



EQUAL PAY: WAGE GAP

the
WOMEN'S FUND
OF CENTRAL OHIO

JANUARY 2018

The Women's Fund of Central Ohio is fiercely committed to igniting social change for the sake of gender equality. We spark conversations, connect people and organizations, and influence the opportunity for economic empowerment and leadership for women and girls. We provide the research to inform and affect policy, the tools to disrupt social norms, and the grants to build capacity; all while creating a community of change-makers.

SPARK REPORTS tell the stories of the issues impacting women and girls in central Ohio. They are intended to bring data to life and to be a resource while empowering individuals and organizations to create change.

This Spark Report focuses on women's current economic status, comparing women in central Ohio to those across Ohio and across the nation, as well as highlighting county-level differences within the central Ohio region. This data highlights a stark economic reality facing central Ohio women who strive for economic empowerment.

This report is generously underwritten by:



DEFINITIONS TO KNOW



Many different terms are used to talk about the wage gap.

EQUAL PAY FOR EQUAL WORK

- Equal Pay for equal work means that women and men receive equal pay when doing the same job. Ex: Lawyer to Lawyer in a firm.

PAY EQUITY

- Pay equity refers to comparing work of equal value, which means comparing pay and value of different jobs.
- Two commonly used examples are: janitors (mostly men) vs. maid (mostly women) and Information technology managers (mostly men) to human resources managers (mostly women).¹

THE WAGE GAP

- The gender wage gap is the difference between women and men's median earnings.

UNDERSTANDING THE DATA

There are many ways to present wage gap data, and comparing different statistics can be like comparing apples to oranges. When analyzing data, it is important to identify and understand the differences between the common methods and populations used to present equal pay data.

The two leading methods researchers use to measure wage gap data are averages and medians.

There are also different populations that are used to study the gender wage gap: full-time workers, part-time workers, or all workers.

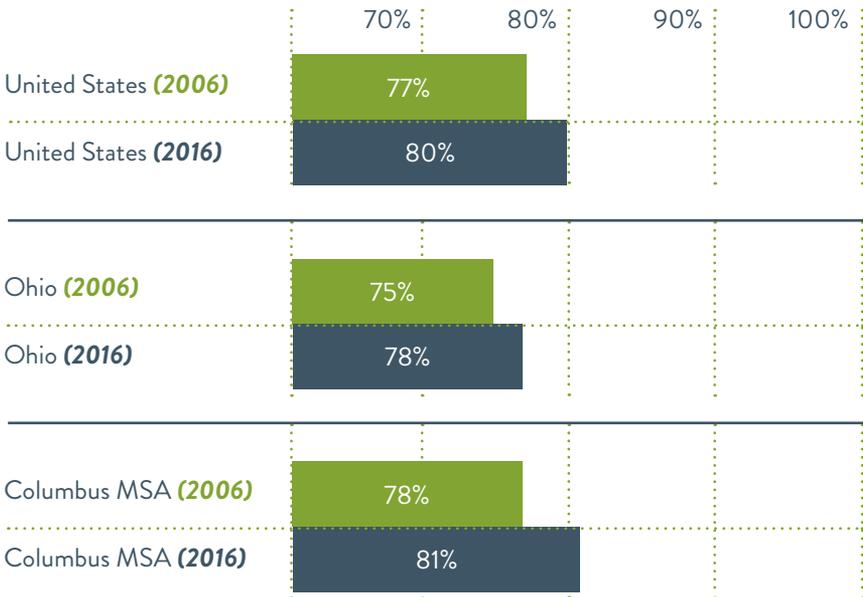
These differences are important to note as the numbers may look vastly different when we analyze the data using different populations and measures. For the purpose of this report, we will use **median data for full-time workers**.

1. <https://www.nytimes.com/2016/03/20/upshot/as-women-take-over-a-male-dominated-field-the-pay-drops.html>

THE GENDER WAGE GAP

Both nationally and in central Ohio, the wage gap has barely changed in a decade. Although women have made incremental gains over the years, women’s median earnings for full-time workers continue to lag behind men’s at about 80 cents on the dollar², nationwide. Here in central Ohio, the women’s full-time earnings ratio is 81 cents on the dollar.³

WOMEN’S EARNINGS FOR FULL-TIME EMPLOYMENT AS A PERCENTAGE OF MEN’S, BY GEOGRAPHY



The ratio of women’s and men’s median annual earnings was 80 percent for full-time, year-round workers in 2016 in the U.S., an improvement of 0.9 percentage points since 2015.

IF THE PACE OF CHANGE CONTINUES AT THE SAME RATE AS IT HAS SINCE 1960, IT WILL TAKE ANOTHER 43 YEARS, UNTIL 2059, FOR MEN AND WOMEN TO REACH PAY PARITY.

Source: https://iwpr.org/wp-content/uploads/2017/09/C459_9.11.17_Gender-Wage-Gap-2016-data-update.pdf

GENDER WAGE GAP IN CENTRAL OHIO COUNTIES



The table below shows the gender wage gap within Franklin County and the surrounding contiguous counties among full-time workers.⁴

2015 GENDER PAY GAP — CENTRAL OHIO COUNTIES			
FRANKLIN	84%	LICKING	76%
PICKAWAY	79%	UNION	70%
MADISON	78%	DELAWARE	69%
FAIRFIELD	76%		

Franklin County has the smallest wage gap at 84 cents to every dollar, while Delaware County has the largest at only 69 cents to every dollar.

GENDER NORMS

Gender norms are the socially constructed, popular ideas that most people have about what it means to “act like” a man or a woman. Gender norms play a large role in the wage gap. These wage disparities highlight the very real struggle many women continue to face in the workplace—being undervalued for their capabilities or prematurely judged (implicitly or explicitly) based on their gender. Studies show when women enter fields in large numbers, the pay declines for the same jobs that more men were doing before. There is substantial evidence that employers placed a lower value on work done by women.⁵

The effects of these gender norms and implicit biases continue to restrain women’s advancement to top leadership positions and ultimately their economic empowerment.

2. Data Source: American Community Survey (5-year estimates).

3. Ibid.

4. Data Source: American Community Survey (5-year estimates).

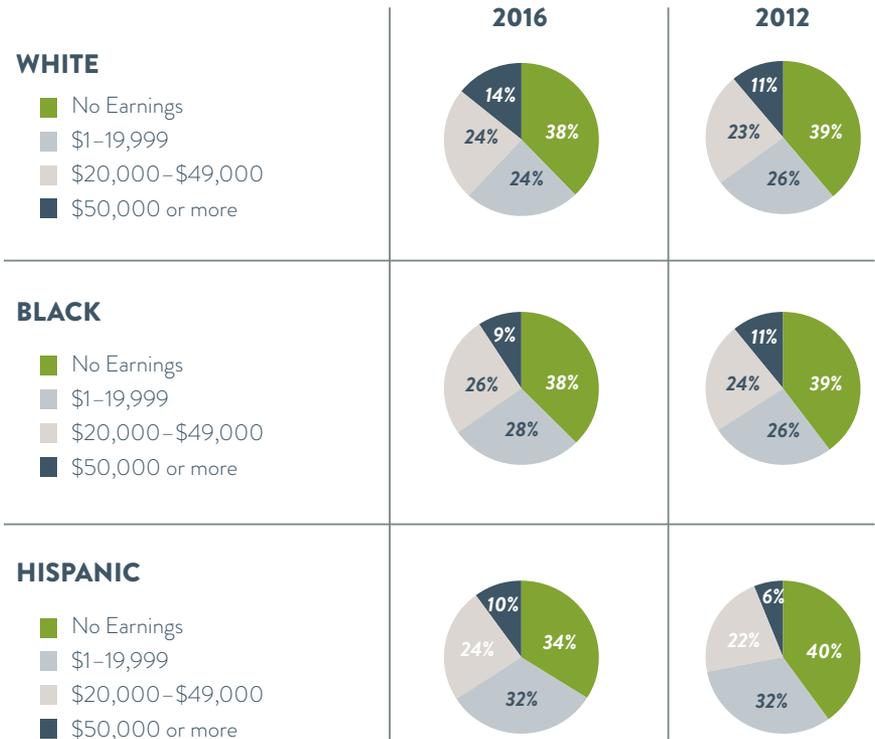
5. Ibid.

WOMEN'S EARNINGS, BY RACE/ETHNICITY

The gender wage gap widens when we breakdown the data by race.

In 2016 in central Ohio, the percentage of white women estimated as making \$50,000 or more was nearly 50% more than the percentage of Black women and Hispanic women. As a group, Hispanic women are more likely to be working for earnings that are less than the federal poverty guideline for a parent with two children.

EARNINGS OF WOMEN IN THE COLUMBUS MSA *(by race and ethnicity)*



LIFETIME LOSSES *(Ohio, 2015)*

A 20-year old woman, just starting full time, year-round work in Ohio today stands to lose \$507,440 over a 40-year career compared to her male counterpart. The situation is even worse when viewing how some women of color fare compared to white, non-Hispanic men. Over a 40-year career, Black women in Ohio typically lose \$718,000 and Latinas in Ohio typically lose \$791,400 compared to white, non-Hispanic men.



	<i>What women make for every dollar a white man makes</i>	<i>What women typically lose over a 40-year career, based on today's wage gap</i>	<i>Additional years a woman has to work to make what a man makes in 40 years</i>
<i>Women overall v. men overall</i>	77 cents	\$507,440	10
<i>White, non-Hispanic women</i>	76 cents	\$488,400	13
<i>Black women</i>	64 cents	\$718,000	23
<i>Hispanic women</i>	61 cents	\$791,400	34

Source: National Women's Law Center (NWLC) calculations based on U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement



CALLS TO ACTION

- Support legislation to eliminate the gender wage gap, such as Senate Bill 174—FAIR Act and House Bill 180— Ohio Equal Pay Act.
- Support the Columbus Women’s Commission’s *Columbus Commitment* initiative to encourage central Ohio employers to take action and help advance pay equity.
- Remove the practice of asking for salary history.
- Implement diversity and inclusion initiatives or programs to eliminate the wage gap in your organization and tie them to performance plans.
- Download The Women’s Fund Gender By Us™ toolkit and host a conversation to examine the part gender roles and implicit bias play in the wage gap.
- Raise awareness about wage discrimination in central Ohio and advocate for a livable wage and family-friendly workplaces.

Together, these policies and solutions can help continue to close the gender wage gap and make fair pay a reality.

We’re working to create lasting social change. To do so, we need your financial support. Ready to invest in social change? If so, contact us at investinsocialchange@womensfundcentralohio.org

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