



Gender Pay Equity

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Pay Equity Overview

- Background on the Gender Wage Gap
- Financial Impacts of Underpayment of Women
- Non-Financial Impacts of Underpayment of Women
- Back Payments, Lawsuits, and Legislation for Equal Pay

The Gender Wage Gap

- Women on average make 82 cents for every \$1 earned by a man, and this difference is greater for many women of color.
- There are several factors which contribute to this, including:
 - Occupational segregation
 - A motherhood penalty
 - Lack of pay transparency
 - Less work experience among women due to caregiving obligations
 - Women being more likely to work part time
 - Gender and race discrimination

Financial Impacts of Underpayment of Women

- The average woman can lose \$403,440 over a 40 year gender wage gap, and due to these inequities women hold nearly 2/3s of the nation's student loan debt.
- The pay gap follows women into retirement, as women on average have only 70% of men's retirement wages.
- The gender wage gap for working women translates into less income for families and higher rates of poverty across the United States.
- Equal pay among genders could reduce poverty for working women by half, and would add nearly \$500 billion to the United States economy.

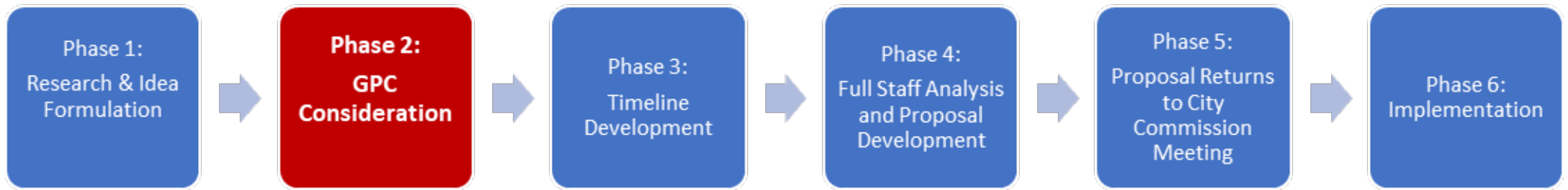
Non-Financial Impacts of Underpayment of Women

- The gender pay gap contributes to increased rates of depression and anxiety among women.
- Women are more likely to stay in fields where they are paid equitably, and thus the gender wage gap can also affect an organization's performance and workplace culture.
- Companies that close pay gaps now will ultimately pay less than those who wait to take action, saving an average of \$439,000 each year.
- Organizations that formally prioritize pay equity tend to have superior performance, with lower employee turnover and higher satisfaction rates

Examples

- In 2020, two Verona, New Jersey city officials received settlements for years of being paid less because of their gender under the Diane B. Allen Equal Pay Act.
- In 2020, following a DOJ investigation, Princeton University paid \$1 million to 106 female full professors after alleged gender discrimination in pay.
- In 2016, the State of Florida passed legislation which increased the base salaries of supervisors of elections to be equal to comparable positions. Historically, supervisors of elections were paid 20% less than these positions, largely due to the position being viewed as a women's job that did not require equal compensation.

Recommended Next Steps



We are here!

If the General Policy Committee wishes to proceed, the next step is to move this project to Phase 3 of the Policy Process.

Discussion?