



**"I WISH I DIDN'T HAVE TO  
FIGHT FOR MY WORTH."**

**-AAUW WORK SMART  
PARTICIPANT**

# The Gender Pay Gap

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Overall, women working full-time in the U.S. make 84% of what men earn. And collectively, working women lose out on more than \$500 billion a year.



Source: *The Simple Truth About the Gender Pay Gap*; [aauw.org](http://aauw.org)

# But when we include *ALL* workers...

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The pay gap widens  
to 77 cents  
for every dollar a white man earns.

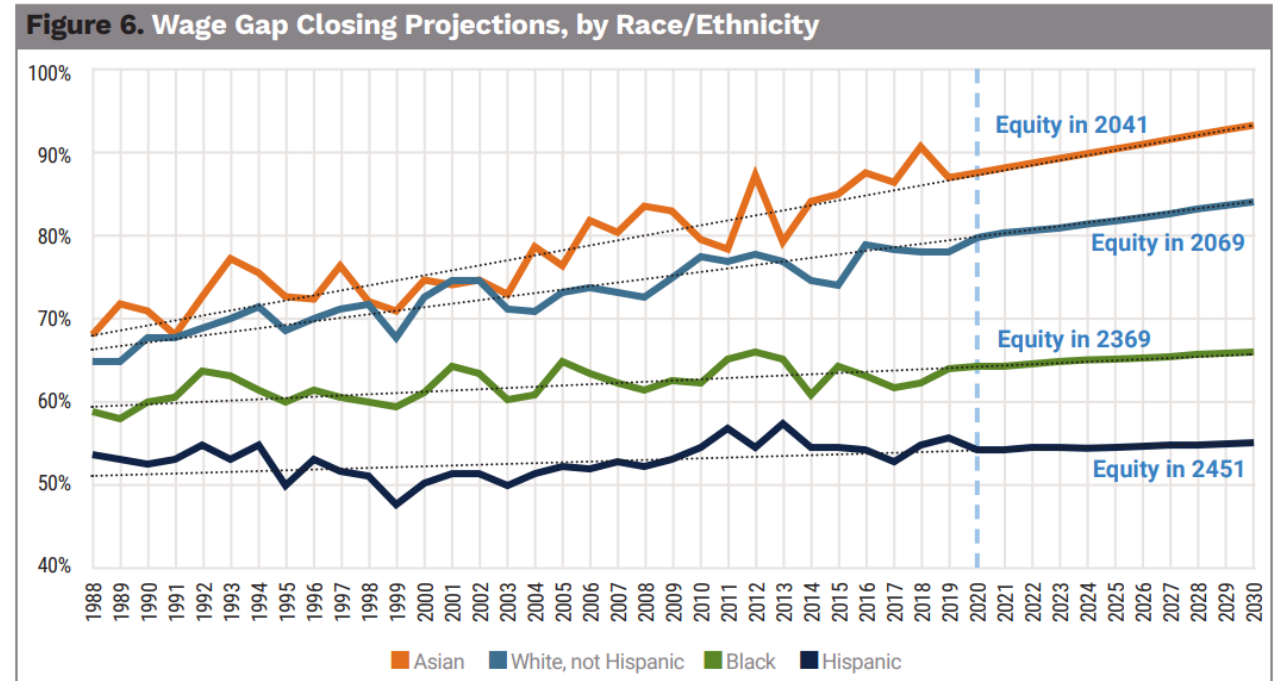


Source: *The Simple Truth About the Gender Pay Gap*: [aauw.org](http://aauw.org)

# The Gender Pay Gap & Race

Women's Earning as a Percentage of White, Non-Hispanic Men's Earnings, by Race/ Ethnicity, 2021

Race/ Ethnicity	Percentage
Hispanic or Latina	57%
American Indian or Alaska Native	57%
Native Hawaiian or Other Pacific Islander	63%
Black or African American	67%
White (non-Hispanic)	80%
Asian	92%



Source: Earnings data from U.S. Census Bureau (2020), Current Population Survey, 2020 Annual Social and Economic Supplement. Wage projections based on calculations done by AAUW.

# Where you live and what you do can impact your personal pay gap

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- The gender pay gap varies substantially from state to state, due to factors such as:
  - The primary industries in the state and the opportunities they create
  - Demographics such as race/ethnicity, age, and education level
  - Regional differences in attitudes and beliefs about work and gender
  - Differences in the scope and strength of state pay discrimination laws and policies

# Lifetime Losses

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## Based on the current national pay gap:

- Women overall lose \$417,400 over the course of a 40-year career compared with men overall.
- Black women lose \$907,680 over the course of a 40-year career compared with white men.
- Latinas lose \$1,188,960 over the course of a 40-year career compared with white men.

*Source: National Women's Law Center*

# Ageism: By the Numbers

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Age group	Earnings ratio in percent
25 to 34	87.53%
35 to 44	84.21%
45 to 54	76.9%
55 to 64	75.82%

Source: Statista.org, Q4, 2022

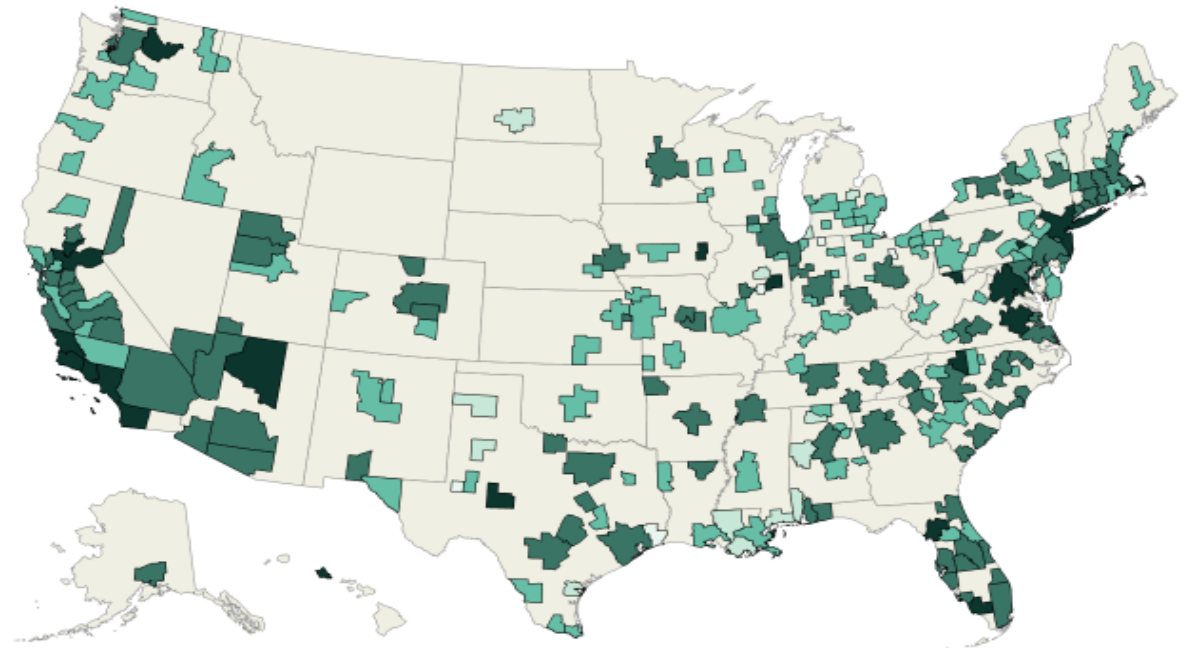
# Earnings and Young Women

In 22 of 250 U.S. metropolitan areas, women under the age of 30 earn the same amount as or more than their male counterparts.

## Young women earn at least as much as young men in 22 U.S. metros

Median annual earnings of U.S. women as a % of men's median among full-time, year-round workers younger than 30

67% to 69%   70% to 79%   80% to 89%   90% to 99%   100% and above



Note: Estimates refer to full-time, year-round workers ages 16 to 29 who reported positive wage and salary income in the prior 12 months. Self-employed workers are excluded.

Source: Pew Research Center analysis of 2015-19 American Community Survey (IPUMS).

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# Why Older Women Face a Pay Gap

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- Women have less than men on all components of the "three-legged stool" of retirement: Social Security, pensions and savings.
  - The gender wage gap results in a wealth gap
  - Women are less likely to work in jobs that offer retirement benefits
  - Caregiving affects women's work patterns
  - Impact of factors above all adds up to a smaller Social Security check
  - Women have a longer life expectancy

# Impact of Advocacy

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- Salary transparency laws
- Pay audits
- Prohibit employers from paying differently solely based on gender
- Eliminate the use of salary history in hiring
- Prohibit retaliation for disclosing or discussing wages

You can't negotiate your way out of sexism, racism, discrimination, misogyny and stereotypes.

We need *systemic* societal change.





Advancing equity for women and girls  
through research, education and advocacy.

[www.aauw.org](http://www.aauw.org)  
[salary.aauw.org](http://salary.aauw.org)

