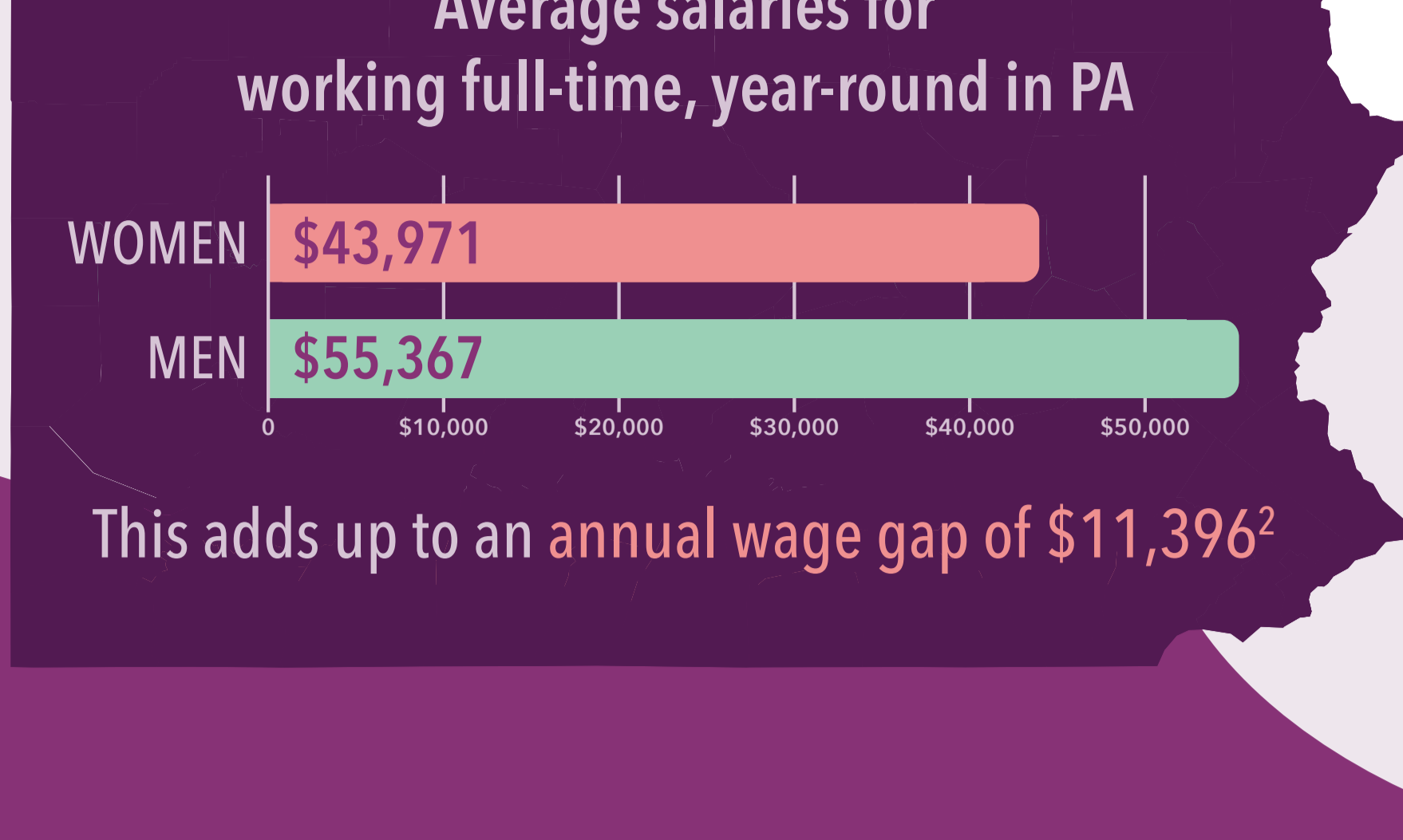


THE GENDER WAGE GAP 2022



Women working full-time in the U.S. are paid **83¢** for every dollar paid to men.

When we include both full-time and part-time workers, women are only paid **77¢** for every dollar paid to men.¹

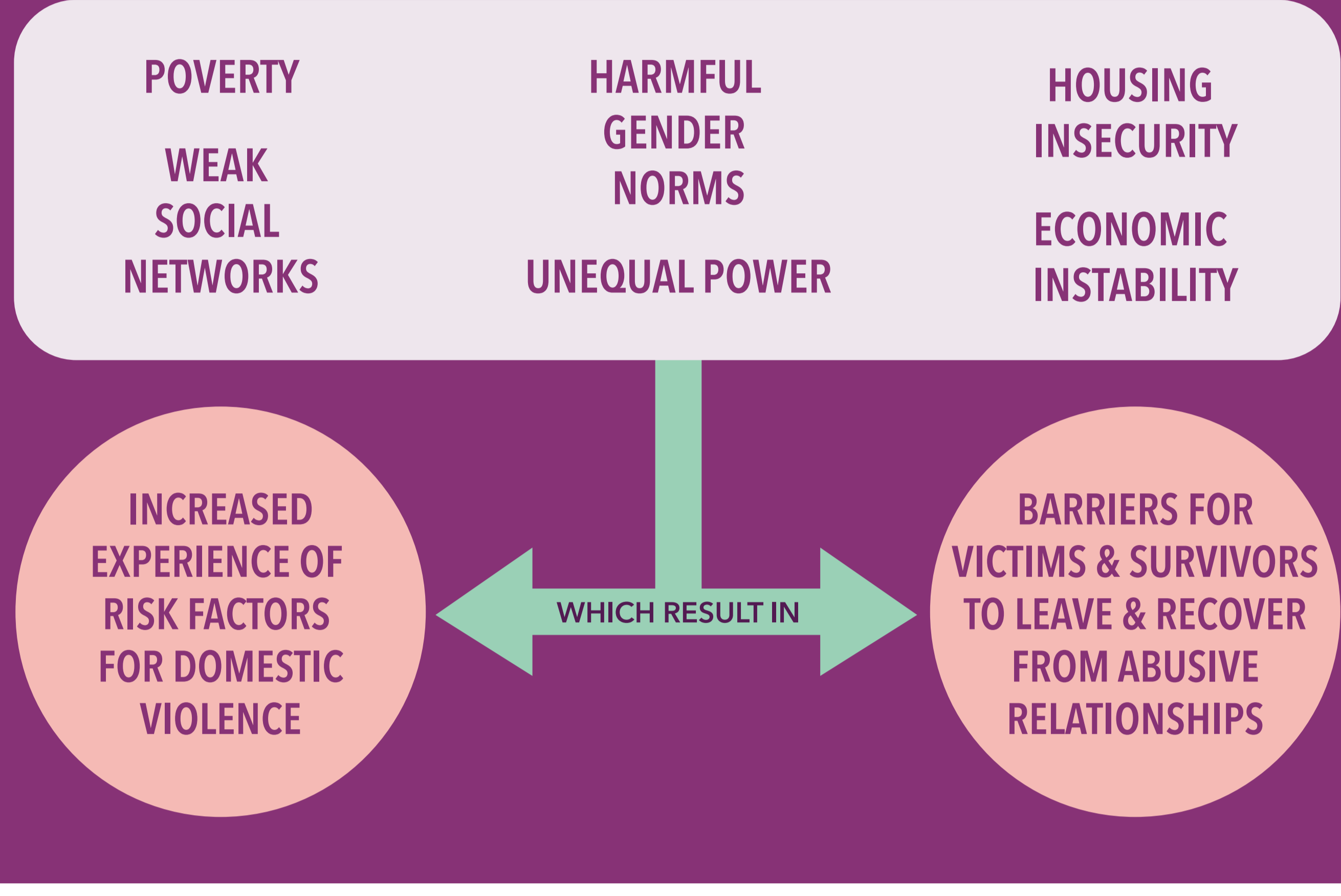


\$1.6 trillion
Combined total losses for working women in the U.S. each year due to the gender wage gap³

Why does the gender wage gap matter?

The gender wage gap negatively impacts women's economic wellbeing and their health.

These impacts affect domestic violence in two ways: 1) Risk factors for domestic violence; 2) Barriers to safety/recovery.



The wage gap is a systemic issue, not a result of individual choices.

The wage gap exists regardless of the **industry** and job in which a woman is employed.⁵ For example, female nurses in Pennsylvania are paid \$10,000 less per year than male nurses on average.

\$10k

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 are only paid 70 cents for every dollar a man is paid (whether or not the man has a matching or lesser degree).⁶

70¢

63¢ The gender wage gap is worse for working **mothers** than for women working full-time who do not have children. On average, mothers are paid 63 cents for every dollar a father makes.⁷

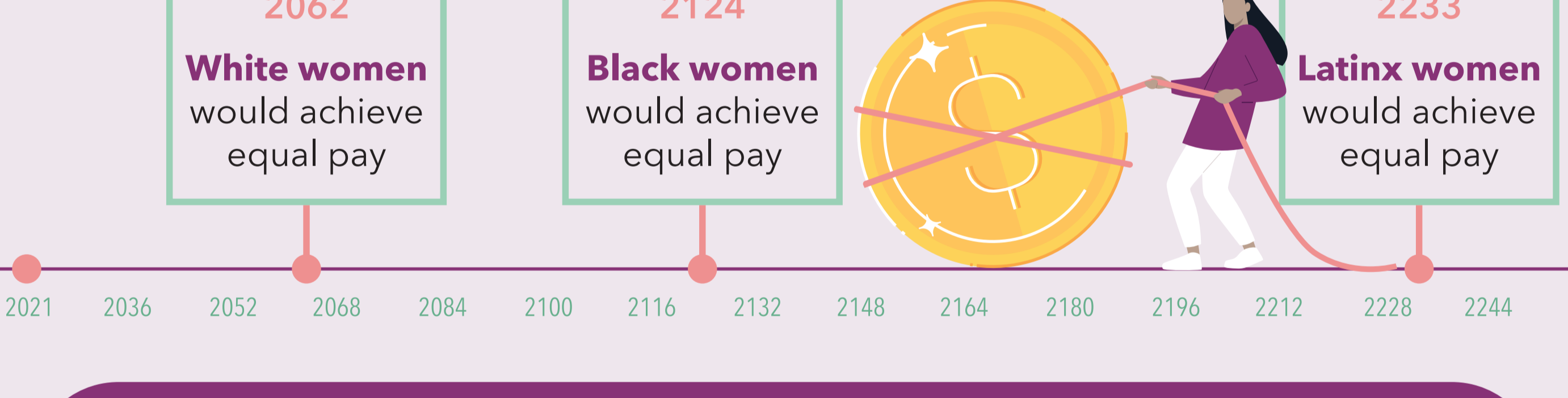
The work women do is valued less than men, and discrimination against women in the workplace can affect how, or if, they advance in their careers.

The wage gap is worse for women of color and women with disabilities.

We cannot address the gender wage gap without addressing racism.



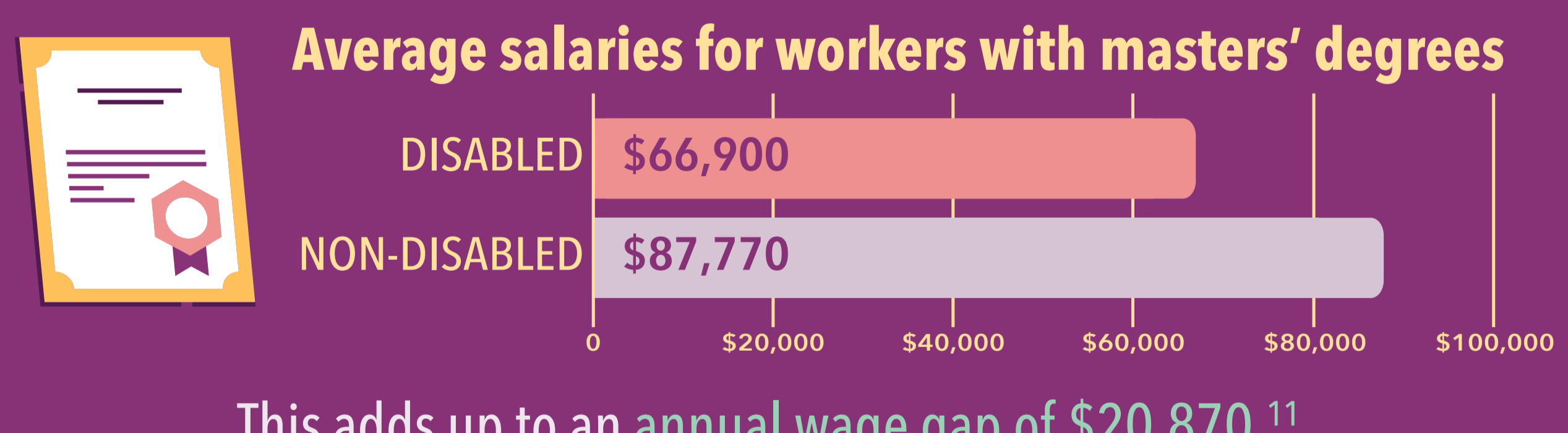
Racism and other systemic oppressions have women of color on path to not see wage equity for another one to two hundred-plus years.⁹



68¢ Women with a **disability**, regardless of work schedule or occupation, are paid 68 cents for every dollar white, non-Hispanic men without a disability are paid.

Additionally, disabled women are only paid **72¢** for every dollar paid to a white disabled man.¹⁰

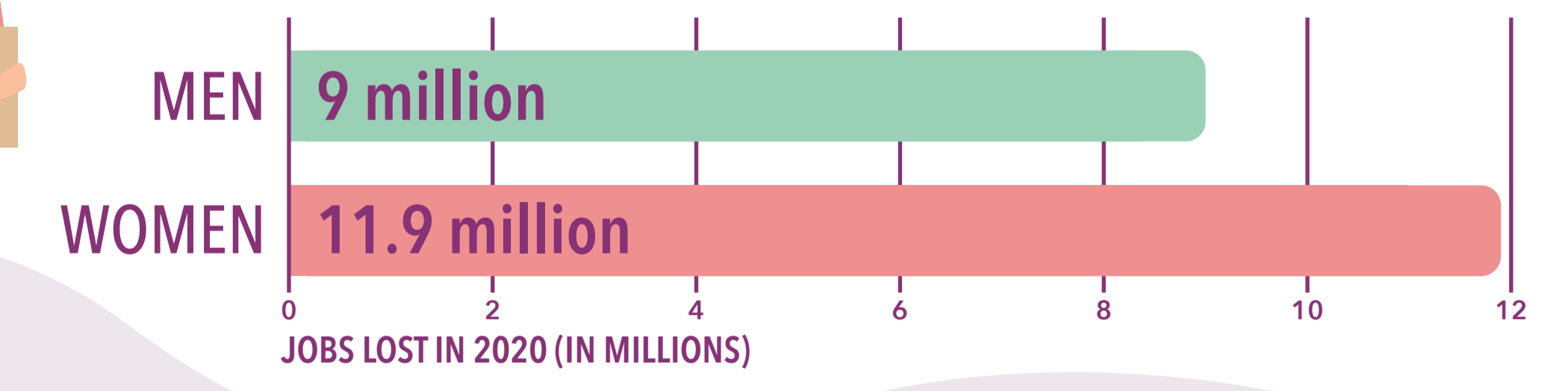
Even with the attainment of higher degrees, the wage gap between disabled and non-disabled workers remains significant.



Recent layoffs disproportionately impacted women, especially women of color and other under-represented populations.

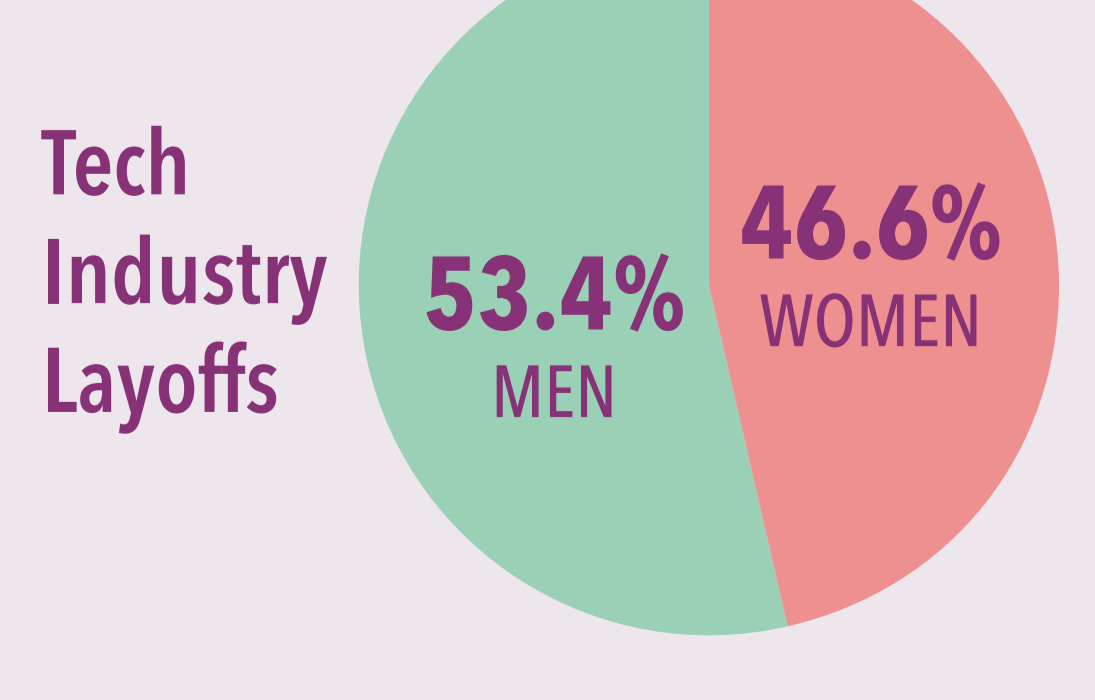
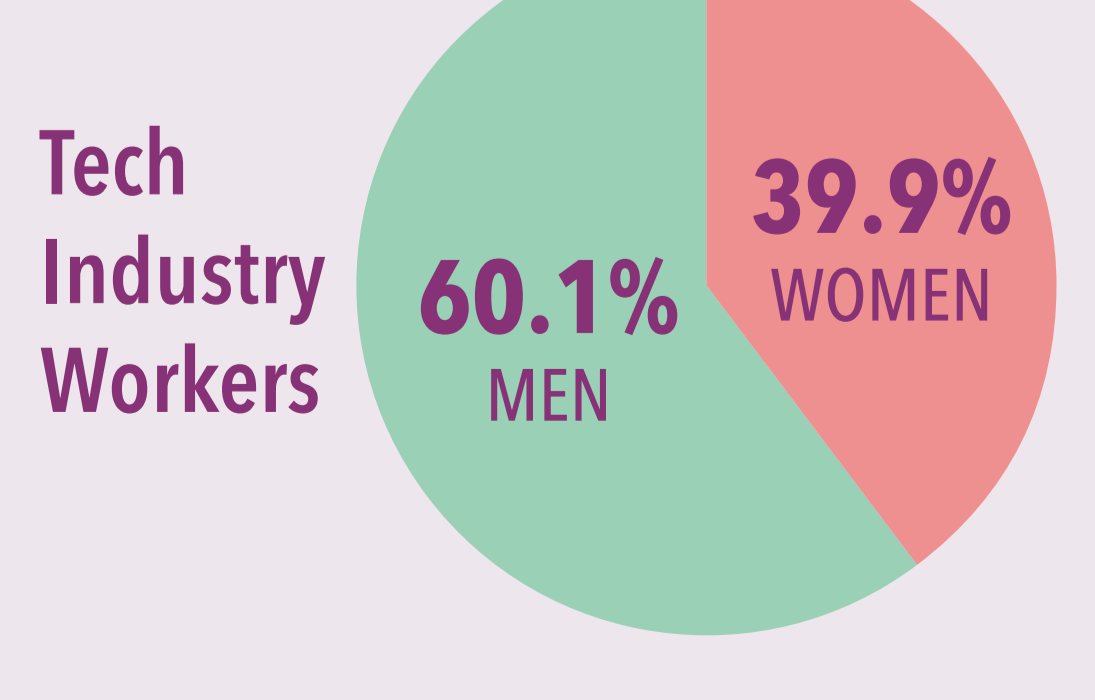
Impact of the Pandemic

More women lost their jobs than men in the wake of the pandemic.¹²



Tech Layoffs

In 2022, 152,542 employees from 993 global tech companies were laid off all over the world.¹² Although women only make up 39.9% of the population in tech industry, almost 46.6% of women workers were laid off between September-December 2022, making them **65% more likely to be laid off than men**.¹³



When fired from their jobs, women may have additional factors to consider—like the cost of childcare, maternity leave, and flexible/hybrid work schedules—limiting their options when applying for a new job.

Women of color have the added stress of not knowing how diverse, inclusive, and welcoming a new job environment might be.¹⁶



How can YOU help close the gender wage gap?

There are action steps that both individuals and organizations can take to narrow the wage gap.



What individuals can do:

- Connect with your Pennsylvania local domestic violence program to support survivors and their economic needs. Find your local Pennsylvania program at www.pcadv.org/program-locator.
- Take available finance and salary negotiation courses. For example: AAUW's online salary negotiation course teaches how to advocate for better benefits and pay at www.aauw.org/resources/programs/salary/.
- Visit your state's labor law compliance website if you think you are experiencing pay discrimination. In Pennsylvania, that can be found at www.dli.pa.gov/Individuals/Labor-Management-Relations/llc/Pages/Labor-Law-Compliance.aspx

What organizations can do:

- Provide **sick and safe leave** to all employees, preferably paid.¹⁷
- Provide **paid parental leave**, to mothers and fathers.¹⁸
- Offer **flexible work scheduling** to all employees.
- Bring change to your **hiring practices**. These include:
 - Stop asking for a **salary history**.¹⁹
 - **Publish wage or salary ranges** on job postings.²⁰
 - Prohibit retaliation for **wage disclosure**.²¹
 - Learn about-and implement-**equitable recruitment, hiring and promotion practices**.²²
 - Review your job descriptions and template language and remove **unnecessary requirements**.²³
 - Conduct a **pay audit** of your organization or company and continue to do so regularly.²⁴
 - Provide a **thriving wage** to all your employees.
 - Implement **diversity, equity, and inclusion** (DEI) practices.
- **Connect with your Pennsylvania local domestic violence program** to provide resources to your employees who may be (or may know someone who is) experiencing domestic violence. Find your local program at www.pcadv.org/program-locator.



2022 THE GENDER WAGE GAP



Infographic Endnotes

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- ⁵ From Patrick, K, (2017). Low-Wage Workers are Women: Three Truths and a Few Misconceptions." National Women's Law Center,
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- ¹² Trueman, C. (2023). How layoffs can affect diversity in tech—and what to do about it. Retrieved from <https://www.computerworld.com/article/3683913/how-layoffs-can-affect-diversity-in-techand-what-to-do-about-it.html>
- ¹³ Economic Times (2023). Big tech layoffs may further disrupt equity and diversity efforts. Retrieved from <https://hr.economictimes.indiatimes.com/news/workplace-4-0/diversity-and-inclusion/big-tech-layoffs-may-further-disrupt-equity-and-diversity-efforts/96795129>
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- ¹⁶ Trueman, C. (2023). How layoffs can affect diversity in tech—and what to do about it. Retrieved from <https://www.computerworld.com/article/3683913/how-layoffs-can-affect-diversity-in-techand-what-to-do-about-it.html>
- ¹⁷ American Association of University Women (2021). Systemic Racism and the Gender Pay Gap. Retrieved from https://www.aauw.org/app/uploads/2021/07/SimpleTruth_4.0-1.pdf
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