

Winter 2018

Closing the Gender Pay Gap

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**CLOSING THE
GENDER PAY
GAP**

**TREVOR NHAN
WINTER 2018**

GENDER PAY GAP IS AN ISSUE

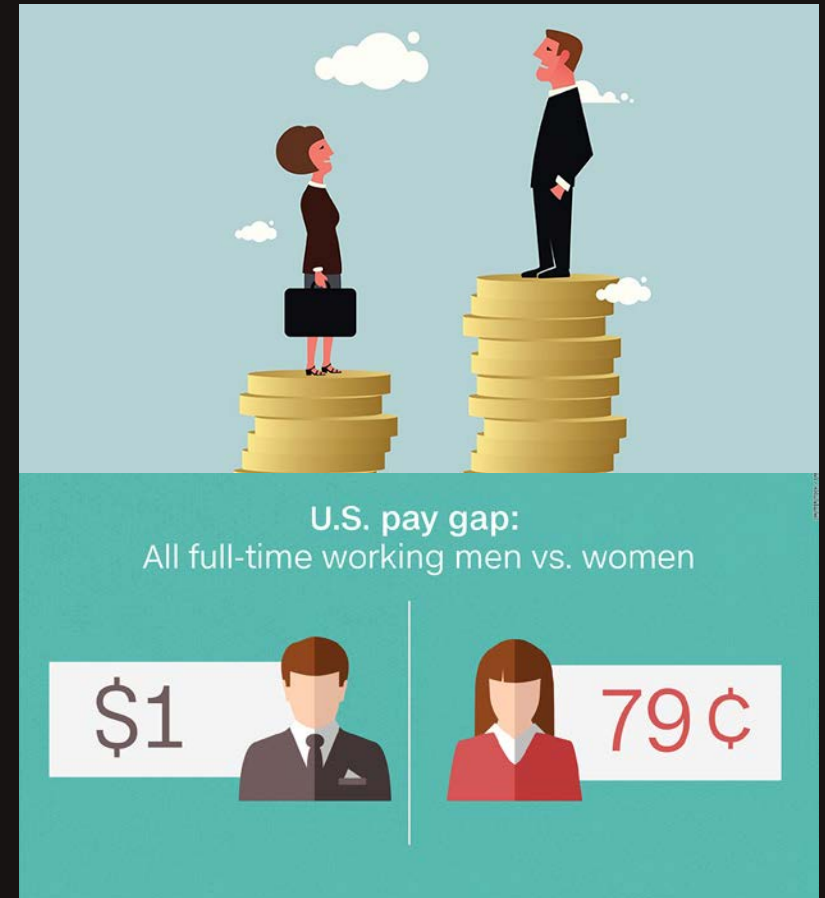
According to economists, it will take another 200 years before men and women in the United States equal the same pay rates. In the United States, women only make 80 cents for each dollar a man makes, with gaps in pay even greater with other factors at play such as race, location, and age. According to Salon, the United States is quite a ways behind the world when it comes to equal pay regardless of gender, ranked at #49 in the world.

These countries have the US beat in equal pay, sitting at the top 10 in the world:

Iceland, Norway, Finland, Rwanda, Sweden, Nicaragua, Slovenia, Ireland, New Zealand, and the Philippines.

It appears that a collected voice and awareness is not enough to accelerate the closing of this clear pay gap between men and women. It is the combined efforts of awareness, as well as federal and state approval of laws that will create an ordinance of equal pay, for all individuals in the workforce.

"FEMALE WORKERS, ON AVERAGE, EARN AROUND 80 CENTS FOR EVERY DOLLAR A MAN MAKES. THE GAP IS EVEN WIDER FOR WOMEN OF COLOR."



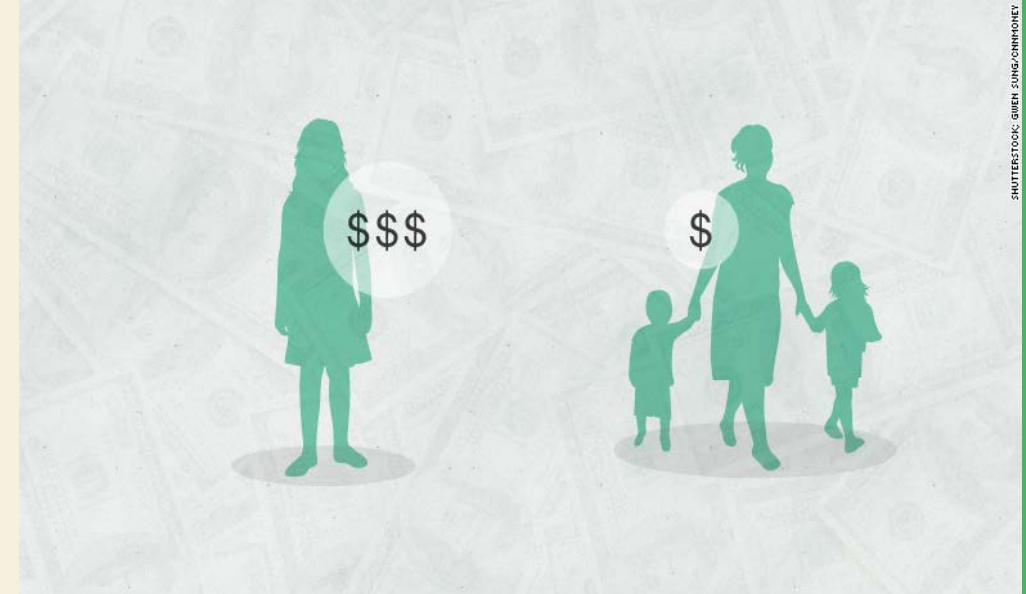
A CAUSE OF THIS PAY GAP?



As we've seen, the gender pay gap in the United States is very much a real, on-going issue. We've fallen behind many countries around the world, with American women making less than American men in the broad scheme of the workforce. But according to research, *unmarried* women are closing the gap more than *married* women with children.

Why is this the case?

With the understanding of the large responsibility it takes to be a mother, and care for a child, this role doesn't come without sacrifice. With the work that is done to prepare a child for the world, mother's and their career trajectories are often negatively impacted as a result. *The New York Times* points out the obvious: the individual that makes less, usually the woman, is that one that takes care of the home, while the other, earns the primary income for the family. Housework and childcare often take up large portions of time, and some of these mothers opt to stay at home full-time. What this does is takes away from mother's ability to meet current day employer needs, which require commitment to factors such as open availability and unpredictable, long hours. Men and unmarried women can take advantage of these opportunities, but married women with children take a penalty of lower pay and stalled careers as a result.



“UNMARRIED WOMEN WITHOUT CHILDREN CONTINUE TO EARN CLOSER TO WHAT MEN DO.”



THE MOTHERHOOD INFLUENCE

Multiple sources point toward the fact that motherhood is one of the larger influencers of the gender pay gap that exists in the United States.

44% of employers thought that a woman

who had more than one pregnancy while remaining in post could be a burden

31% had heard someone responsible for

recruitment expressing the view that employing women was an extra hassle

“ TWENTY-SEVEN PERCENT OF THE OVERALL PAY GAP IS FROM MEN BEING MORE LIKELY TO JUMP TO HIGHER-PAYING FIRMS, THE ECONOMISTS FOUND. WHEN MARRIED WOMEN LEAVE JOBS, THEY ARE LESS LIKELY TO GET A BIG PAY BUMP AS A RESULT. ”

It typically takes mothers nearly



to earn what fathers earn in just one year.

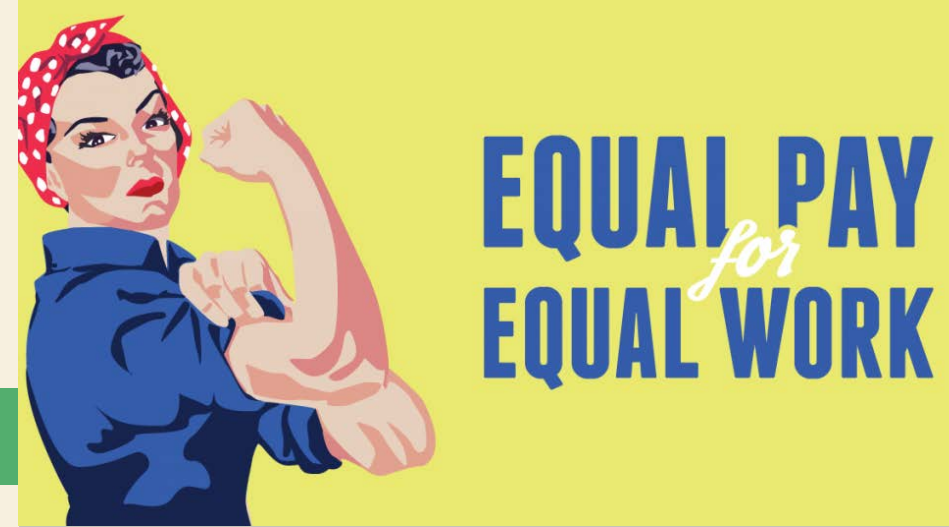
MAKING A DIFFERENCE

INCREASING MATERNITY PAY

INDIVIDUAL NEGOTIATION

STRICTER SALARY AUDITS

CHANGE IN STATE/FEDERAL LAW



BOTTOM LINE

The gender pay gap in the United States will remain unchanged unless we collectively utilize our platforms to push for changes in policies, whether it be on an individual, organizational, or federal level.