

Washington State Gender Wage Gap in the Work Force

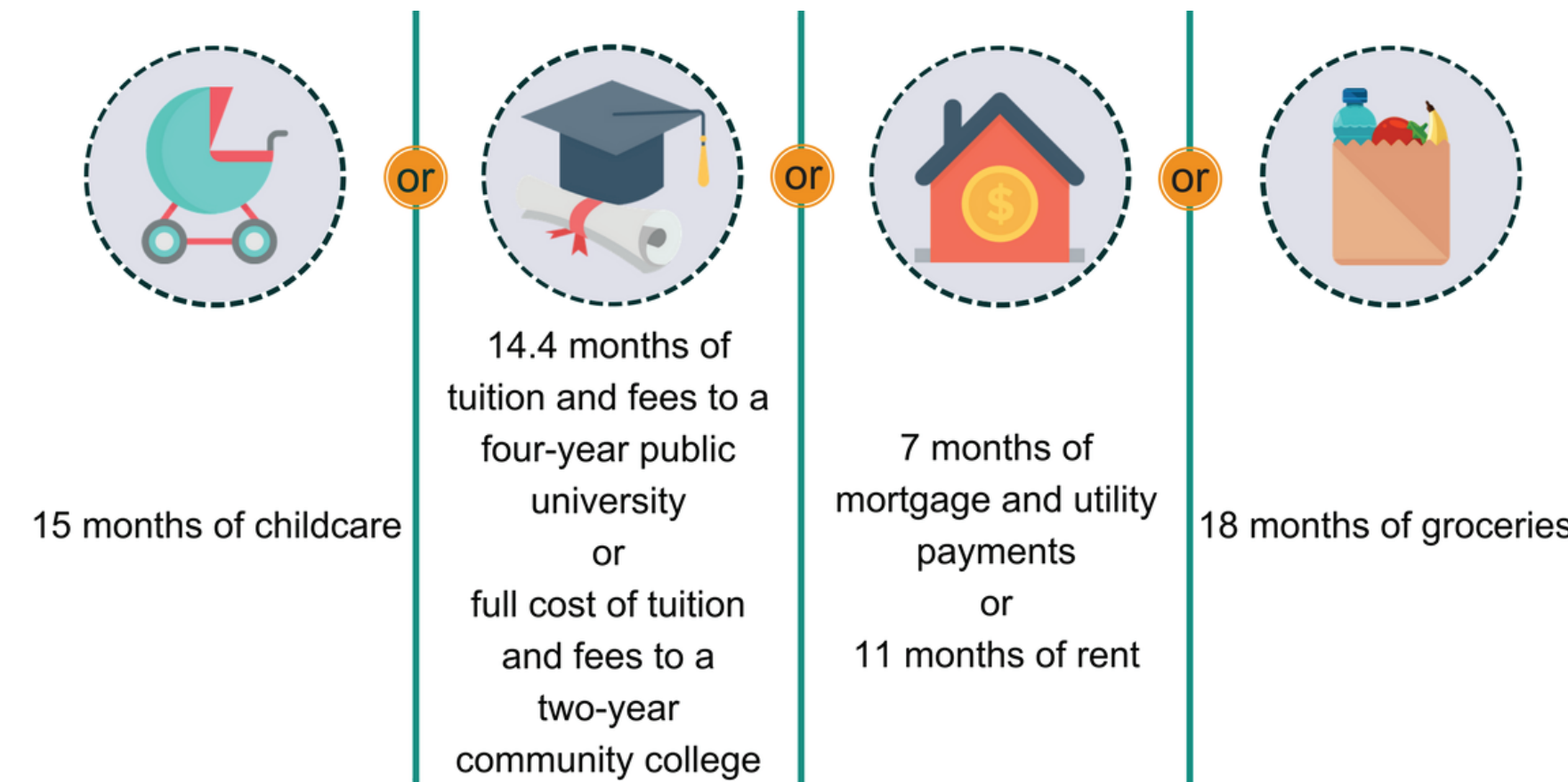
How does Washington State measure against the United States and what can you do to help close the gender wage gap?

Introduction

The gender wage gap (GWG) is defined as the difference in men's and women's median earnings. The GWG is real, prevalent, and it affects all women. This year, the wage gap will cost women in the United States an average of \$10,470 in annual income.² A 20 year old woman entering the workplace full-time has to work until age 70, which is ten years longer than her male counterpart to earn the same amount of money.² In 2015, the earnings ratio between women's and men's median earnings is 80% and the gender wage gap is 20%. The earnings ratio and the wage gap are calculated using these formulas:²

$$\text{Earnings ratio} = \frac{[\text{women's median earnings}]}{[\text{men's median earnings}]}$$
$$\text{Wage Gap} = \frac{[\text{men's median earnings}] - [\text{women's median earnings}]}{[\text{men's median earnings}]}$$

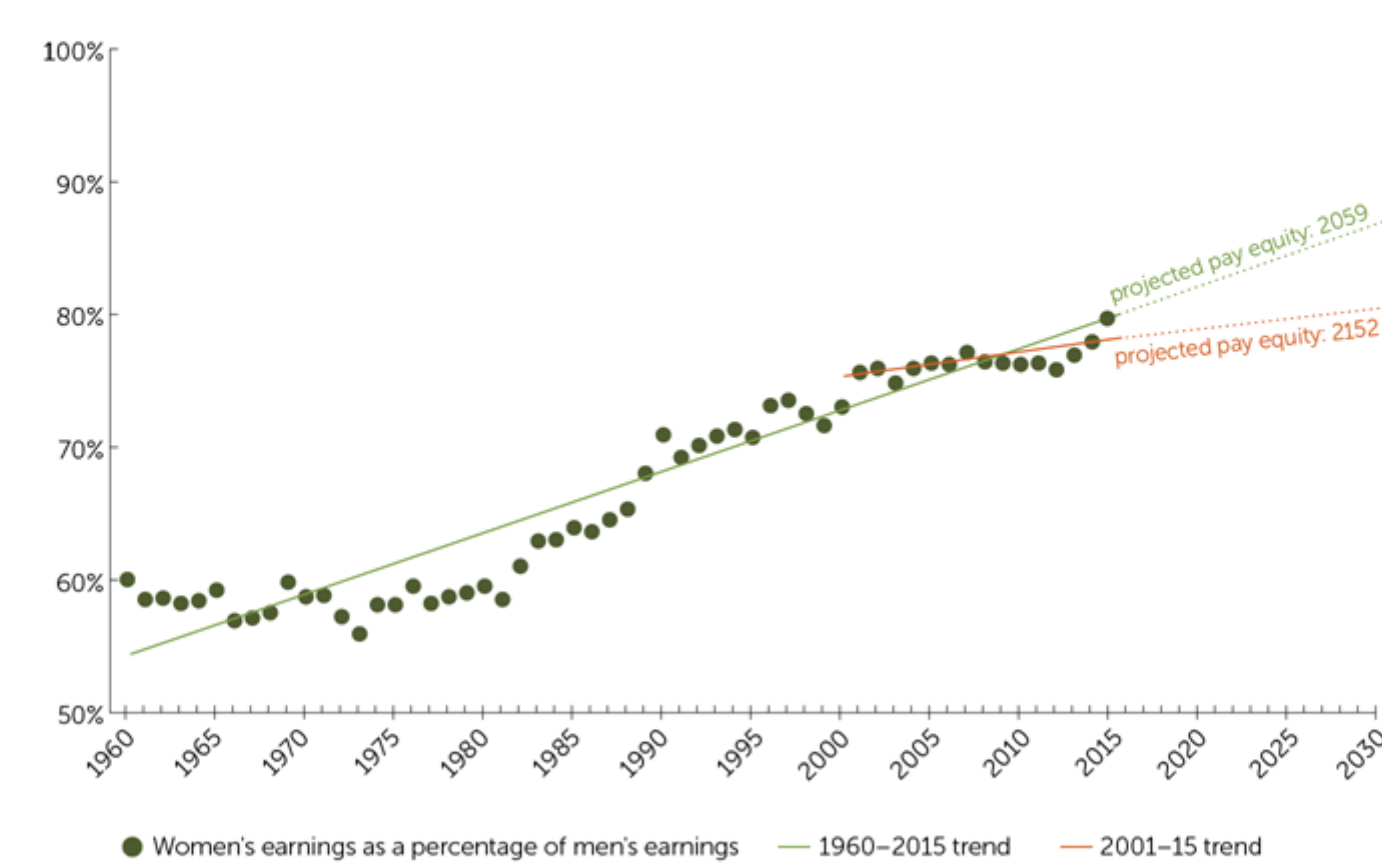
Closing The Annual Wage Gap Could Provide Approximately²:



Women earn less than men in 439 of 446 major U.S. occupations⁴ and while women fill approximately half of all the jobs in the U.S., women occupy less than 25% of the STEM (Science, Technology, Engineering and Math) careers.⁵ The STEM workforce is vital to support America's innovation and remain globally competitive. Over the last 10 years, STEM jobs have grown three times more than non-STEM jobs which provides an opportunity to increase STEM employment in the U.S.

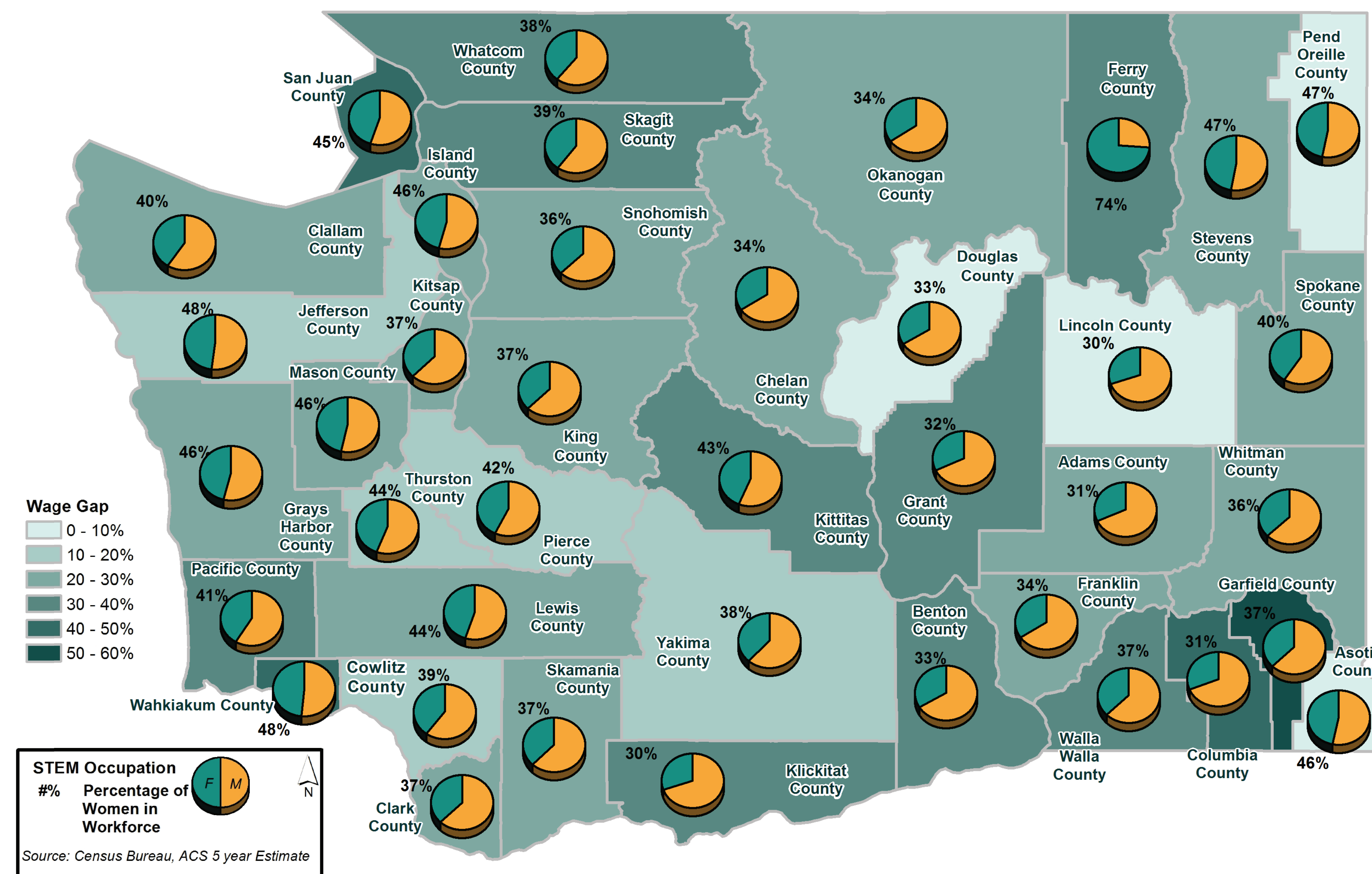
The Pay Gap over Time

Women's Median Annual Earnings as a Percentage of Men's Median Annual Earnings for Full-Time, Year-Round Workers, 1960-2015

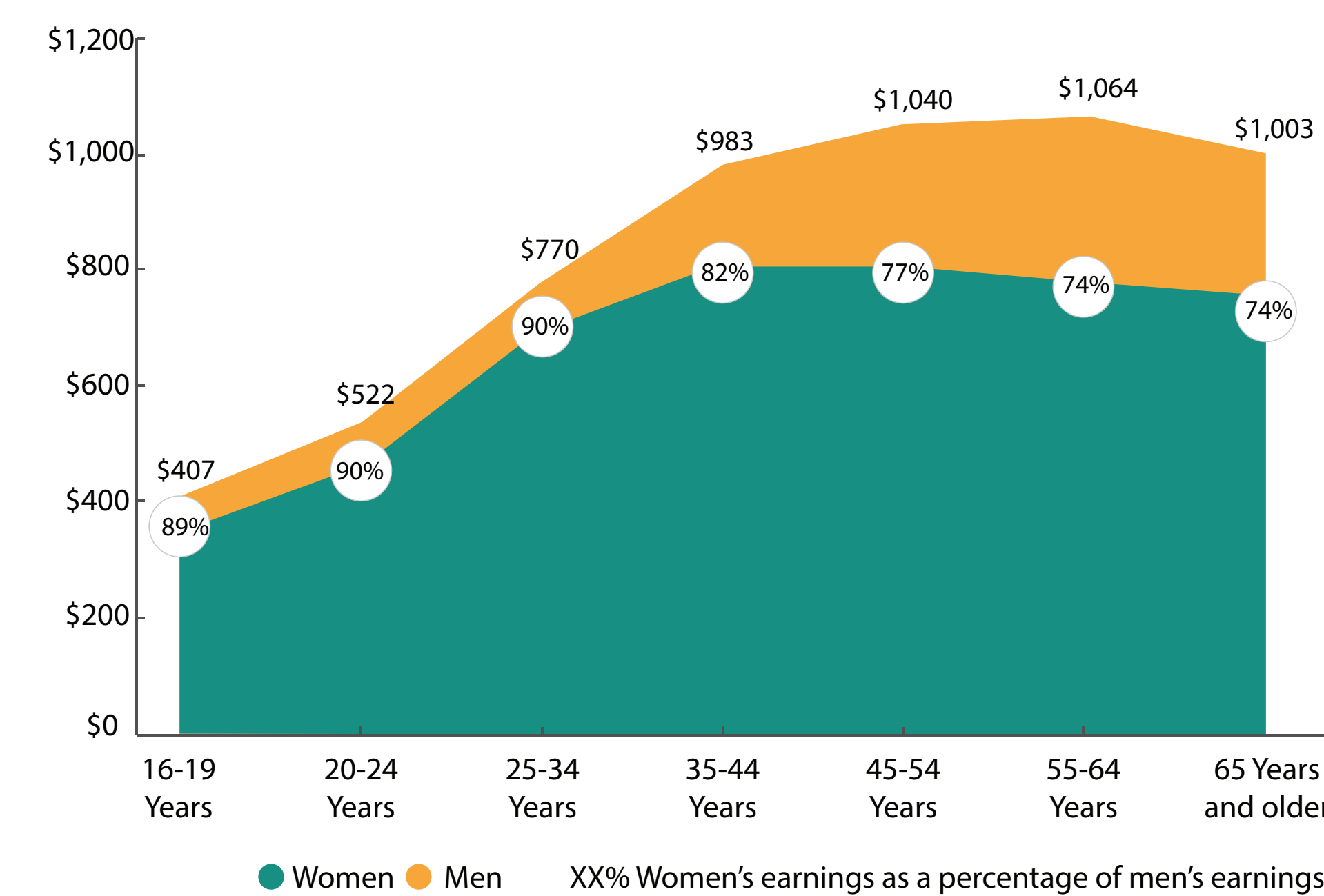


Source: AAUW analysis of data from Proctor et al., U.S. Census Bureau, Income and Poverty in the United States: 2015

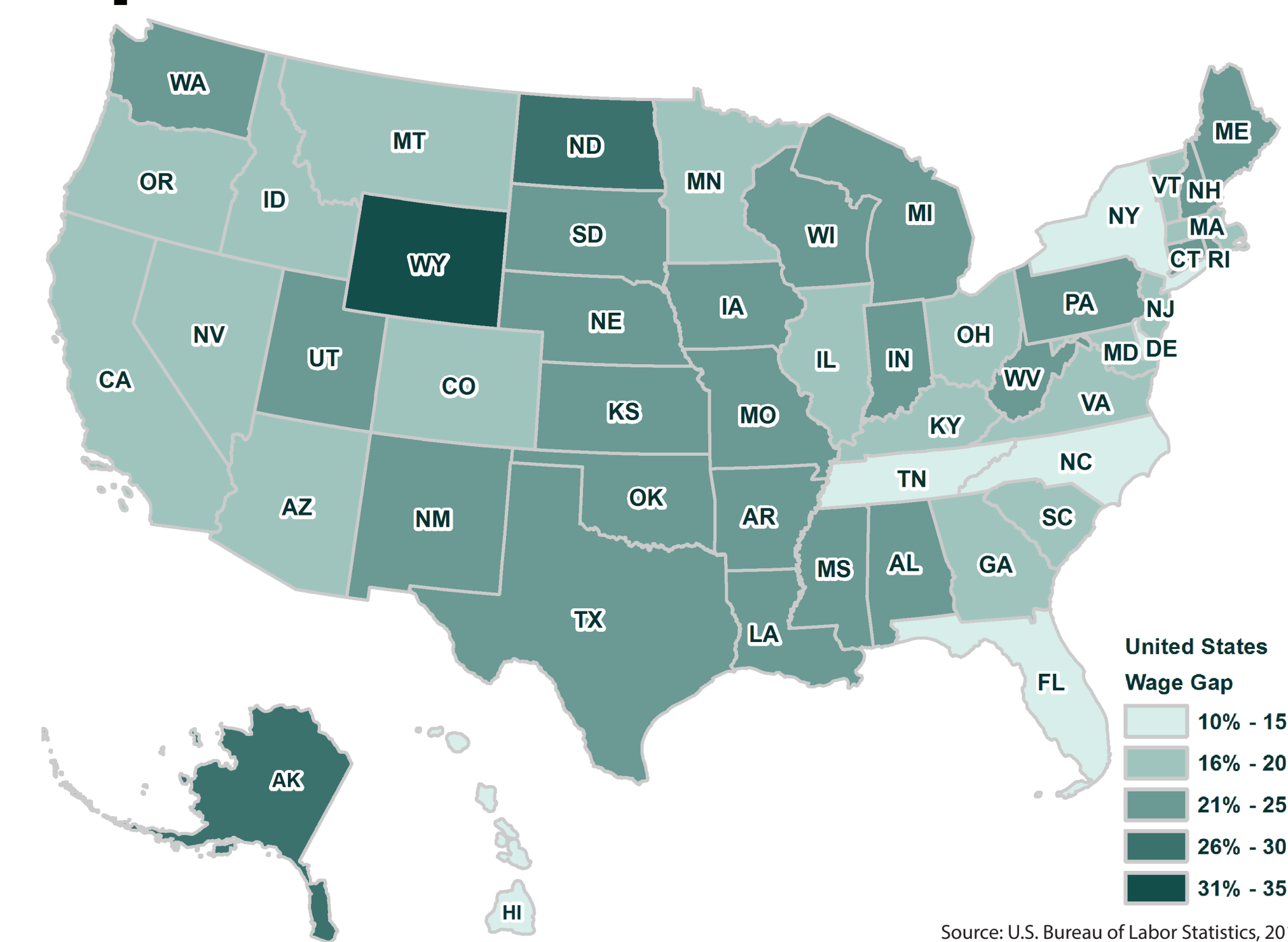
Gender Wage Gap for STEM Occupations in Washington State



Gender Wage Gap for All Occupations in United States



Note: Based on median usual weekly earnings of full-time wage and salary workers, 2015 annual averages. Source: US Census Bureau, Current Population Survey, reported in U.S. Department of Labor, U.S. Bureau of Labor Source: AAUW



Washington State is ranked #1 in the concentration of STEM jobs and it is estimated that by 2018 STEM jobs will increase by 24%. It is also estimated there will not be enough people to fill available STEM jobs in Washington. This job skills gap is growing and is estimated to reach 45,000 unfilled STEM jobs in 2017.⁶ It is important to educate and support women striving toward STEM careers to fill these positions. STEM fields provide amazing job opportunities for women and more women working in STEM careers will help close the GWG.

Get Involved

The GWG will not go away on its own. We all have an active role in educating and supporting wage equity. Here are some things you can do to help.

1. Become a role model and encourage young women to pursue a college education.
2. Understand what your skills are worth and stand up for them by negotiating your salary.
3. Support federal and state policy Solutions², such as
 - The Paycheck Fairness Act
 - The Fair Pay Act
4. Make your voice heard. Influence your state government by writing letters to your legislators and local government. Create a blog and post on social media about relevant issues to educate and inspire.
5. Get involved and support national and local advocacy and networking groups.



Who We Are

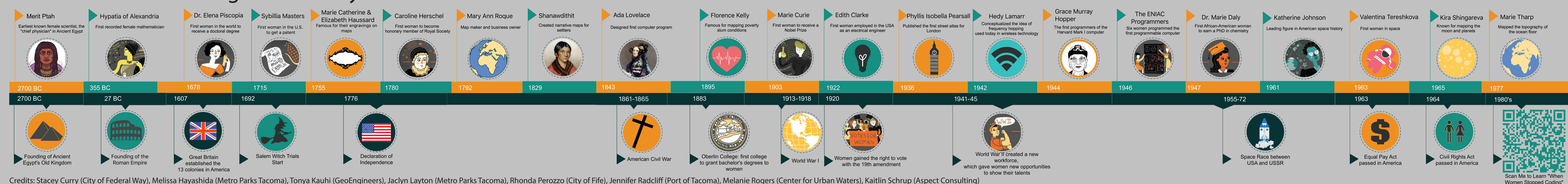
Washington Women in GIS and Technology (WWGT) is a group of likeminded individuals who work in the Geographic Information Systems (GIS) and technology industries. WWGT's mission is to provide:



Data Sources:
1. America's Women and the Wage Gap (Fact Sheet), National Partnership for Women and Families, dated April 2017.
2. The Simple Truth About the Gender Pay Gap, Spring 2017, The American Association of University Women (AAUW).
3. Women and the Lifetime Wage Gap: How Many Woman Years Does It Take to Equal 40 Man Years?, Fact Sheet, National Women Law Center, March 2017.
4. The Pay Gap, Visualized and Analyzed, <https://blogs.scientificamerican.com/visualized-the-pay-gap-visualized-and-analyzed/>, Amanda Montañez on May 25, 2016.
5. Women in STEM: A Gender Gap to Innovation, U.S. Department of Commerce, Economics and Statistics Administration, August 2011.
6. Why Stem, Why Now? The Facts Speak for Themselves, Washington STEM.



Women in STEM Throughout History



Credits: Stacey Curry (City of Federal Way), Melissa Hayashida (Metro Parks Tacoma), Tonya Kauh (GeoEngineers), Jaclyn Layton (Metro Parks Tacoma), Rhonda Perozzo (City of Fife), Jennifer Radcliff (Port of Tacoma), Melanie Rogers (Center for Urban Waters), Kaitlin Schrup (Aspect Consulting)