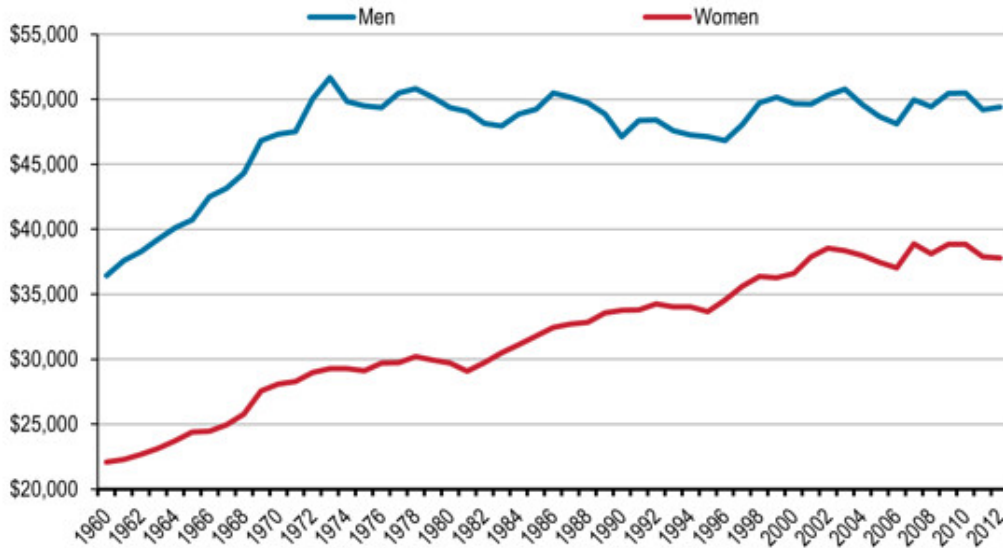


The Gender Paygap Confounded: Uncontrolled vs. Controlled

77 Cents for Every Dollar

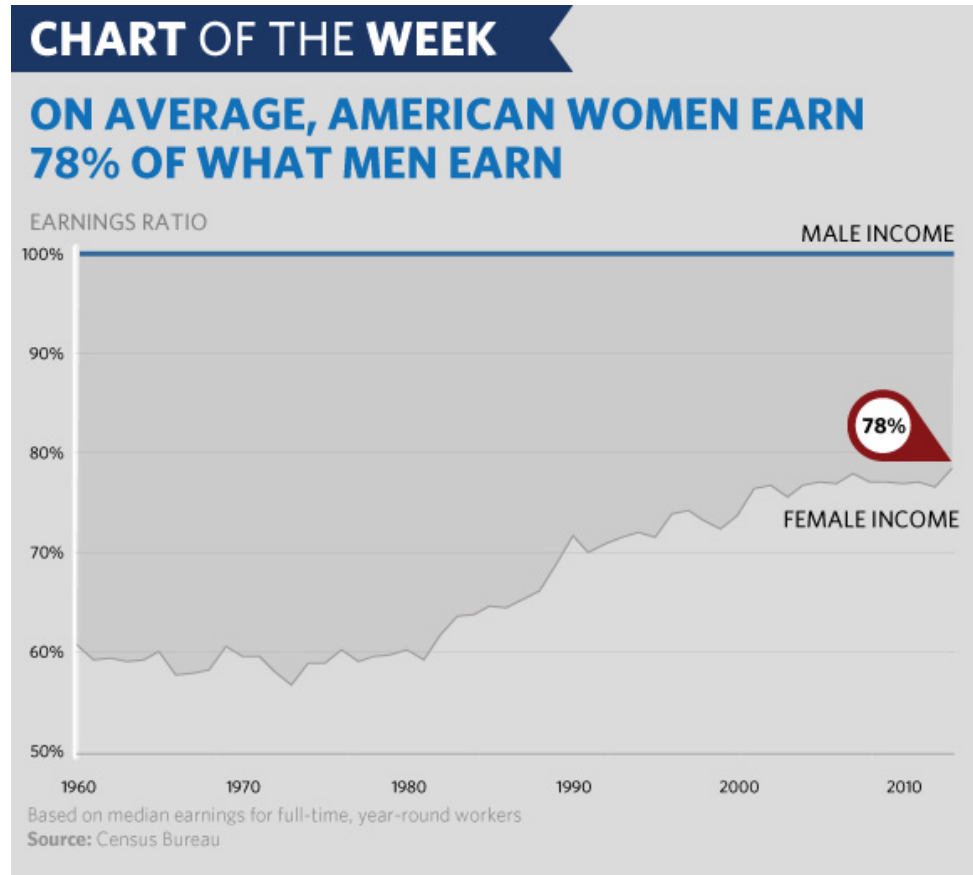
Median earnings of full-time, year-round workers, age 15 and older



Source: U.S. Census Bureau | WSJ.com

#1

#1: Why have women continued to advance while men have stagnated since 1972?

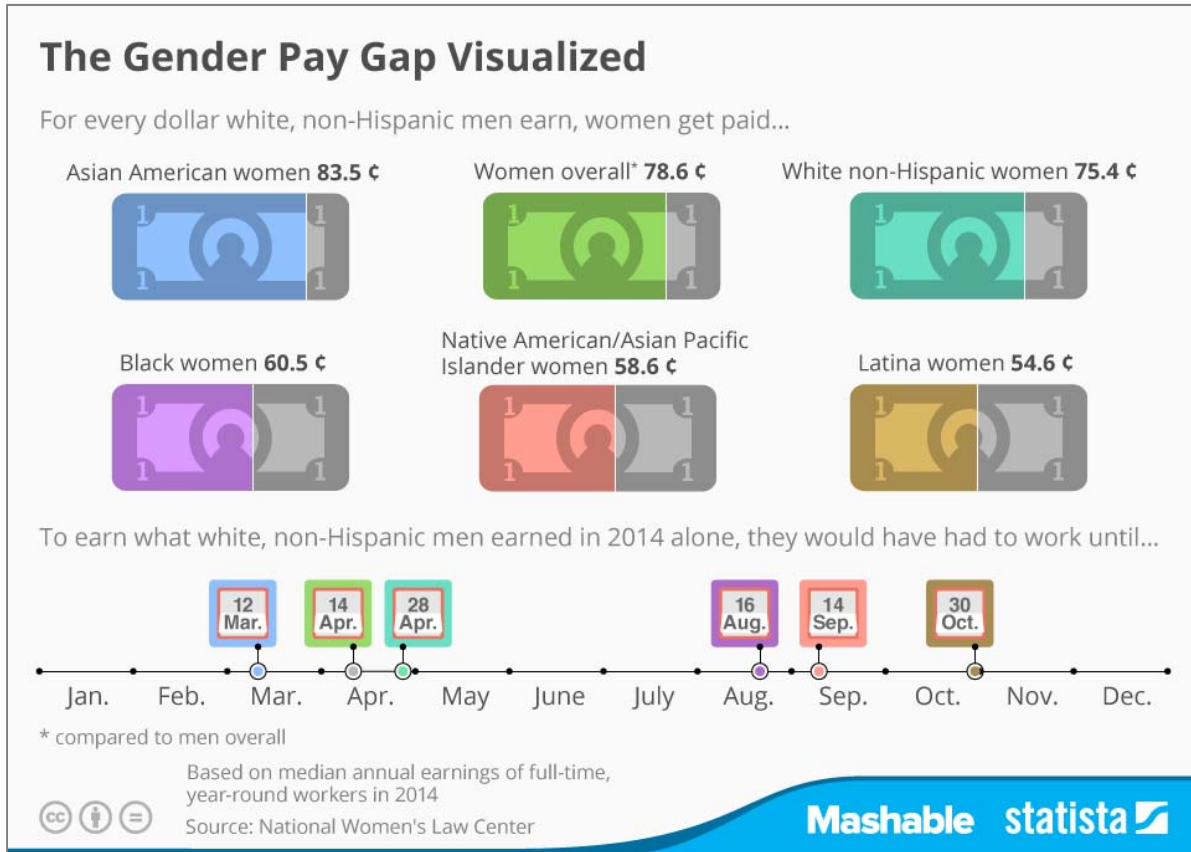


#2

Q2. Why has the gender pay gap decreased? From 40% lower to 20%?

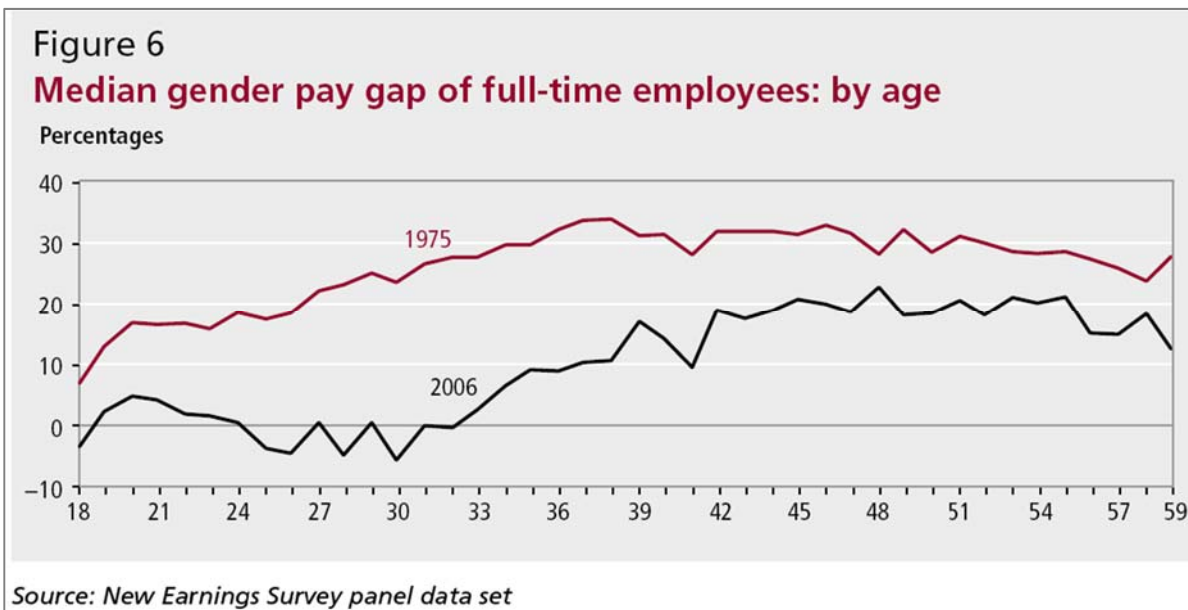
The Gender Paygap Confounded: Uncontrolled vs. Controlled

Gender pay gap by race and ethnicity



#3

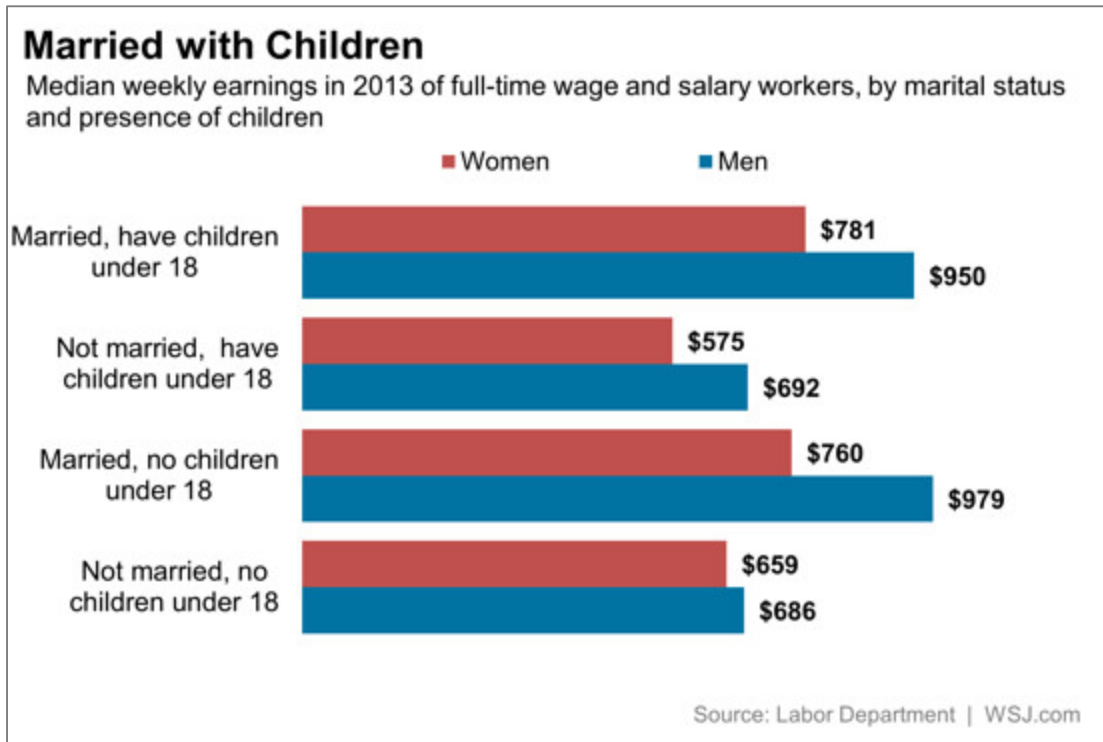
Q3. Why are Latina Native American & Black women so much further behind White & Asian women?



#4

Q4. Why no gap below 30? Why a 10-20% gap after 30?

The Gender Paygap Confounded: Uncontrolled vs. Controlled



#5

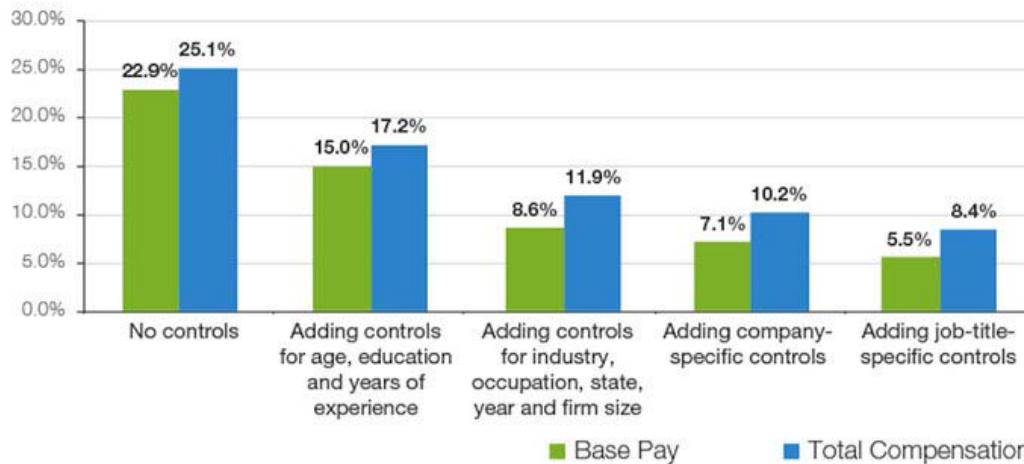
6a. Why no difference between men and women in bottom pair: not married and no children?

6b. If children are the difference why the male-female difference for married no children?

=====

ADDING "CONTROLS"

U.K. Gender Pay Gap, Before and After Adding Statistical Controls



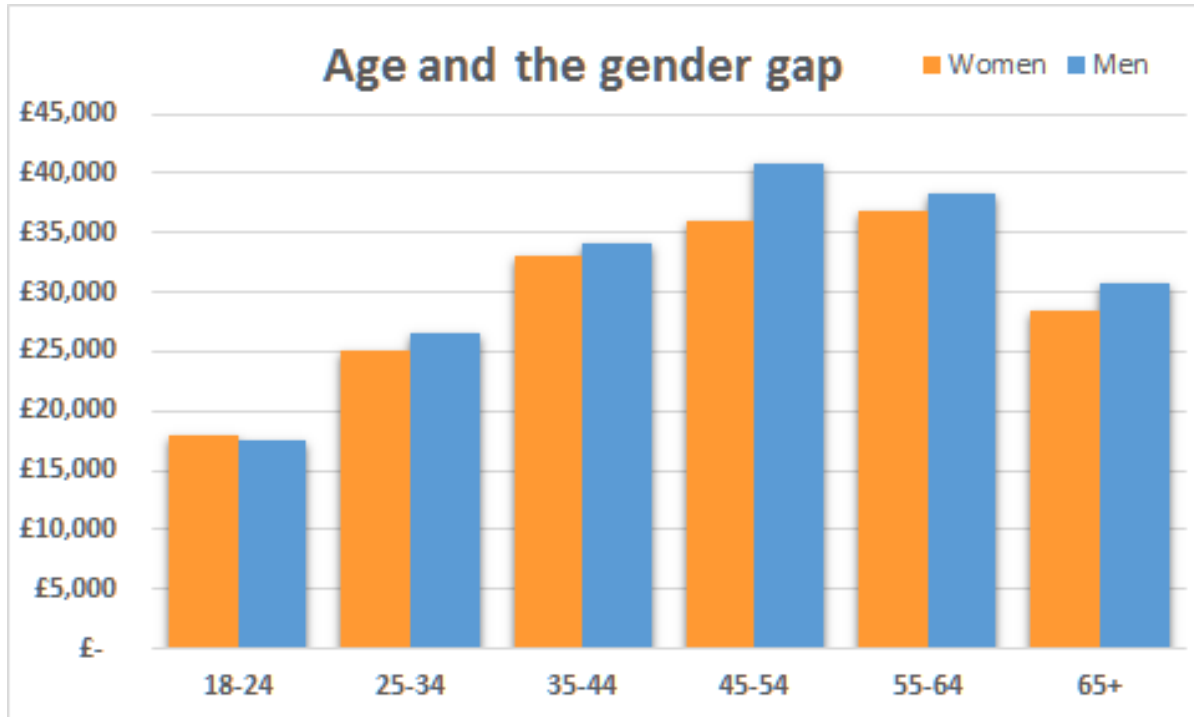
Source: Glassdoor Economic Research (Glassdoor.com/research)

#6

The Gender Paygap Confounded: Uncontrolled vs. Controlled

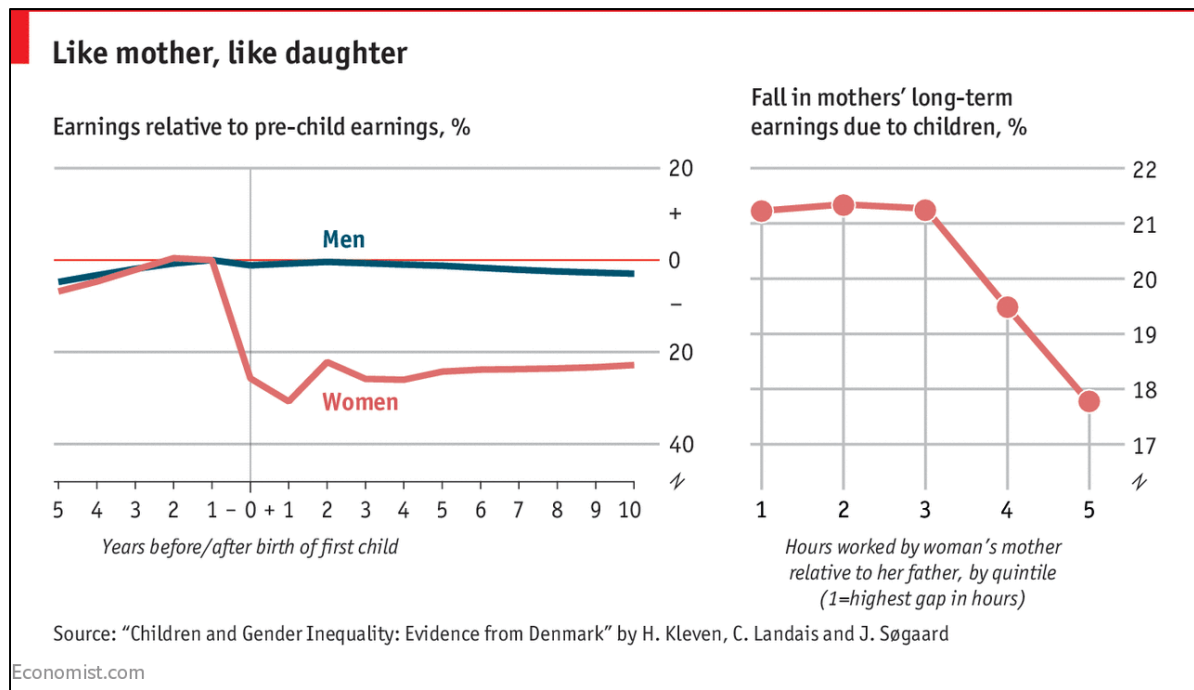
Q. What does this not control for? Full-time vs. part times; permanent vs. temporary?

BY AGE



#7

Q. Do young women make more than young men? Why?



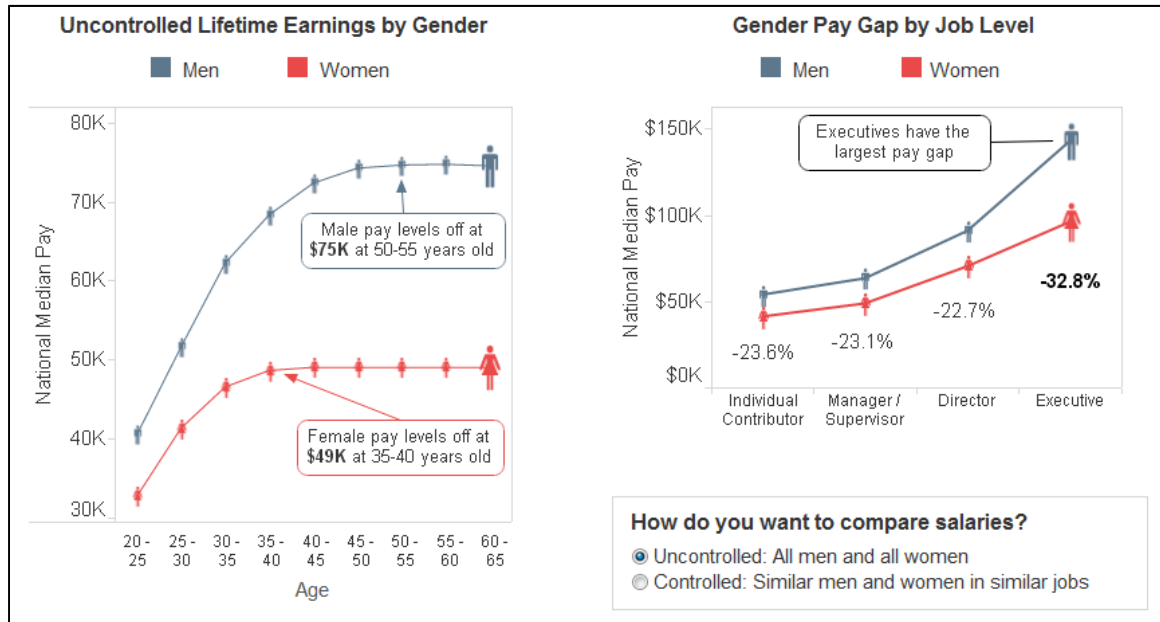
#8

Q. Why no gap below 30? Why a 10-20% gap after 30?

Q. Can you make sense out of the right graph? Are the 1 thru 5 quintiles of hours worked?

The Gender Paygap Confounded: Uncontrolled vs. Controlled

<https://www.economist.com/graphic-detail/2018/01/26/the-roots-of-the-gender-pay-gap-lie-in-childhood>



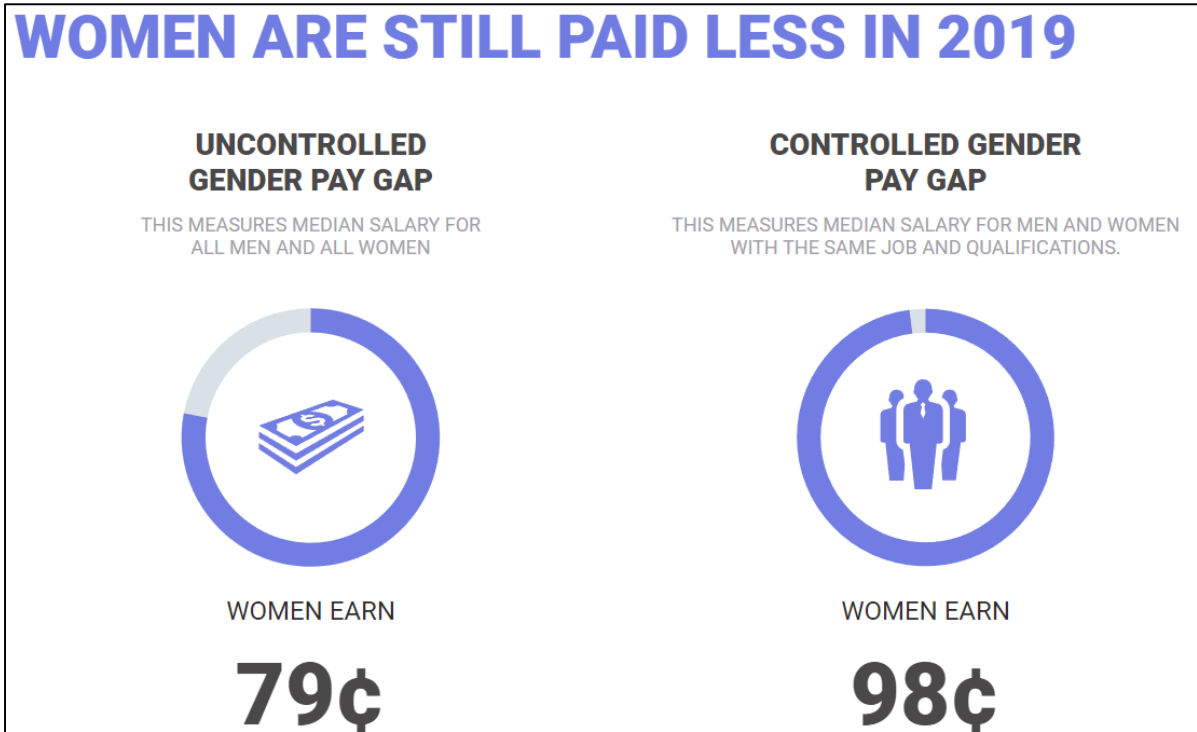
#9

Q. What is the controlled versus uncontrolled in the lower right corner?

PAYSCALE EQUAL PAY GAP GRAPH by Courtney Connley November 6, 2015

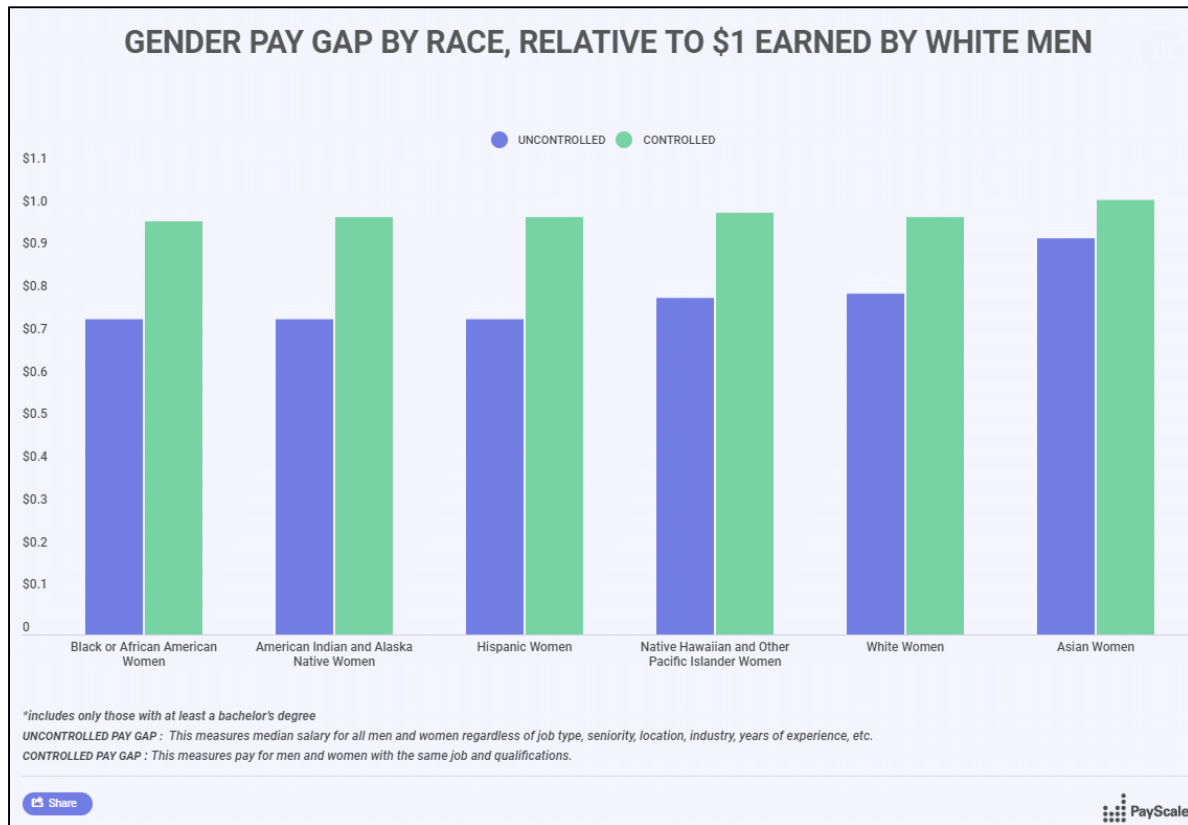
<https://www.blackenterprise.com/surprising-age-for-when-womens-pay-starts-to-fall-behind/payscale-equal-pay-gap-graph/>

The Gender Paygap Confounded: Uncontrolled vs. Controlled

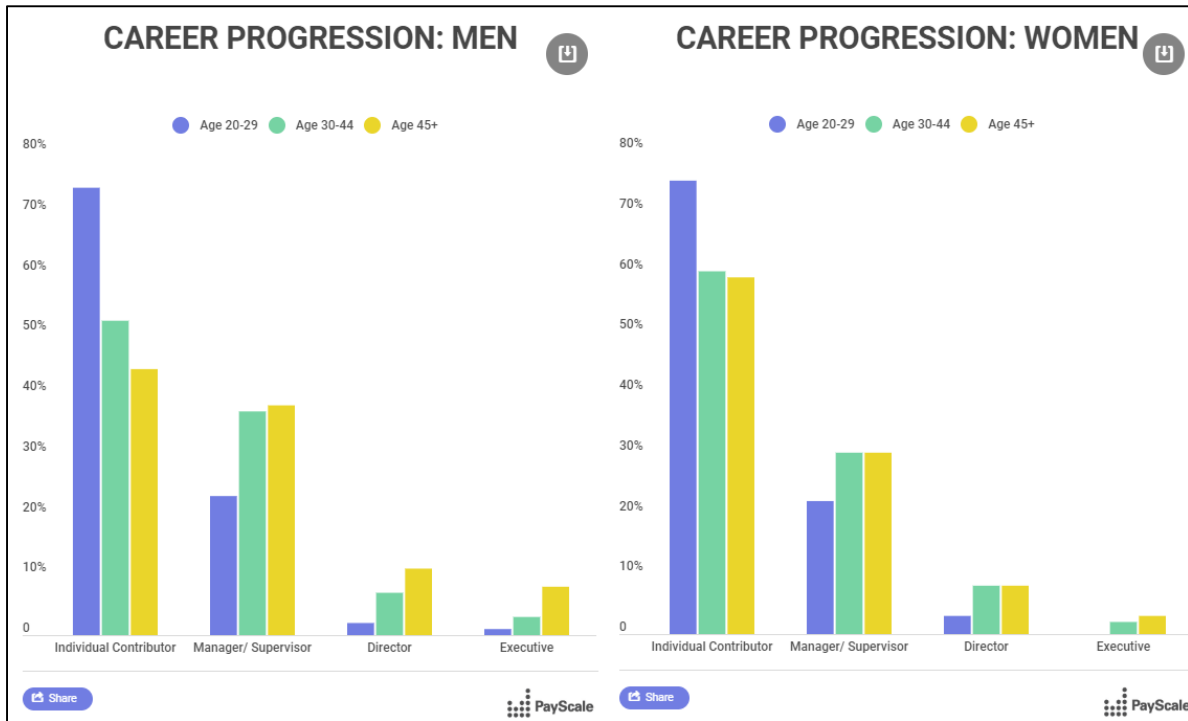


#10

<https://www.payscale.com/data/gender-pay-gap>

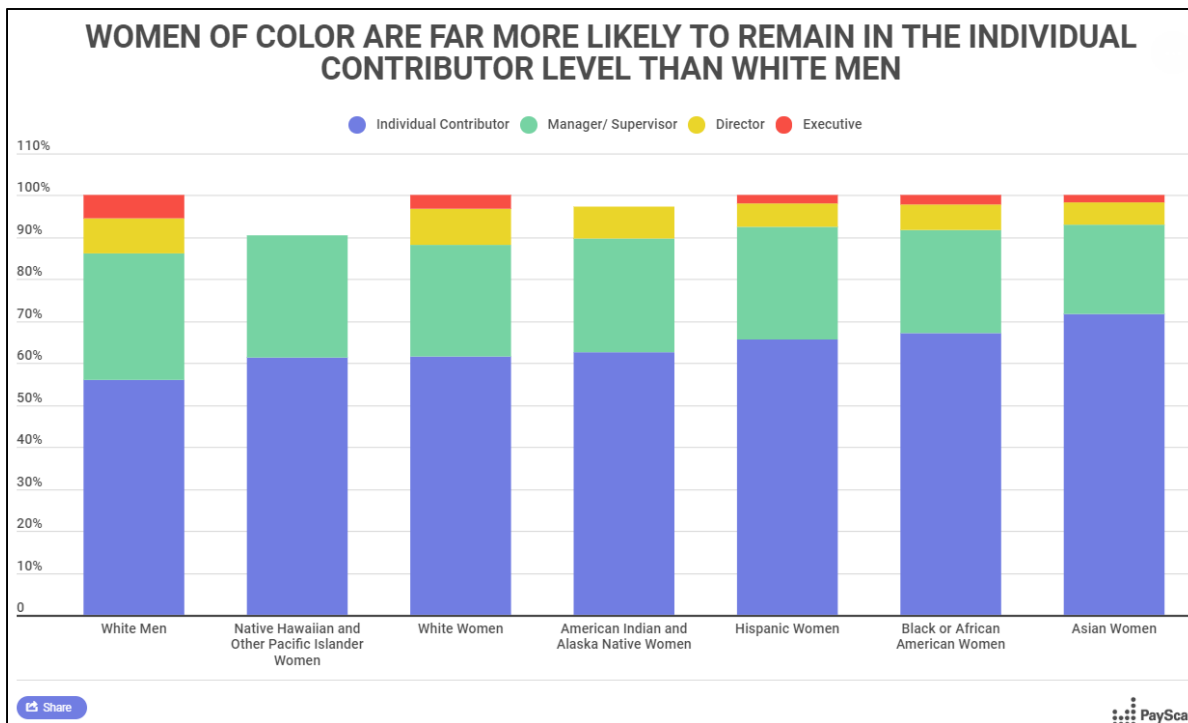


The Gender Paygap Confounded: Uncontrolled vs. Controlled



#12

Q. Why do women advance more slowly than men?



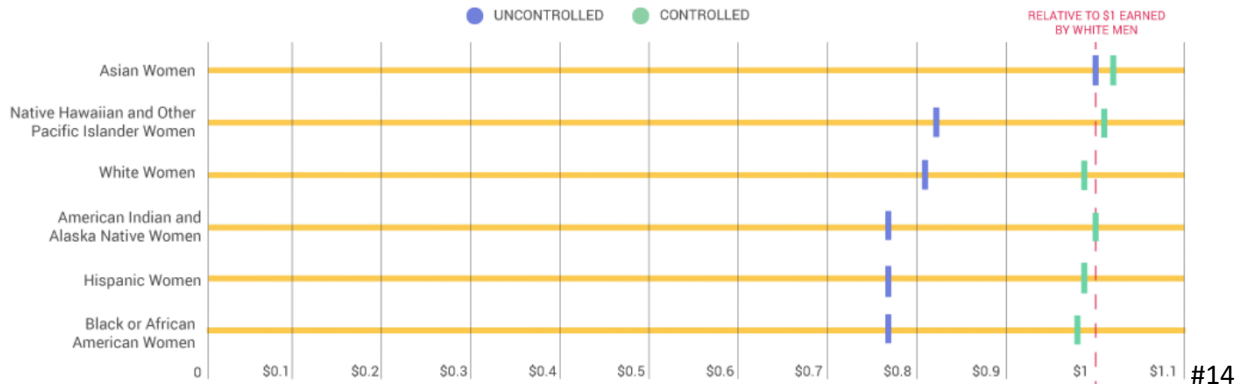
#13

Q. Why do black and Asian women advance more slowly than other women?

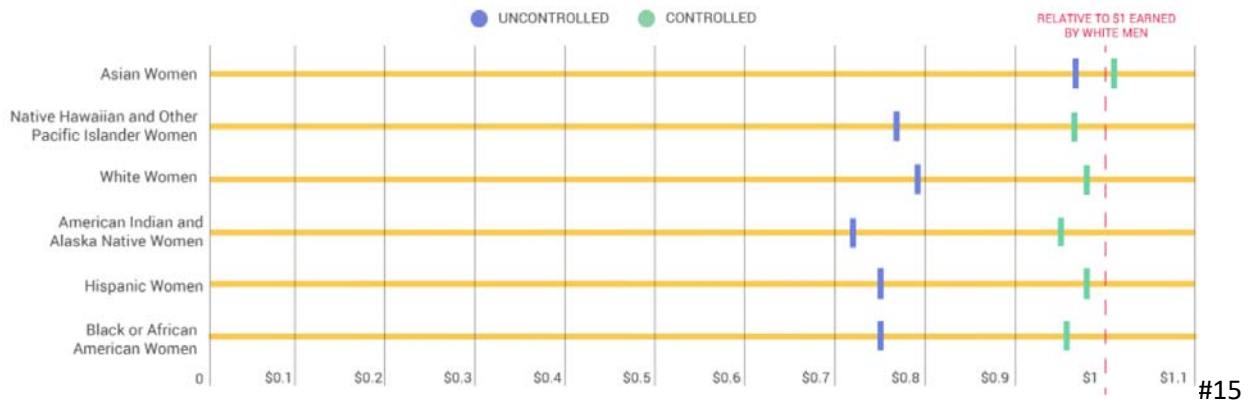
The Gender Paygap Confounded: Uncontrolled vs. Controlled

THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

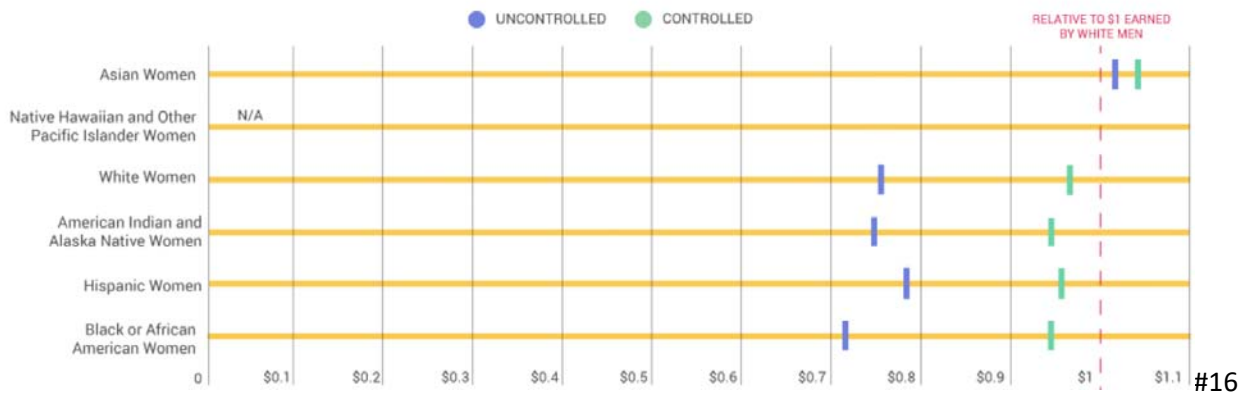
JOB LEVEL- INDIVIDUAL CONTRIBUTORS



JOB LEVEL - MANAGER/SUPERVISOR



JOB LEVEL - DIRECTOR



The Gender Paygap Confounded: Uncontrolled vs. Controlled

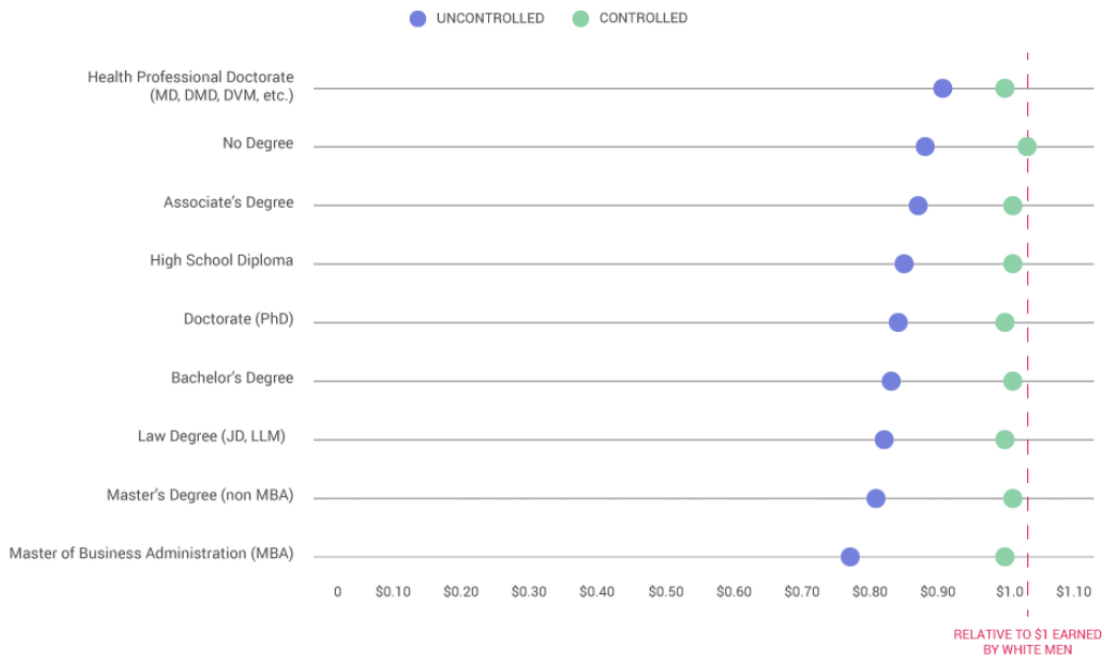


UNCONTROLLED PAY GAP: This measures median salary for all men and women regardless of job type, seniority, location, industry, years of experience, etc.
CONTROLLED PAY GAP: This measures pay for men and women with the same job and qualifications.

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PayScale #17

GENDER PAY GAP BY EDUCATION LEVEL



UNCONTROLLED PAY GAP: This measures median salary for all men and women regardless of job type, seniority, location, industry, years of experience, etc.
CONTROLLED PAY GAP: This measures pay for men and women with the same job and qualifications.

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PayScale #18

The Gender Paygap Confounded: Uncontrolled vs. Controlled



The Gender Paygap Confounded: Uncontrolled vs. Controlled

GENDER WAGE GAP BY OCCUPATIONS

OCCUPATION	UNCONTROLLED GENDER PAY GAP	CONTROLLED GENDER PAY GAP	PERCENT MEN (BLS)	PERCENT WOMEN (BLS)
ARCHITECTURE & ENGINEERING	\$0.93	\$0.99	84%	16%
ARTS, DESIGN, ENTERTAINMENT, SPORTS & MEDIA	\$0.93	\$0.98	53%	47%
BUILDING & GROUNDS CLEANING & MAINTENANCE	\$0.79	\$0.98	59%	41%
BUSINESS & FINANCIAL OPERATIONS	\$0.86	\$0.97	46%	54%
COMMUNITY & SOCIAL SERVICES	\$0.96	\$1.00	34%	67%
COMPUTER & MATHEMATICAL	\$0.92	\$0.98	74%	26%
CONSTRUCTION & EXTRACTION	\$0.88	\$0.96	97%	3%
EDUCATION, TRAINING & LIBRARY	\$0.73	\$0.97	27%	73%
FARMING, FISHING & FORESTRY	\$0.78	\$0.95	76%	24%
FOOD PREPARATION & SERVING RELATED	\$0.87	\$0.97	45%	56%
HEALTHCARE PRACTITIONERS & TECHNICAL	\$0.89	\$0.98	25%	75%
HEALTHCARE SUPPORT	\$0.96	\$0.98	13%	87%
INSTALLATION, MAINTENANCE & REPAIR	\$0.87	\$0.94	96%	4%
LEGAL	\$0.62	\$0.98	48%	52%
LIFE, PHYSICAL & SOCIAL SCIENCE	\$0.93	\$0.98	53%	47%
MANAGEMENT	\$0.77	\$0.97	60%	40%
OFFICE & ADMINISTRATIVE SUPPORT	\$0.94	\$0.98	28%	72%
PERSONAL CARE & SERVICE	\$0.90	\$0.97	23%	77%
PRODUCTION	\$0.84	\$0.96	71%	29%
PROTECTIVE SERVICE	\$0.86	\$0.98	78%	23%
SALES & RELATED	\$0.80	\$0.96	51%	49%
TRANSPORTATION & MATERIAL MOVING	\$0.84	\$0.97	82%	18%

Q Why is uncontrolled gender pay gap biggest in legal (0.62), education (0.73), and management (0.77)?

The Gender Paygap Confounded: Uncontrolled vs. Controlled

GENDER WAGE GAP BY INDUSTRY

While technology does not have a good reputation for being female-friendly, it has the smallest controlled pay gap of any industry. However, there is a large difference between the controlled and uncontrolled gender pay gap in technology. Among other things, this is indicative of the fact that women and men do not have the same jobs within tech. Also, women make up only 29 percent of the tech industry.

The transportation & warehousing industry has the largest controlled gender pay gap of all industries, followed by energy & utilities, and accommodation & food services. The largest difference between the controlled and uncontrolled wage gaps is in the finance & insurance industry.

GENDER WAGE GAP BY INDUSTRY

INDUSTRY	UNCONTROLLED GENDER PAY GAP	CONTROLLED GENDER PAY GAP	PERCENT MEN (BLS)	PERCENT WOMEN (BLS)
ACCOMMODATION & FOOD SERVICES	\$0.88	\$0.97	46%	54%
AGENCIES & CONSULTANCIES	\$0.80	\$0.98	44%	56%
ARTS, ENTERTAINMENT & RECREATION	\$0.91	\$0.98	55%	45%
CONSTRUCTION	\$0.87	\$0.98	90%	10%
EDUCATION	\$0.88	\$0.99	32%	68%
ENERGY & UTILITIES	\$0.82	\$0.97	81%	19%
ENGINEERING & SCIENCE	\$0.84	\$0.99	62%	38%
FINANCE & INSURANCE	\$0.74	\$0.97	45%	55%
HEALTH CARE	\$0.82	\$0.99	24%	77%
MANUFACTURING	\$0.85	\$0.98	71%	29%
NONPROFITS	\$0.86	\$0.98	34%	66%
REAL ESTATE & RENTAL/LEASING	\$0.90	\$0.98	53%	47%
RETAIL & CUSTOMER SERVICE	\$0.81	\$0.97	48%	52%
TECH	\$0.87	\$1.00	72%	29%
TRANSPORTATION & WAREHOUSING	\$0.83	\$0.97	75%	25%

#21

Q. Does the gender pay gap depend on (vary with) the percentage who are women in a given industry?

<https://www.payscale.com/data/gender-pay-gap>