

# Equal Pay Day 2015



## ***What would you do with another \$700,000, or \$1,200,000, or \$2,000,000 over your lifetime?***

The wage gap adds up over time! Women and their families lose savings, Social Security benefits, pensions, and retirement savings that they deserve and need.

### **OVER A LIFETIME**

- **A high school graduate loses \$700,000.**
- **A college graduate loses \$1.2 million.**
- **A grad school graduate loses \$2 million.** <sup>1</sup>

In Vermont, a woman who holds a full-time job is paid, on average, \$38,316 per year while a man who holds a full-time job is paid \$46,175 per year. This means that women in Vermont are paid **83 cents** for every dollar paid to men, amounting to a yearly wage gap of \$7,859 between men and women who work full time in the state.<sup>2</sup> Nationally, women who hold jobs full time, year round are paid, on average, just **78 cents** for every dollar paid to men.<sup>3</sup> For women of color, the wage gap is larger. On average, African American women are paid **64 cents** and Latinas are paid just **56 cents** for every dollar paid to white, non-Hispanic men.<sup>4</sup>

At the current rate of wage gap closure, Vermont women will not receive equal pay until **2048**.<sup>5</sup>

***CAN THE WAGE GAP BE EXPLAINED BY PERSONAL CHOICE? No. The wage gap persists even when women have the same education, same occupation, and work in the same industry.***

**The wage gap persists regardless of industry.** According to the National Partnership for Women & Families, across all industries, women are paid less than men: "In the civilian industries that employ the most full-time employees – health care and social assistance, manufacturing, retail trade, and educational services – women are consistently paid less than men. In the health care and social assistance industry, women are paid just 71 cents for every dollar paid to men. In manufacturing, just 73 cents. In retail trade, 78 cents. And in educational services, women are paid 87 cents for every dollar paid to men."<sup>6</sup>

**The wage gap is present within occupations.** According to the National Partnership for Women & Families, in "occupations with the most people working full time, year round nationally – sales, production, management, and office and administrative support – women are paid less than men. In sales, women are paid just 63 cents for every dollar paid to men. In production, just 68 cents. In management, 74 cents. And in office and administrative support occupations, women are paid just 89 cents for every dollar paid to men."<sup>7</sup>

**The wage gap exists for current college graduates.** A 2012 American Association of University Women study titled Graduating to a Pay Gap found that women working full time earn less than their male counterparts do after just one year of college graduation.

<sup>1</sup> the WAGE Project

<sup>2</sup> U.S. Census Bureau. (2013). *American Community Survey 1-Year Estimates 2012, Geographies: All States within United States and Puerto Rico, Table B20017: Median Earnings in the Past 12 Months by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months*. Retrieved 27 February 2014, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_12\\_1YR\\_B20017&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_12_1YR_B20017&prodType=table)

<sup>3</sup> U.S. Census Bureau. (2013). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2012 – People 15 Years Old and Over by Total Money Earnings in 2012, Age, Race, Hispanic Origin, and Sex*. Retrieved 27 February 2014, from [http://www.census.gov/hhes/www/cpstables/032013/perinc/pinc05\\_000.htm](http://www.census.gov/hhes/www/cpstables/032013/perinc/pinc05_000.htm)

<sup>4</sup> Ibid.

<sup>5</sup> Institute for Women's Policy Research, 2015 Status of Women in the States

<sup>6</sup> National Partnership for Women & Families, fact sheet, Vermont Women and the Wage Gap

<sup>7</sup> Ibid.

## **EQUAL PAY RESOURCES FOR PEOPLE ENTERING THE WORKFORCE:**

### **AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW):**

**[aauw.org](http://aauw.org)**

#### ***Why You Should Negotiate Your Salary***

[aauw.org/2014/03/20/3-reasons-why-you-should-negotiate-your-salary/](http://aauw.org/2014/03/20/3-reasons-why-you-should-negotiate-your-salary/)

#### ***How To Negotiate Your Salary***

[aauw.org/2014/04/07/how-to-negotiate-your-salary/](http://aauw.org/2014/04/07/how-to-negotiate-your-salary/)

#### ***Study: Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation***

[aauw.org/research/graduating-to-a-pay-gap/](http://aauw.org/research/graduating-to-a-pay-gap/)

### **THE WAGE PROJECT:**

**[wageproject.org](http://wageproject.org)**

#### ***Salary Calculator***

[wageproject.salary.com/](http://wageproject.salary.com/)

This salary calculator determines salary ranges for various professions based on geographic location in the United States. Use it to compare your salary or negotiate for a better one.

### **VERMONT DEPARTMENT OF LABOR'S ECONOMIC AND LABOR MARKET INFORMATION:**

**[vtlmi.info](http://vtlmi.info)**

Find Vermont-based statistics and data on employment, unemployment, industries, occupations, wages, income and more.

### **U.S. DEPARTMENT OF LABOR, EMPLOYMENT AND TRAINING ADMINISTRATION'S CAREERONESTOP:**

**[careeronestop.org](http://careeronestop.org)**

Explore careers, salaries and more.

### **VERMONT COMMISSION ON WOMEN:**

**[women.vermont.gov](http://women.vermont.gov)**

Check out the Employment section of the on line resource guide or request a listing of trainers for salary, benefits, and flexible workplace issues.

### **UVM CAREER CENTER:**

**[uvm.edu/~career](http://uvm.edu/~career)**

The Center offers a Research Career Fields page with industry specific information in a wide variety of fields; the ***O\*Net Career Finder*** - a detailed encyclopedia of occupations; ***Occupational Outlook Handbook***, with detailed narratives on almost any type of job, including job descriptions, training, qualifications needed, earnings and more; ***InsideJobs*** to explore careers based on your interests, skills, major and more. ***WetFeet*** offers an overview of industry profiles, trends, jobs, pros and cons.