Is the Pay Gap Explained by Women’s Choices?

Part of the 21% 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:

- 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!**

The Gender Pay Gap: What’s the Story?

Women earn less, on average, than do men. This difference, the gender wage gap, is 21% (2014), 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.

References:


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!

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


“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.”

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**STEM Women Experience Large Pay Gaps.**

**Average Annual Earnings 1 Year After College Graduation**

![Graph showing average annual earnings 1 year after college graduation for women and men across various fields.](https://example.com/graph.png)

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