

Wage Gap

University of Wisconsin-Parkside

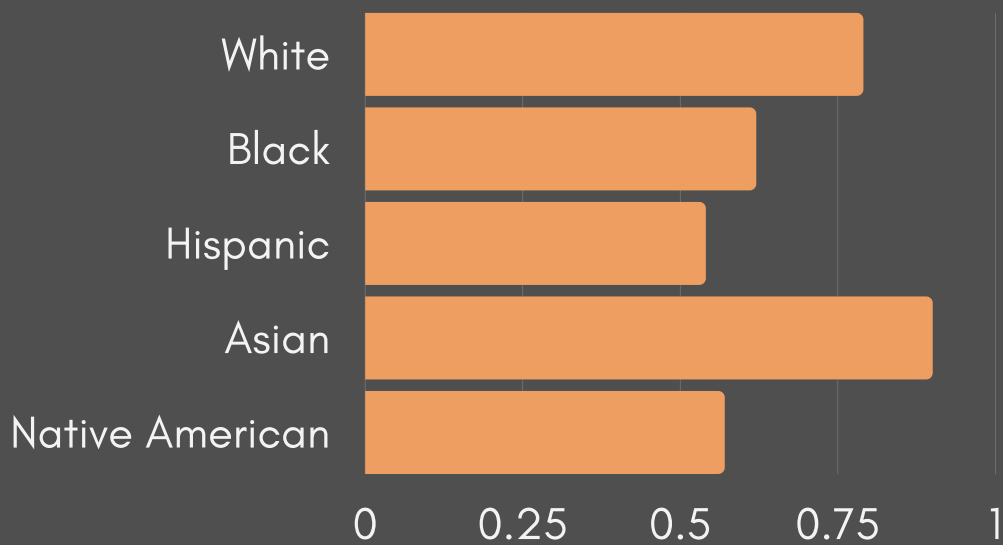
Equal Pay Act: 1963

Prohibition of Sex Discrimination

No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work

On average, women get paid 81 cents compared to a dollar for men

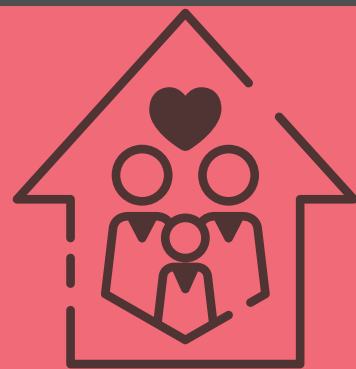
However, the gap is higher for women of color



At the current rate, the wage gap will not be eliminated until 2093

Working mothers get paid 67% as much as fathers

Full-time working mothers receive lower salaries



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By closing the wage gap, poverty in families with working women can be reduced by half

Since Women are being paid less...

Receive less Social Security benefits

Less pension benefits

Less retirement savings



Glass Ceiling

85 % of corporate executives and board members are white men

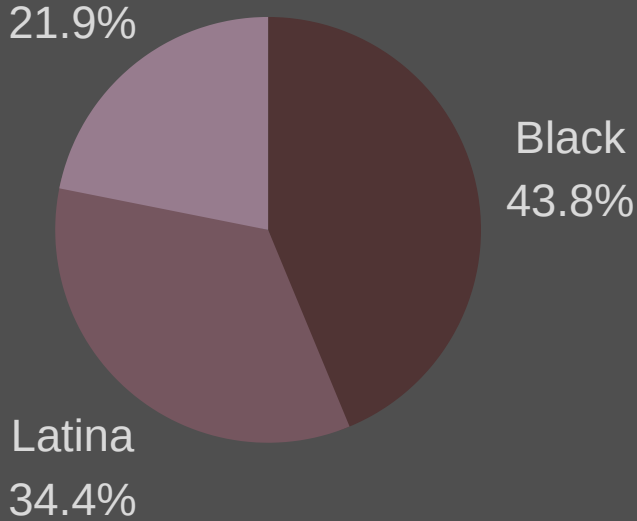


Gender diverse companies are 15% more likely to outperform their non-gender diverse counterparts

Ethnically diverse companies are 35 % more likely to outperform non-ethnically diverse companies

Company's earnings rise 0.8% for every 10% increase in racial and ethnic diversity they deploy

Asian
21.9%



33% of American Bussinesses are own by minority women

15 of the 20 highest paying jobs are dominated by men

14 of the lowest paying jobs are dominated by women

15/20

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14/20

- 25% of full time working women with degrees, have earnings above the median of similar men
- 6% have earnings that place within the top 20% of men's
- 2.7% have earnings that place within the top 10% of the men's

Refrences:

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