

The Gender Pay Gap



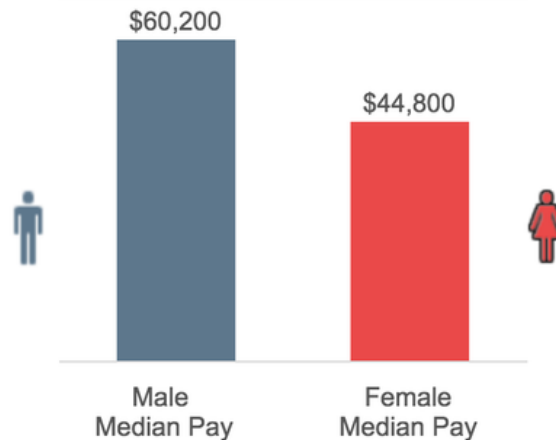
"Equal Work, Equal Pay"

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What is the Gender Pay Gap?

The discrepancy between men's and women's average salaries at work is known as the gender pay gap. The average hourly or annual pay discrepancy is commonly used to measure this gap, which affects businesses and industries. Race plays a part, too: For Black and Hispanic women, the numbers are worse. For Asian women, the numbers skew a bit better (Donner and Goldberg).

Uncontrolled Gender Pay Gap
Women earn **25.6%** less than men when we compare all men to all women. (That's **74** cents on the dollar.)



Why does the Gender Pay Gap exist?

- Occupational segregation: Women and men often work in different industries and occupations, with women more likely to work in lower-paying sectors.
- Unequal pay for equal work: Women are often paid less than men for doing the same job.
- Discrimination: Conscious or unconscious bias can lead to women being overlooked for promotion or paid less than male colleagues.



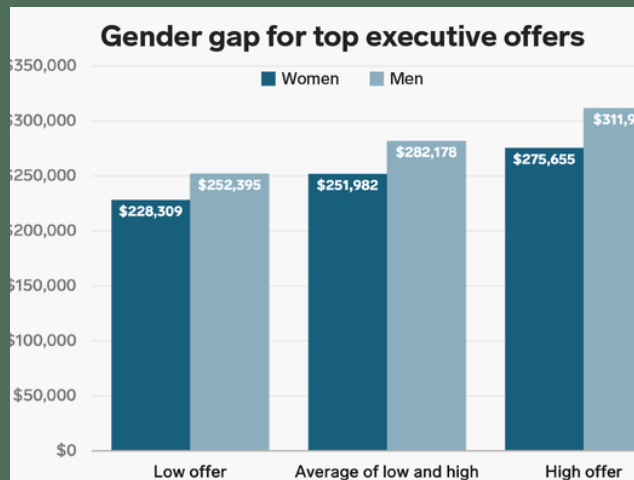
What is being done to close the Gender Pay Gap?

Various governments and organizations worldwide are implementing measures to address the gender pay gap. Some of these actions include:

- Ensuring that salaries and wages are publicly disclosed can help to reduce pay disparities.
- Facilitating flexible work arrangements to accommodate women with caregiving responsibilities.
- Implementing policies that prohibit discrimination based on gender or other factors can help to create a fairer workplace.
- Fair scheduling practices can help to close the gender pay gap by allowing employees to ask for scheduling accommodations and reducing inconsistent or unpredictable scheduling (Wack).

What can you do to help?

- Educate yourself about the problem and others. To increase awareness and advance comprehension, educate yourself about the factors that contribute to the gender wage gap and its effects.
- Encourage companies and legislators to implement measures which promote pay fairness and close the gender pay gap, such as equal pay laws.
- Support groups that strive for wage fairness, such as the Equal Pay Today campaign, the American Association of University Women, and the National Women's Law Center.



Work Cited:

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