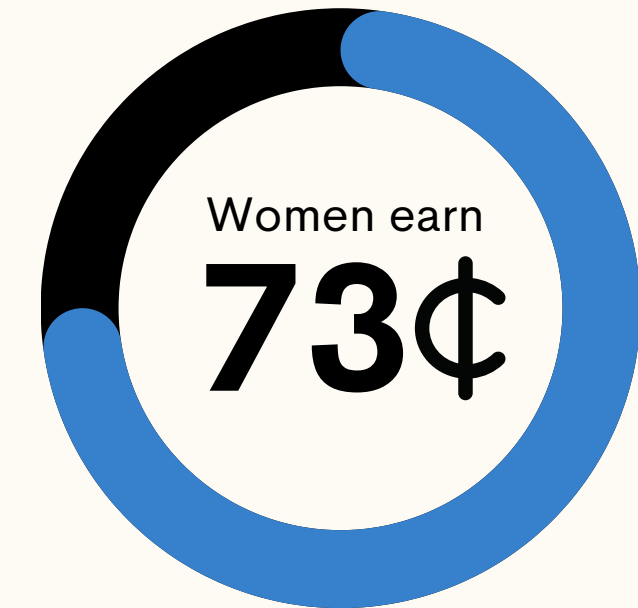
## Utah



for every \$1 earned by men

- Industry segregation among male and female.
- Bias and prejudice in hiring.
- Women have less access to the education since decades.

## Louisiana



for every \$1 earned by men

- Men are most likely to get raises
- Emphasize traditional family work structure.
- lack of equal access for female-owned business

# Top 3 States

with low gender wage gap



## Puerto Rico



for every \$1 earned by men

- 29% of women hold at least a bachelor's degree, compared to 20% of men.
- The majority of males engage in manual labor rather than possessing a degree.

## Vermont



for every \$1 earned by men

- High percentage of residents with degrees.
- Incentive to small business sectors.

## New York

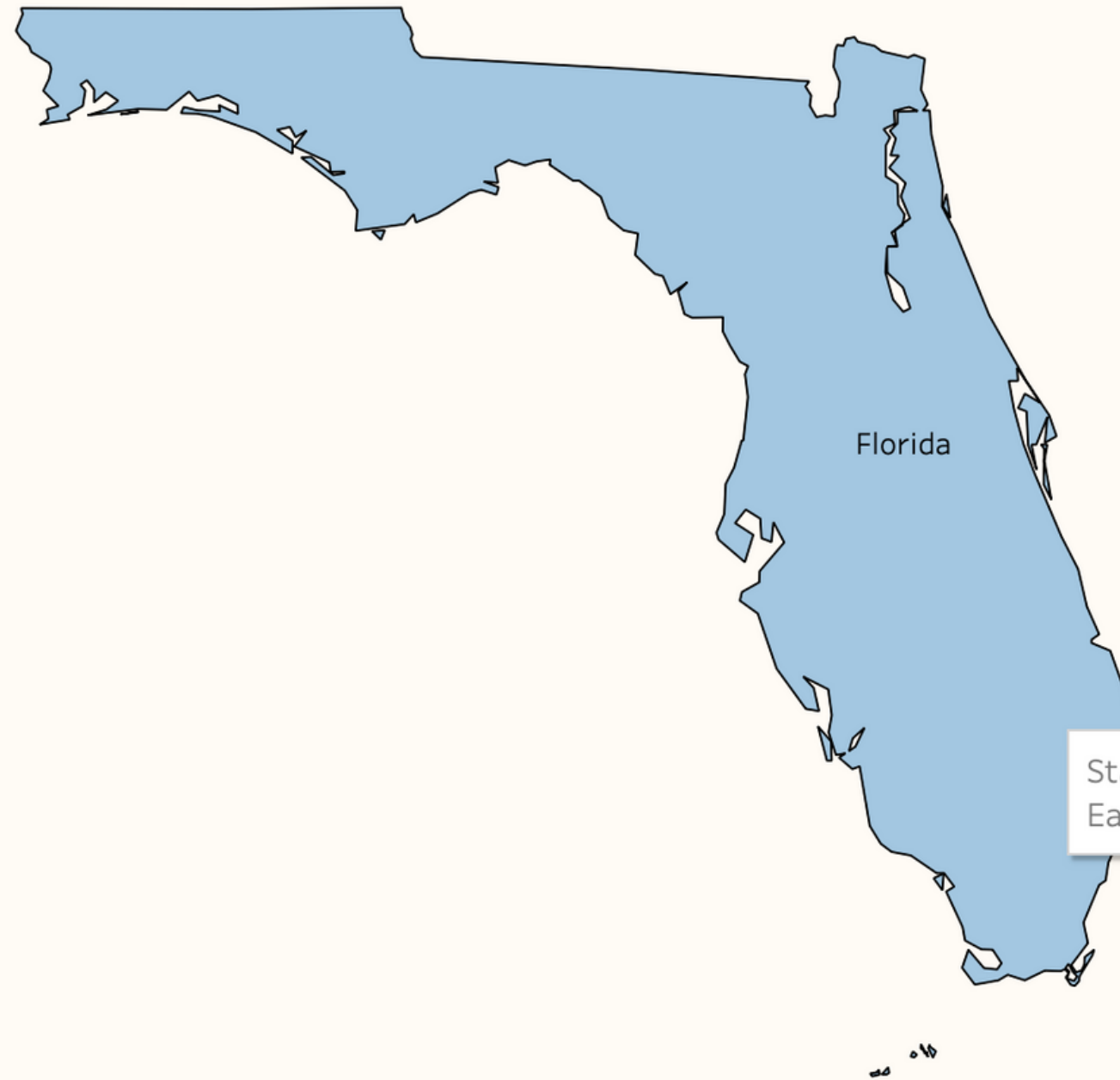


for every \$1 earned by men

- Diverse economy reduces the wage gap.
- High investment in education.
- High opportunity for the younger individuals.



# Where does Florida stands

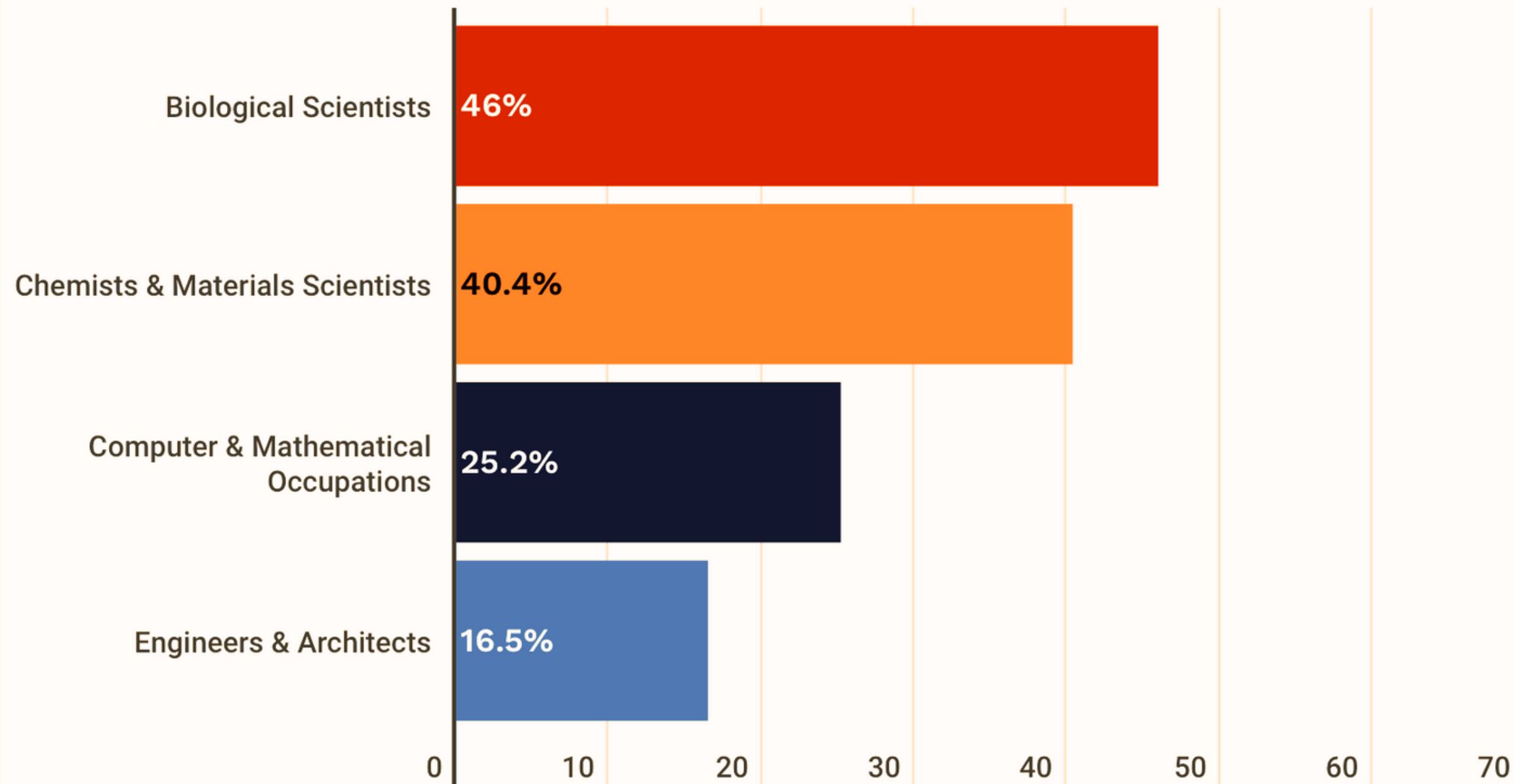


Florida ranks **20th** in the nation for pay equality with an average gender wage gap of **\$8,923**.

# Occupational Segregation

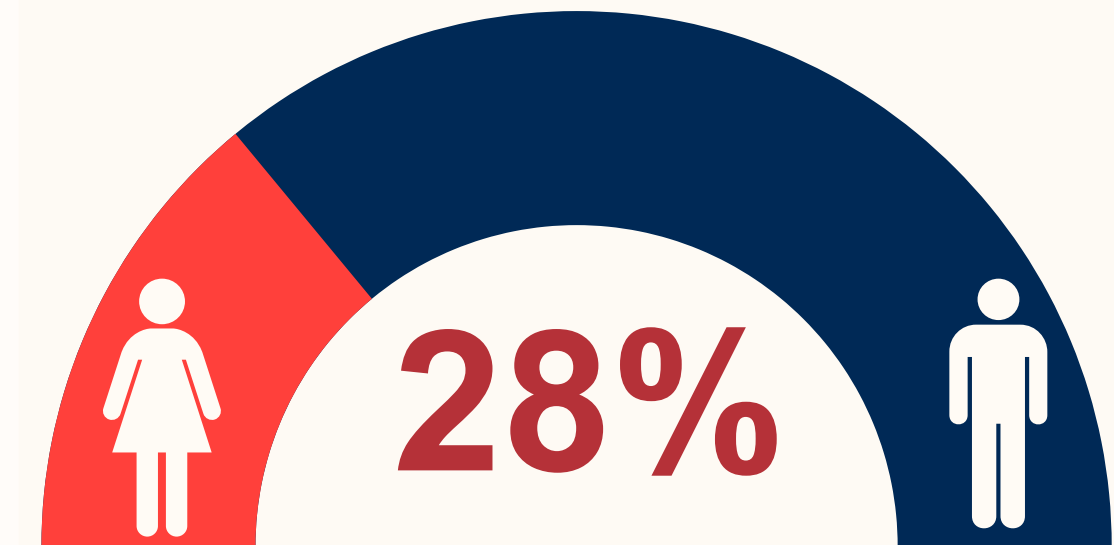


## Women in STEM Occupations



SOURCE: U.S. Bureau of Labor Statistics, "Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity," Labor Force Statistics from the Current Population Survey, Table 11, 2020.

Women make up only



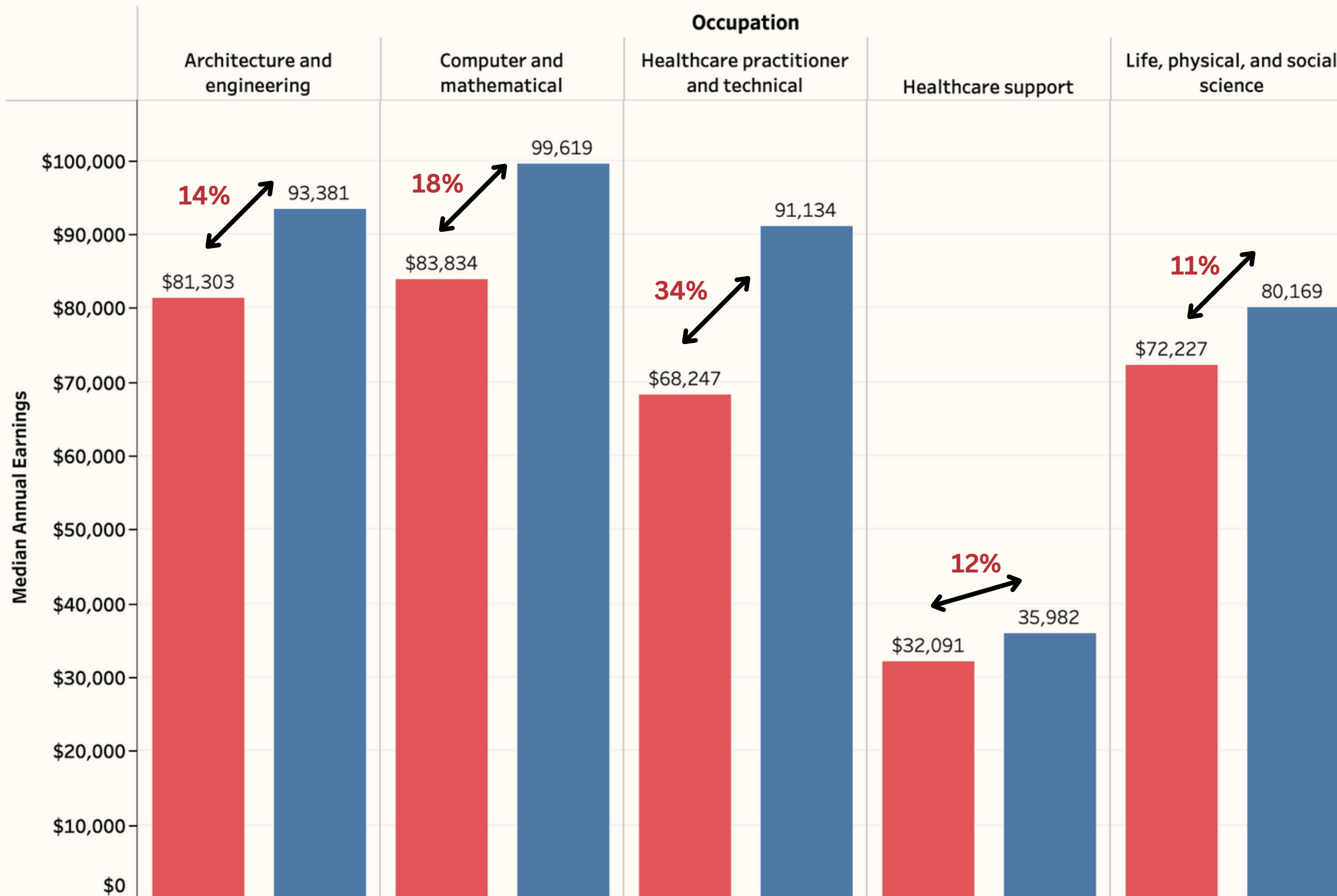
STEM workforce



# Gender Pay Gap in STEM occupations

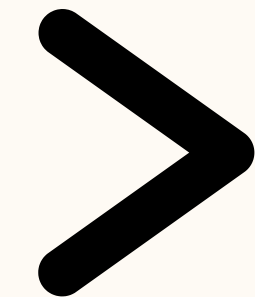


Median Annual Earnings by Sex in STEM Occupations (2021)



Measure Names  
Female  
Male

Engineering,  
Computer and  
Technical

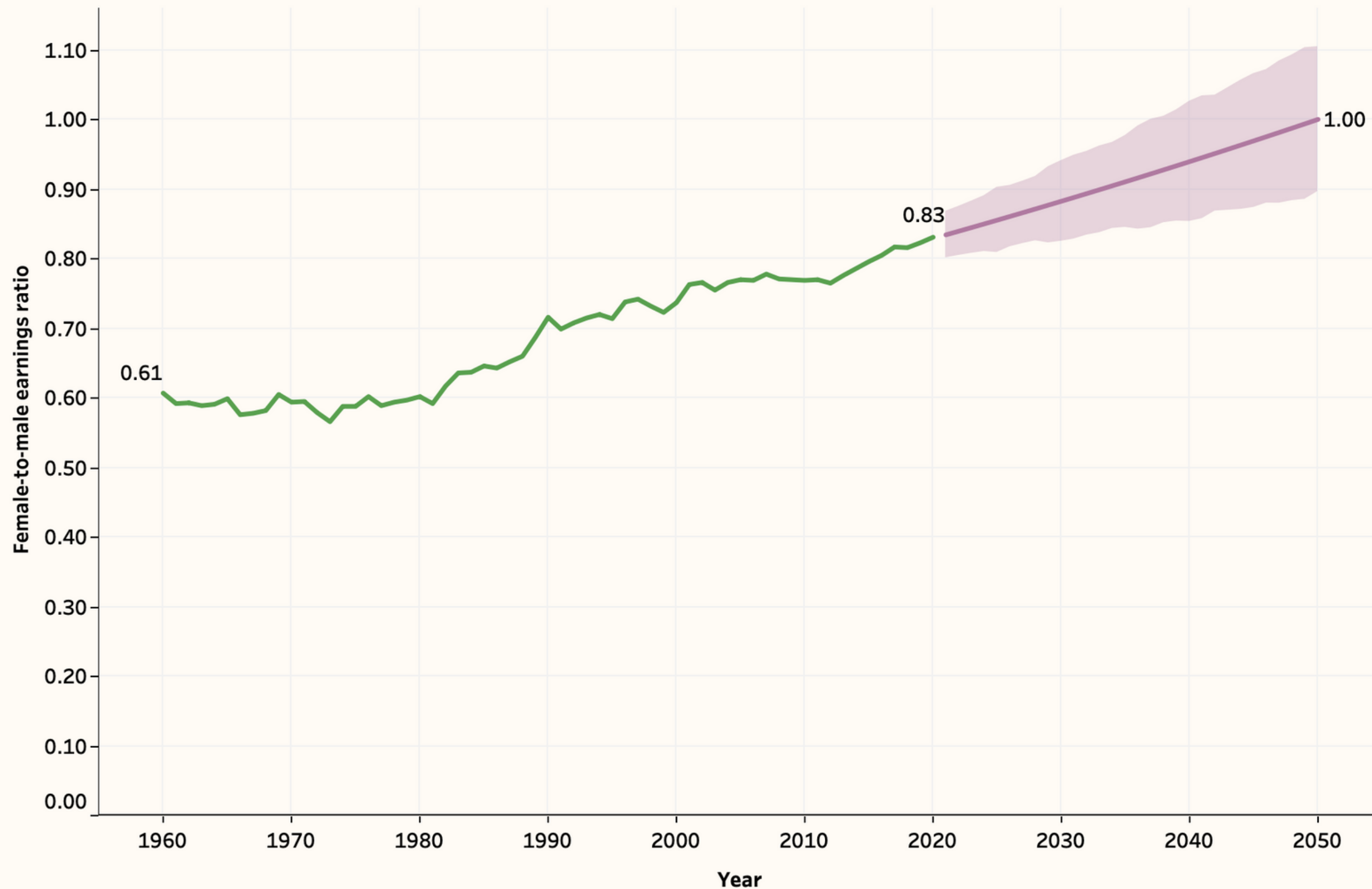


Life Sciences and  
Healthcare support

# Gender Pay Gap Forecast



Female-to-male earnings ratio forecast



**ANOTHER  
27 YEARS  
2050**



# What can be done?

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# What can be done?



Employers should conduct regular pay audits



Employers should eliminate the use of salary history in setting wages



Take steps to influence employers and governments



Learn Salary negotiation skills





# Closing STEM Gap



**Provide girls and women the confidence to pursue careers in STEM**

**Provide hands-on experience with STEM clubs and activities.**

**Redesign the course to remove the "macho effect"**

**Create summer research opportunities**



*Thank You*



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