


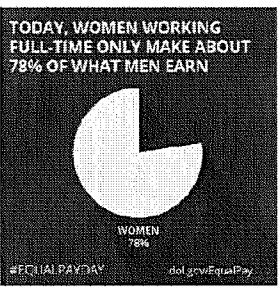
THE GENDER WAGE GAP: & HOW NOT TO GET STUCK IN IT

What You'll Learn



1. Why does the gender wage gap matter?
2. What causes it?
3. What can I do about it on a political level?
4. How can I avoid it on a personal level?

Measuring the Gender Wage Gap



TODAY, WOMEN WORKING FULL-TIME ONLY MAKE ABOUT 78% OF WHAT MEN EARN

WOMEN
78%

#EQUALPAYDAY dol.gov/EqualPay
Dov.gov/equalpay

□ The size of this gap hasn't changed in a decade!

Persistence of Pay Gap

Women as caretakers at home
Women more likely to be in lower wage professions (Admin & Office support)
Family Demands: Family Leave
Gender Discrimination in Workplace

Educational Choices Affect Wage Gap

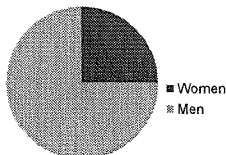
- Women bachelor's degree recipients working full-time year-round earn 82% of what their male counterparts earn *within just one year of graduating*
- Female dominated areas of study often have lower pay than male dominated fields

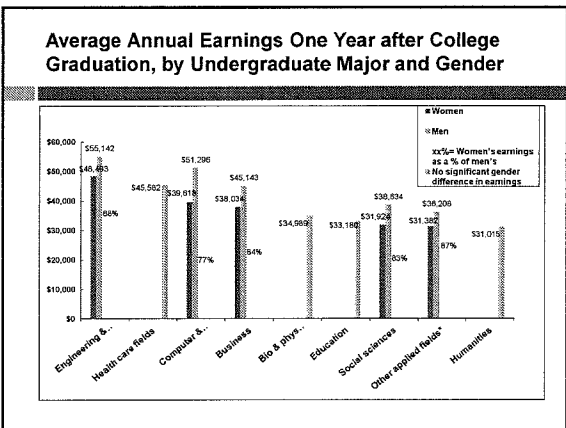
Bachelor's Degrees by Gender

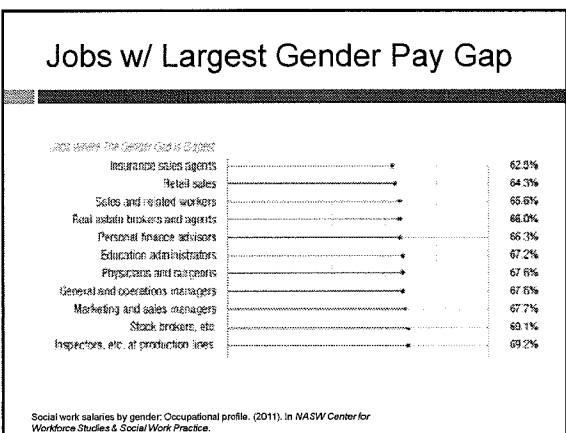
Arts, Humanities, Education, Health & Welfare

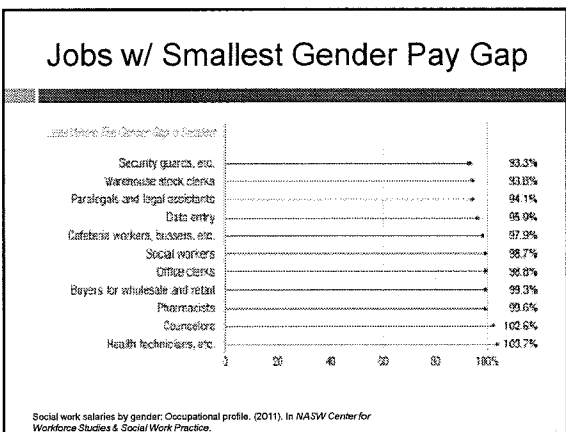


Science, Math & Technology









The "Mommy Penalty"

- Moms with one child earn 7% less than women without children.
- A woman with 2+ children earns 14% less than a woman without children.

Mothers, More than Fathers, Experience Career Interruptions
To satisfy their/his ... in order to care for a child or family member

Category	Mothers (%)	Fathers (%)
Reduces work hours	20	42
Taken as significant amount of time off	34	19
Quit job	10	27
Taken longer to re-enter workforce	10	13

Source: Pew Research Center, 2013. 1,000 mothers and 1,000 fathers, ages 25-64, with children under age 18 living in their household.
Pew Research Center

<http://www.pewsocialtrends.org/2013/12/11/on-pay-gap-millennial-women-near-parity-for-now/>

Women & Social Security

Because women are paid less than men when they work, & often work fewer hours for some years, they receive smaller Social Security benefits when they retire.

Source: Pew Research Center, 2013. 1,000 mothers and 1,000 fathers, ages 25-64, with children under age 18 living in their household.
Pew Research Center

Gender Discrimination in Workplace

- 18% of women and 10% of men say they have been discriminated against at work because of their gender
- Some 46% of women who say they have experienced gender discrimination in the workplace say it has hurt their career, including 35% who say it has had a large negative impact.
- 37% of men who say they have experienced gender discrimination and say it has had a negative impact on their career, including 23% who say the impact has been large.

The Demographics of Gender Discrimination
% saying they have been discriminated against at work because of their gender

Group	% saying they have been discriminated against at work because of their gender
All	14
Men	10
Women	18

Source: Pew Research Center, 2013. 1,000 mothers and 1,000 fathers, ages 25-64, with children under age 18 living in their household.
Pew Research Center

<http://www.pewsocialtrends.org/2013/12/11/on-pay-gap-millennial-women-near-parity-for-now/>

Race and the Gender Pay Gap

Earnings Ratio, by Race/Ethnicity, 2013

	Women's earnings as a percentage of men's earnings within race/ethnicity	Women's earnings as a percentage of white men's earnings
Hispanic or Latino	90%	54%
American Indian and Alaska Native	82%	39%
African American	71%	44%
Native Hawaiian and Other Pacific Islander	84%	60%
White (non-Hispanic)	76%	78%
Asian American	77%	90%

Note: Based on median annual earnings of full-time, year-round workers, ages 16 and older.

<http://www.aauw.org/2014/09/18/gender-pay-gap/>

The Gender Pay Gap in San Francisco

- For Full-time employed people
 - Women: \$52,301
 - Men: \$62,269
- This means that women in the San Francisco area are paid 84 cents for every dollar paid to men in the area, amounting to a yearly gap of \$9,968 between men and women who work full time.
- As a group, women who are employed full time in the San Francisco area lose approximately

\$6,000,397,088 each year due to the wage gap.

US Census
http://factfinder.census.gov/tables//tableservices/sf/pages/productive_w.html?pid=ACS_11_YR_B20017&prodType=table

What Can You Do To Create Change?

- Educate Yourself on the Gender Pay Gap
 - <http://www.dol.gov/equalpay/>
 - <http://www.pewresearch.org>
 - <http://www.bls.gov/bls/blswage.htm>
