

Is the Pay Gap Explained by Women's Choices?

Part of the 20% total difference in median men/women pay is attributable to choices, but not all of it. **Just one year** from college graduation, women make 7% less than men even after accounting for:

- College major
- Occupation
- Economic sector
- Hours worked
- Marital status
- GPA
- Type of UG institution
- Institution selectivity
- Age
- Geographical region
- Months unemployed since graduation

The Pay Gap Widens with Time.

Ten Years from graduating, Women make 12% less than men, even after accounting for (2012 data):

- College major
- Occupation
- Economic sector
- Hours worked
- Marital status
- GPA
- Type of UG institution
- Institution selectivity
- Age
- Geographical region
- Months unemployed since graduation

What can we do about the Gender Pay Gap?

- **Support the Paycheck Fairness Act**
en.wikipedia.org/wiki/Paycheck_Fairness_Act
- **Support better State laws preventing pay discrimination (Best laws are in: IL, MN, ND, TN, VT)**
- **Advocate for your colleagues, employees**
- **Spread the word—Support Equal Pay Day Events in April each year**
- **Negotiate for what you deserve!**

References:

Christianne Corbett, M.A. and Catherine Hill, Ph.D., *Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation*, AAUW, 2012.

www.aauw.org/resource/graduating-to-a-pay-gap/

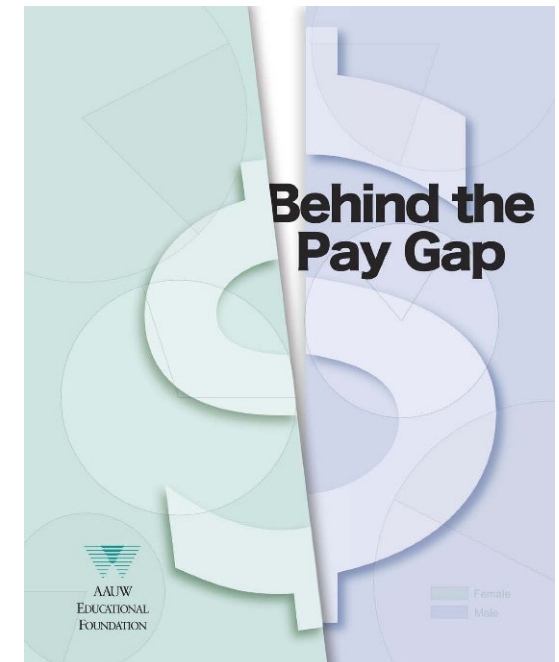
Judy Goldberg Dey and Catherine Hill, *Behind the Pay Gap*, AAUW, 2007.

www.aauw.org/files/2013/02/Behind-the-Pay-Gap.pdf

The Gender Pay Gap: What's the Story?

Women earn less, on average, than do men. This difference, the **gender wage gap**, is 20% (2017), on average, across all workers. The gap is even larger for women of color. The problem is present even just *one year* from graduation.

A Tuesday early in April is **Equal Pay Day**, a day that symbolizes the extra days women work, on average, to catch up to what the average man earned the previous year. **Red** is worn on this day as a symbol of how far women and minorities are "in the red." Join us in raising awareness of this persistent problem.



Is 7% pay gap a big deal??

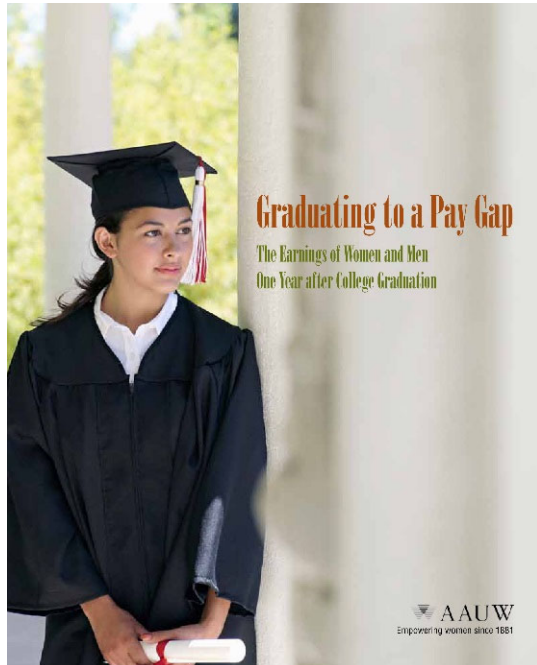
We can do the math.

Man: \$100,000

Woman: \$93,000

- Assume both parties receive: 2.5% raise yearly
- Man saves the “pay gap” money
- He earns 5% interest

After 25 years, he’s more than \$400,000 ahead!



As Women Take Over a Male-Dominated Field, the Pay Drops

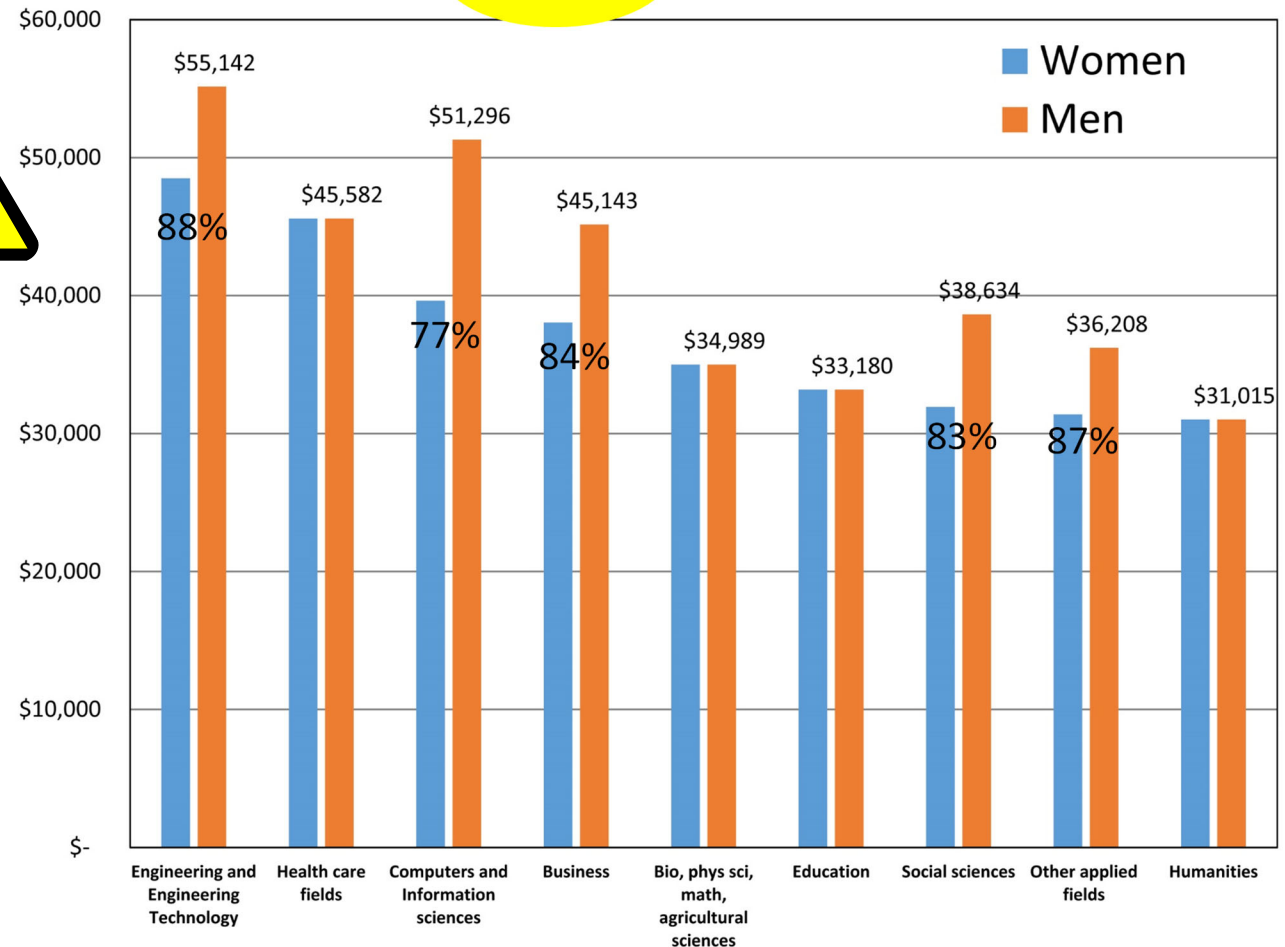
The New York Times, 18 March 2016

“Women’s median annual earnings stubbornly remain about 20 percent below men’s. Why is progress stalling?”

“[One]...study shows, when women enter fields in greater numbers, pay declines — for the very same jobs that more men were doing before.”

STEM Women Experience Large Pay Gaps.

Average Annual Earnings 1 Year After College Graduation



Reference:
AAUW,
*Graduating to a
Pay Gap, 2012*