



WNY WOMEN'S FOUNDATION

Gender Pay Gap

The gender pay gap is the average difference between the remuneration for men and women who are working. It has been a consistent barrier to women's growth and leadership in the working world for decades. Fields that are primarily female-dominated have historically paid workers less money, devaluing these professions and the work of women overall.

The gender pay gap is an issue world-wide, as women are estimated to make 23% less than men globally (United Nations, 2020). The pay gap also has long-term ramifications, as women are able to save less and have fewer resources to their advantage. Nearly all of the rise in U.S. family income between 1970 and 2013 was due to women's increased earnings, displaying the need for women to have access to equitable pay for the same work. (Warner, 2015)

What is the WNY Women's Foundation doing about it?

As one of the more universal and unfair experiences affecting all women, the pay gap has been a cornerstone of the Foundation's advocacy efforts for many years, and we have supported efforts to raise awareness of the impact this has on women and the economy as a whole. The WNY Women's Foundation was a strong advocate for New York State's Pay Equity Law, passed in 2019, and has consistently highlighted the pay inequities between persons of different gender identities and racial identities.

Learn more about the WNY Women's Foundation and our work advocating for equal pay at <https://wnywomensfoundation.org>.

Table of Contents

Western New York Statistics	2
New York State Statistics	2
Federal Statistics	2
The Earnings Peak and the Impact in STEM Fields	4
The Impact on Retirement	5
References	6

Western New York Statistics

- Buffalo has 20th-worst gender gap in America, with men being paid 39% more than women. (Thomas, 2015)
- Men in the Buffalo area who hold bachelor's degrees earn 43% more than women at the same educational level. The gap is 35% for local employees who have advanced degrees, including masters, doctoral and professional degrees. (Thomas, 2015)

New York State Statistics

- Women in New York aged 16 and older who work full-time, year-round have median annual earnings of \$47,500, which is 89.6 cents on the dollar compared with men who work full-time, year-round. (Institute for Women's Policy Research, 2018)
- Hispanic women in New York earn just 56 cents for every dollar earned by white men. (Institute for Women's Policy Research, 2018)
- Compared to white men's earnings, white women make 81% of white men's earnings, Hispanic women make 56%, Black women make 66%, Asian women make 83%, Native American women make 61%, and multiracial women make 67%. (Institute for Women's Policy Research, 2018)
- If employed women in New York were paid the same as comparable men, their poverty rate would be reduced by more than half and poverty among employed single mothers would drop by nearly half. (Institute for Women's Policy Research, 2018)

Federal Statistics

- In 2017, women working full time and year-round in the United States typically were paid just 80% of what men were paid. (Graf, Brown, & Patten, 2019)
- In 2017, median pay for women with disabilities was 72% that of men with disabilities; women with a disability made 48% as much as men without a disability. (Miller & Vagins, 2018)
- Equal pay would cut poverty among working women by half and add \$513 billion in wage and salary income to the U.S. economy. (Institute for Women's Policy Research, 2018)
- Mothers typically are paid only 71 cents for every dollar paid to fathers, which translates to a loss of \$16,000 annually (National Women's Law Center, 2018)
- With median weekly earnings of \$941, men earned \$171 more per week than women, who earned \$770. (Institute for Women's Policy Research, 2018)
- If current trends continue, it will take until 2059 for women to finally reach pay parity with men. (Institute for Women's Policy Research, 2018)
 - For many women of color, the rate of progress is even slower. Hispanic women will have to wait until 2233, and Black women will wait until 2124 for equal pay. (Institute for Women's Policy Research, 2018)
- There are 4.2 million women who work in occupations with poverty-level wages, more than eight times as many as the 0.5 million men who do. (Institute for Women's Policy Research, 2018)
- Women today earn just 49 cents to the typical men's dollar, much less than the 80 cents usually reported. When measured by total earnings across the most recent 15 years for all workers who worked in at least one year, women workers' earnings were 49% of men's earnings, a wage gap of 51% in 2015. (Rose & Hartmann, 2018)

- For those who took just one year off from work, women's annual earnings were 39% lower than women who worked all 15 years between 2001 and 2015. (American Association of University Women, 2019)
- 43% of today's women workers had at least one year with no earnings, nearly twice the rate of men. (American Association of University Women, 2019)
- In 2017, Black women had the highest labor force participation rate of all groups of women at 60.3% (American Association of University Women, 2019)

The Earnings Peak and the Impact in STEM Fields

Women and men reach the peak of their earnings at different points in their career, impacted by caretaking responsibilities and opportunities to move up in the workplace. The WNY Women's Foundation's ALL IN initiative works to create a business culture that will open opportunities for rising female leaders and women in leadership. Learn more at <https://allinwny.org>.

- A typical college-educated woman's earnings peak at \$66,700 when she is 44 years old. Men achieve their earnings peak at age 55, 11 years later, at \$101,200. (Perez, 2019)
- In the legal field, women reach their peak earnings at the age of 35, with a median salary of \$75,000. Men, meanwhile, go on to earn more until the age of 56, when they reach a high of \$168,800. (Perez, 2019)
- The median income of women starting their careers at age 22 is \$40,400 versus \$52,500 for men starting their careers. (Perez, 2019)
- As the percentage of women in a field increases, the average wages for that field go down. (Miller C. , 2016)
- There is a smaller gender-wage gap in STEM jobs: 14 cents on every dollar versus the 21% gender- wage disparity in non-technical industries. (Saujani, 2015)
- In 2017, women doctors earned \$105,000 less than their male counterparts, a difference of 27.7%. (Kavilanz, 2018)
- Male physicians still earn an average of \$1.25 for every \$1 women physicians earn. (Kacik, 2019)

The Impact on Retirement

Statistically, women live longer than men, and therefore are more reliant on their savings post-retirement. If women are making less throughout their careers, they are at a greater risk of financial strain or falling into poverty in their retirement years.

- Women are more likely to have inconsistent work histories due to caregiving responsibilities, which can reduce their average lifetime earnings and make it harder for them to save for retirement. (The Aspen Institute, 2020)
- About 70% of women risk not having enough money if they plan to retire at age 67. (Stych, 2019)
- Women save 32% less in retirement savings than men. (Co, 2019)
- Women have 42% lower retirement income than men, which they need over a longer period of time due to longer lifespans. (Co, 2019)
- Women earn 23% less in social security benefits due to caretaking responsibilities. (Co, 2019)

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