

THE GENDER WAGE GAP

80¢

Amount earned by women for every dollar earned by men

\$10,733

Average annual loss for women working full-time year-round

\$530k

Average lifetime wage losses for a working woman in the U.S.⁴

Women in the United States earn 80 cents for every dollar a man earns.¹ This trend is known as the gender wage gap, or pay inequity, and is prevalent in every state in the United States. A woman who works full-time, year-round earns an average salary of \$41,977 per year compared to \$52,146 for men—an annual wage gap of \$10,733.² The gender wage gap exists irrespective of industry and level of education, and is even worse for mothers and women of color. The wage gap has **negative impacts on women, both economically and on their health**, many of which are also known to be risk factors for intimate partner violence (IPV).

The wage gap exists regardless of the industry and job in which a woman is employed.³

Discrimination against women in the workplace can affect how, or if, they advance in their careers.



The gender wage gap for **working mothers** is worse than for women working full-time who do not have children. Mothers are paid **71 cents** for every dollar that a father makes.⁵

Women suffer from the wage gap even as they progress along the **education** ladder. Women who work full time and have a master's degree still make only **72 cents** for every dollar a man earns (*regardless of whether or not the man has a matching or lesser degree*).⁶



The wage gap is worse for women of color. On average, for every dollar a white man makes:⁷

68¢

Black women
are paid 68 cents

57¢

Latinx women
are paid 57 cents

81¢

Asian women
are paid 81 cents

At the current rates of change, it would take **41 years** to begin closing the wage gap in the United States⁸

2062

White women
would achieve equal pay

2124

Black women
would achieve equal pay

2233

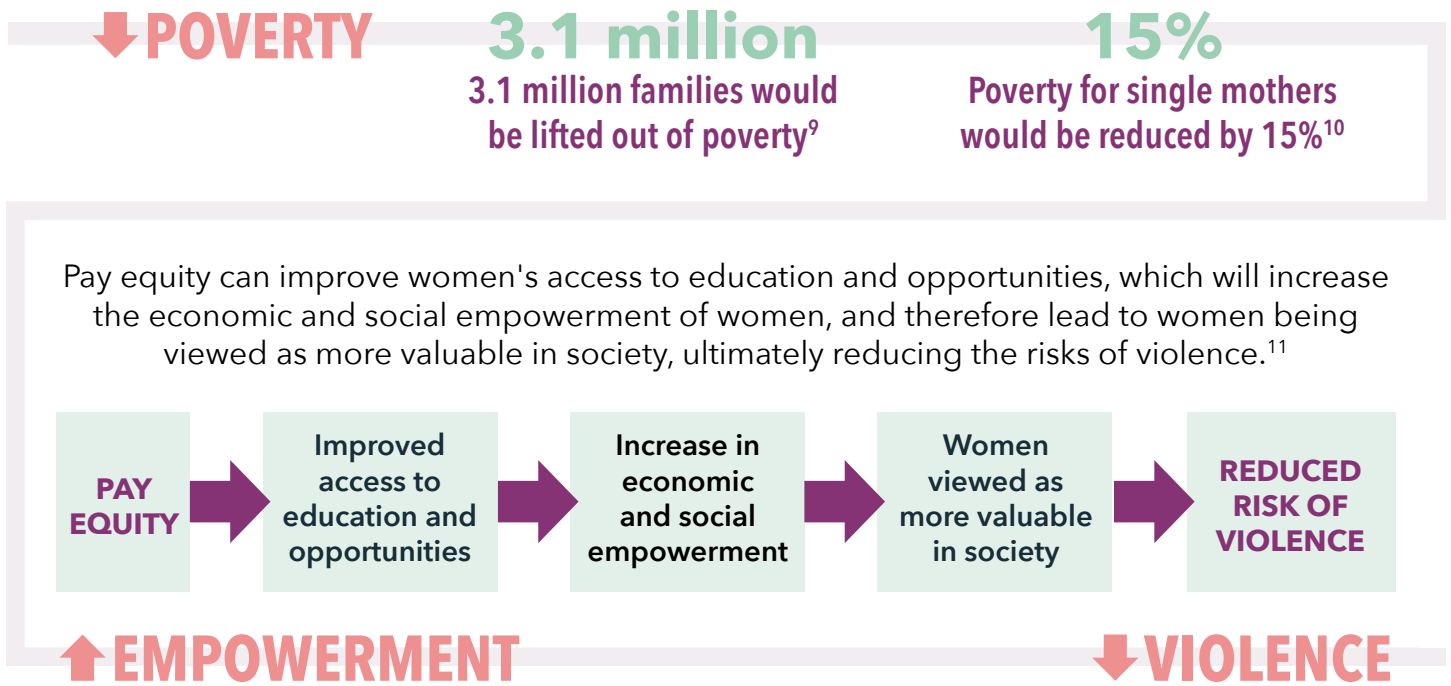
Latinx women
would achieve equal pay

2021 2036 2052 2068 2084 2100 2116 2132 2148 2164 2180 2196 2212 2228 2244

Closing the Gender Wage Gap

THE IMPACT

Achieving pay equity for all genders and races has the potential to impact the lives of women both financially and health-wise. If women were paid equally:



If the annual wage gap is closed, a working woman would gain, on average:

More than 13 months of childcare¹²

1 year tuition/fees for 4-year public university or full tuition/fees for a 2-year college¹³

Nearly 1 year's worth of food¹⁴

7 months of mortgage & utility payments¹⁵

More than 10 months of rent¹⁶

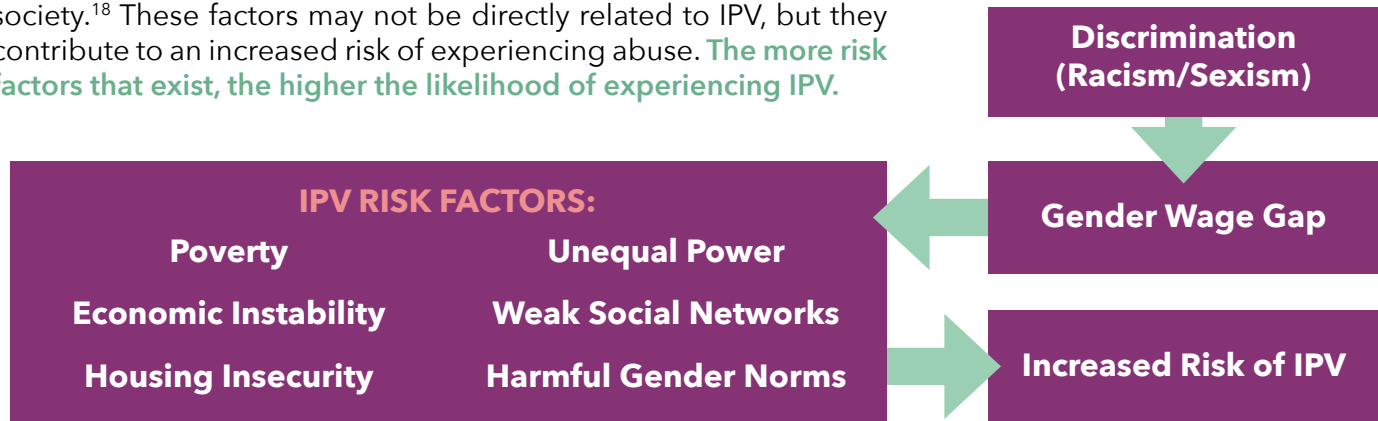
Enough money to pay off student loans in just 3 years¹⁷

↑ ECONOMIC STABILITY

Pay Inequity and Intimate Partner Violence

THE LINK

Pay inequity impacts the risk factors for intimate partner violence (IPV). Risk factors increase the likelihood that violence can and will occur among individuals or within relationships, communities, and society.¹⁸ These factors may not be directly related to IPV, but they contribute to an increased risk of experiencing abuse. **The more risk factors that exist, the higher the likelihood of experiencing IPV.**



Risk Factors: Unequal Power

- Money is a resource and is seen as equivalent to **power**, thus pay inequity may portray women as weak and dependent. Since IPV leads to power and control exercised over others, people who experience pay inequity are also at higher risk of experiencing IPV.¹⁹

Risk Factors: Poverty, Economic Instability

- Pay inequity increases **poverty**.²⁰ Research shows that equal pay would reduce the poverty rate for all working women by half. The 28 percent poverty rate for working single mothers would also be reduced by nearly half.²¹

Risk Factors: Harmful Gender Norms

- **Norms about gender roles** for men and women and whose work is of greater value is perpetuated by pay inequity, which allows men to use the lower financial status of women to exert power over and oppress women. The idea of men as more valuable than women normalizes oppressive behavior, which can take the form of IPV.²²

Risk Factors: Economic Instability, Unequal Power

- Pay inequity affects the opportunities women get, which impacts their **social status** as a group.²³

Risk Factors: Weak Social Networks

- Poor neighborhoods, which are often a byproduct of pay inequity, are socially isolated and often have **weak community sanctions against IPV**. Studies show that when communities are not willing to act for the common good, IPV rates increase.^{24 25}

Risk Factors: Economic Instability, Housing Insecurity

- Pay inequity may lead to increased **stress in the household**, because it may become difficult to pay rent²⁶ and provide for basic necessities. Stress in the family may increase the likelihood of violence.²⁷

Pay inequity worsens the discrimination people of color face due to the additional burden of racism. People of color who are getting unequal pay and opportunities are further disadvantaged by pay inequity. These aggregated disadvantages lead to the worsening of the above factors, which are all risk factors of IPV.



Addressing pay inequity as a risk factor for IPV would not only in itself reduce societal risk factors for IPV but would also address the shared risk factors (poverty, housing insecurities, etc.), thus further reducing the risk of IPV from a societal and community standpoint.

Pay Inequity Impacts these Risk Factors for IPV

SOCIETAL

- Structural disempowerment/disenfranchisement
- Unequal distribution of power and resources
- Harmful gender norms and inequity
- Weak health, educational, economic, and social policies/laws

COMMUNITY

- Neighborhood poverty and economic insecurity
- Lack of local wealth
- Housing insecurity
- Weak community sanctions against IPV
- Weak social networks and trust

What can be done about the gender wage gap?

THE PATH AHEAD

In recent years, the gender wage gap has remained stagnant, and research says the following action steps could help in decreasing the wage gap and achieving pay equity:

TO ACHIEVE PAY EQUITY, WE SHOULD ADDRESS:

Comparable worth	Protecting and strengthening Medicaid and Medicare
Paid medical leave	
Raising the living wage	
Anti-discrimination protections	
	Well-resourced cross-sector and community partnerships
	Modernizing and strengthening the Equal Pay Act

Women's Earning Ratio Over Time



In recent years, the gender wage gap has remained stagnant.

We must act together now to make changes that will help achieve pay equity.

Endnotes

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