

Closing the Race and Gender Pay Gaps

Thursday, March 24th

Today's Presenters



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Chief Product Evangelist



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Author of the Gender Pay Gap Report

In March, we observe:

- Women's History Month
- International Women's Day (3/8)
- U.S. Equal Pay Day (3/15)



In today's session:



2022 state of the Gender Pay Gap report

RESEARCH REPORTS

2022 State of the Gender Pay Gap Report

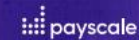
Payscale's 2022 gender pay gap report reveals how much women are paid compared to men with analysis by race, job level, age, education, industry, and occupation, as well as unemployment during COVID-19, with insight on how employers can help close pay gaps.

The State of Pay Equity in 2022

What employers are doing to close the Gender Pay Gap

With workforces in transition, business models adapting, and an evolving regulatory landscape, organizations are increasingly recognizing the strategic advantage a proactive stance on pay equity can deliver to close pay gaps and create a better workplace. In our annual [Compensation Best Practices survey](#), Payscale asked employers about their perceptions and how they planned to address pay equity in 2022.

This whitepaper distills just how far pay equity has come in the last couple of years and how a commitment to pay equity correlates to other ways organizations are distinguished in their compensation practices.



Today's Agenda

- The Gender Pay Gap in 2022
 - Uncontrolled vs. Controlled
 - Peak Earnings
 - Education
 - Unemployment
 - Parenthood
 - Job Level
 - Age
 - Industry
 - Occupation
 - Top 20 Jobs
- What Employers Are Doing to Close Pay Gaps
- Key Pay Equity Challenges in 2022

The 2022 Gender Pay Gap Report

What is the gender pay gap in 2022?

Uncontrolled gender pay gap

This "opportunity pay gap" measures median salary for all men and all women.

Women earn

82¢

For every \$1 earned by men

Controlled gender pay gap

This measures median salary for men and women with the same job and qualifications.

Women earn

99¢

For every \$1 earned by men

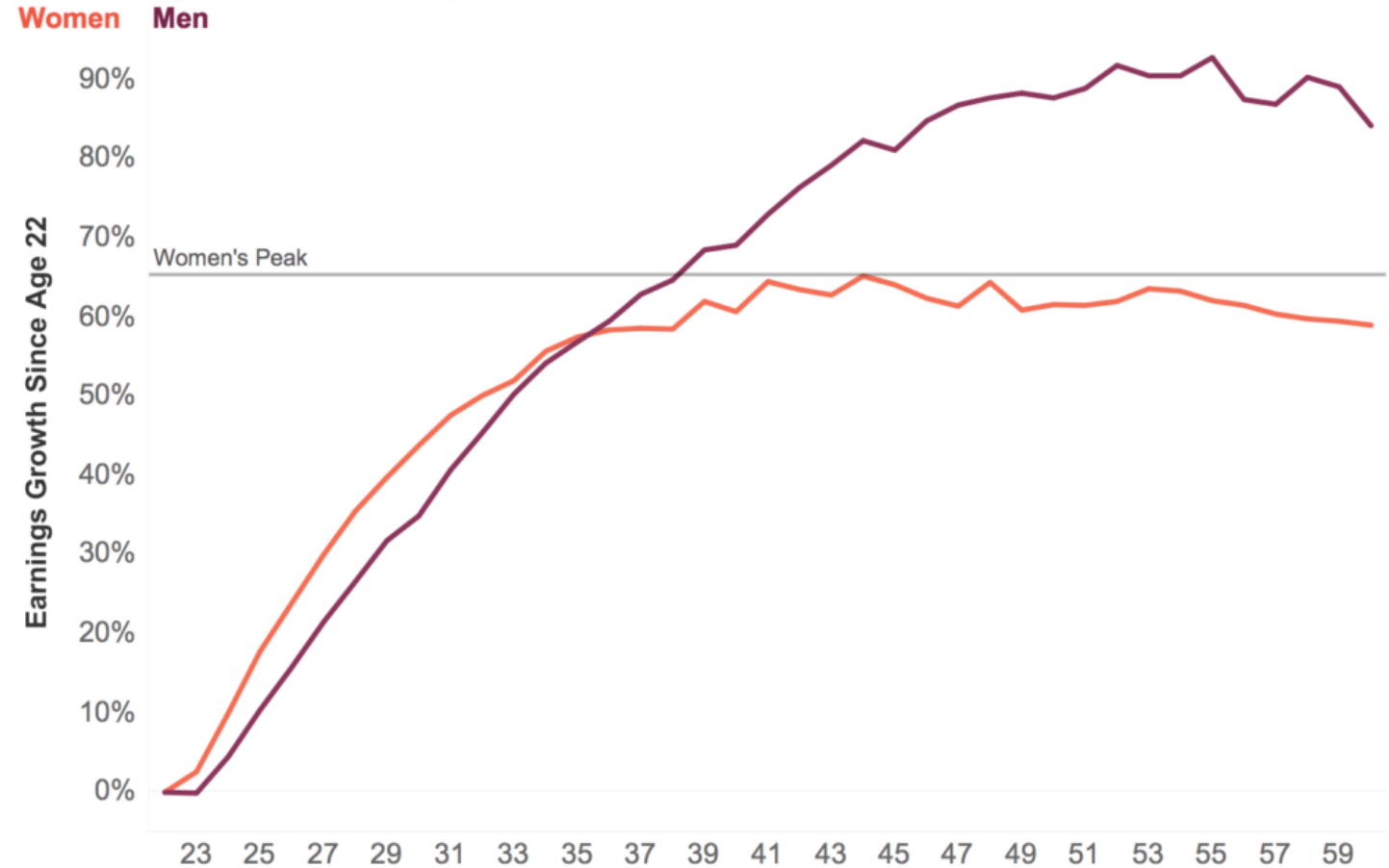
How race and intersectionality impact the gender pay gap.



SOURCE: *Payscale's 2022 Gender Pay Gap Report*

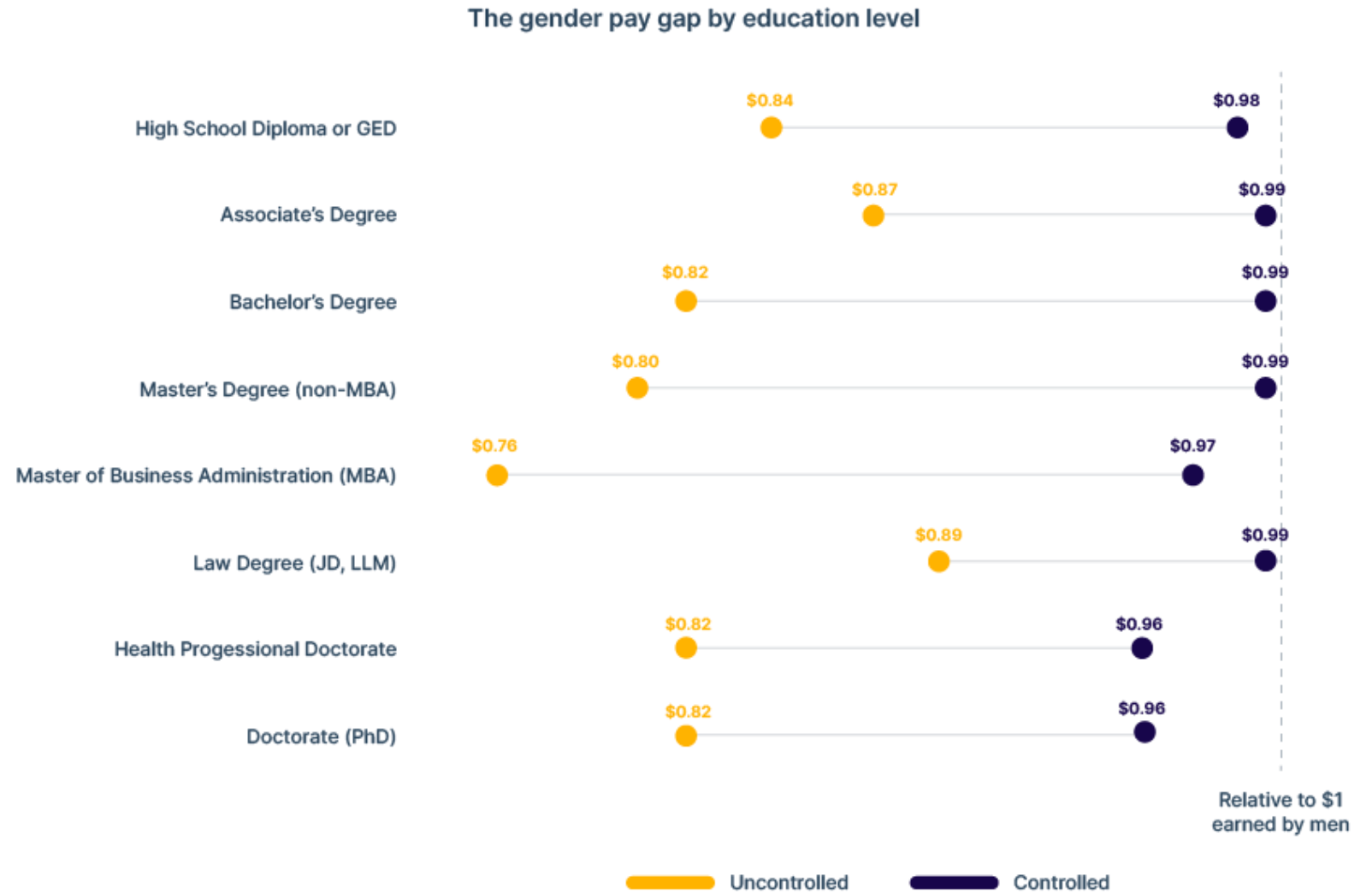
Women do not start their careers earning as much as men and they max out in their earnings sooner.

Earnings Growth by Gender



2019: <https://www.payscale.com/research-and-insights/peak-earnings/>

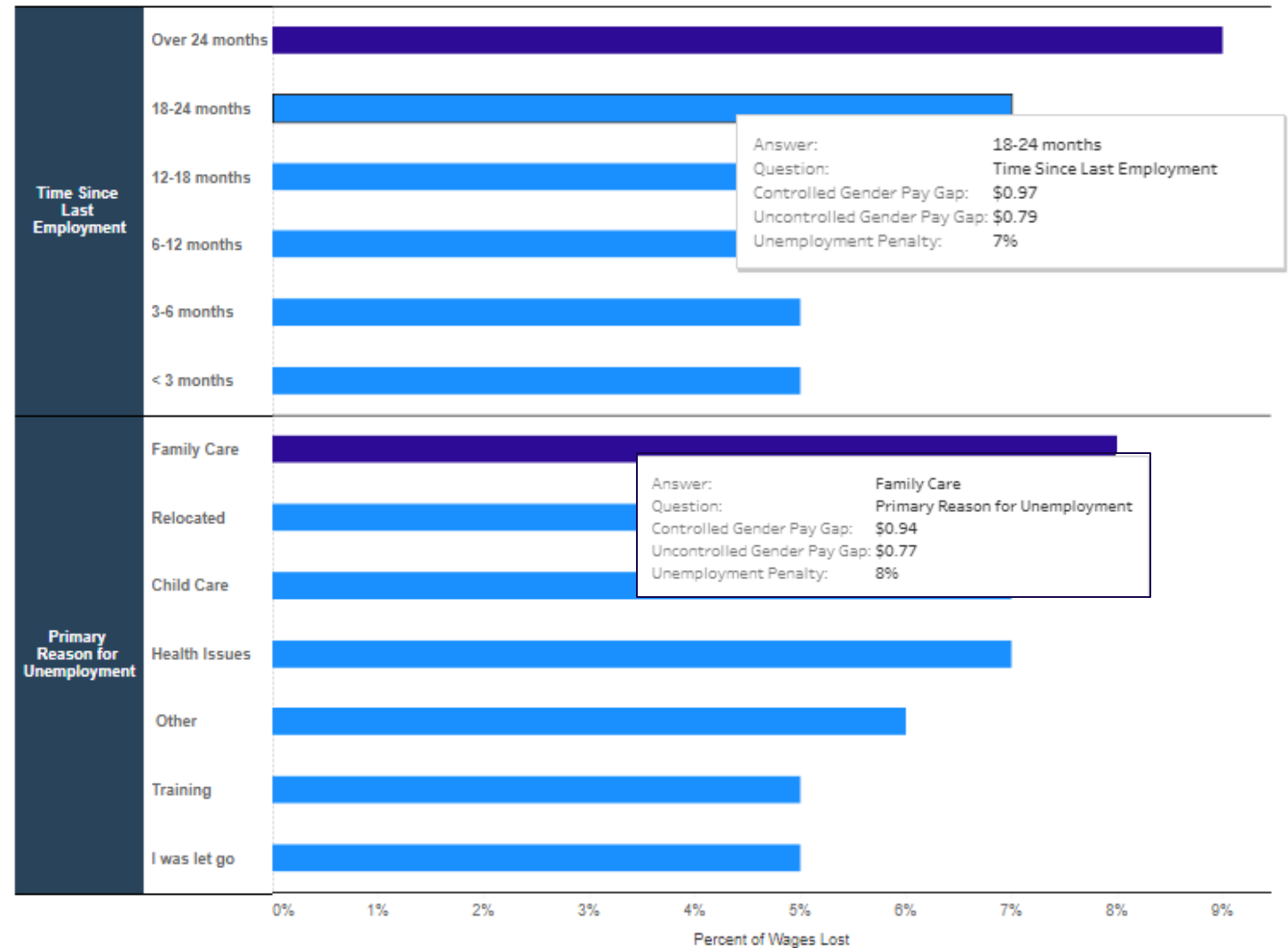
Women are paid less than men even at higher levels of education.



SOURCE: Payscale's 2022 Gender Pay Gap Report

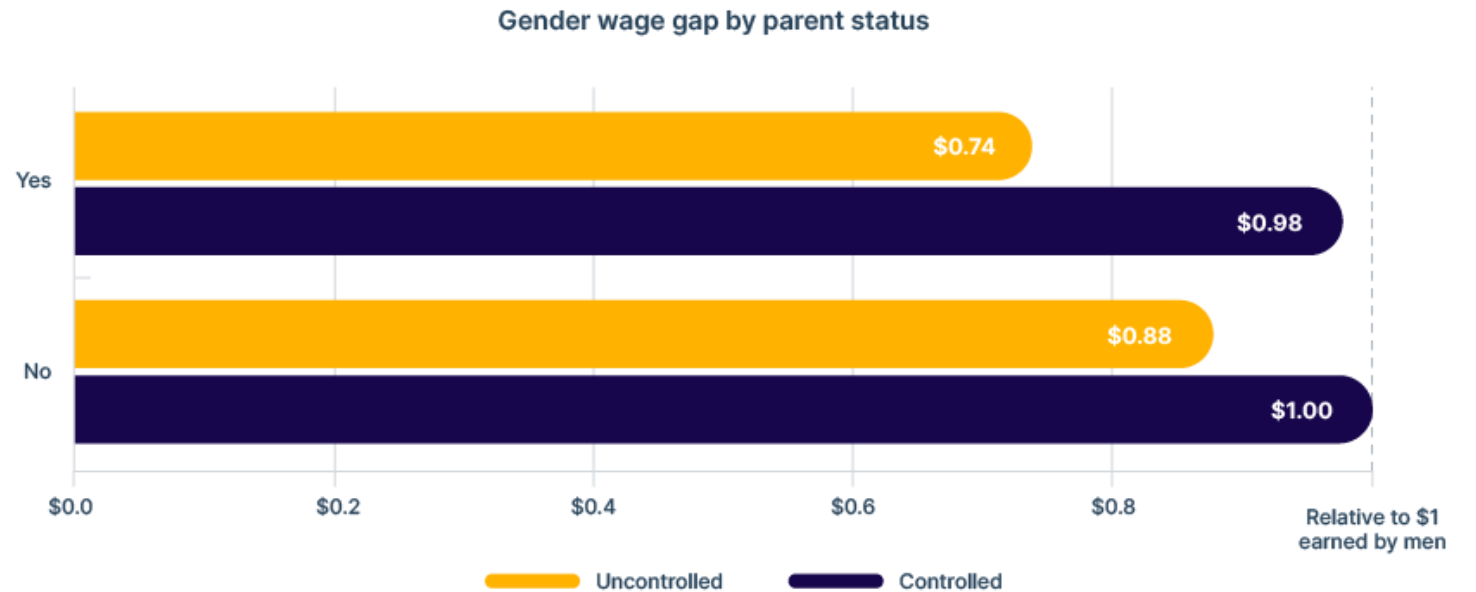
Women experience a higher unemployment wage penalty, especially when the reason is caring for family.

The Unemployment Wage Penalty



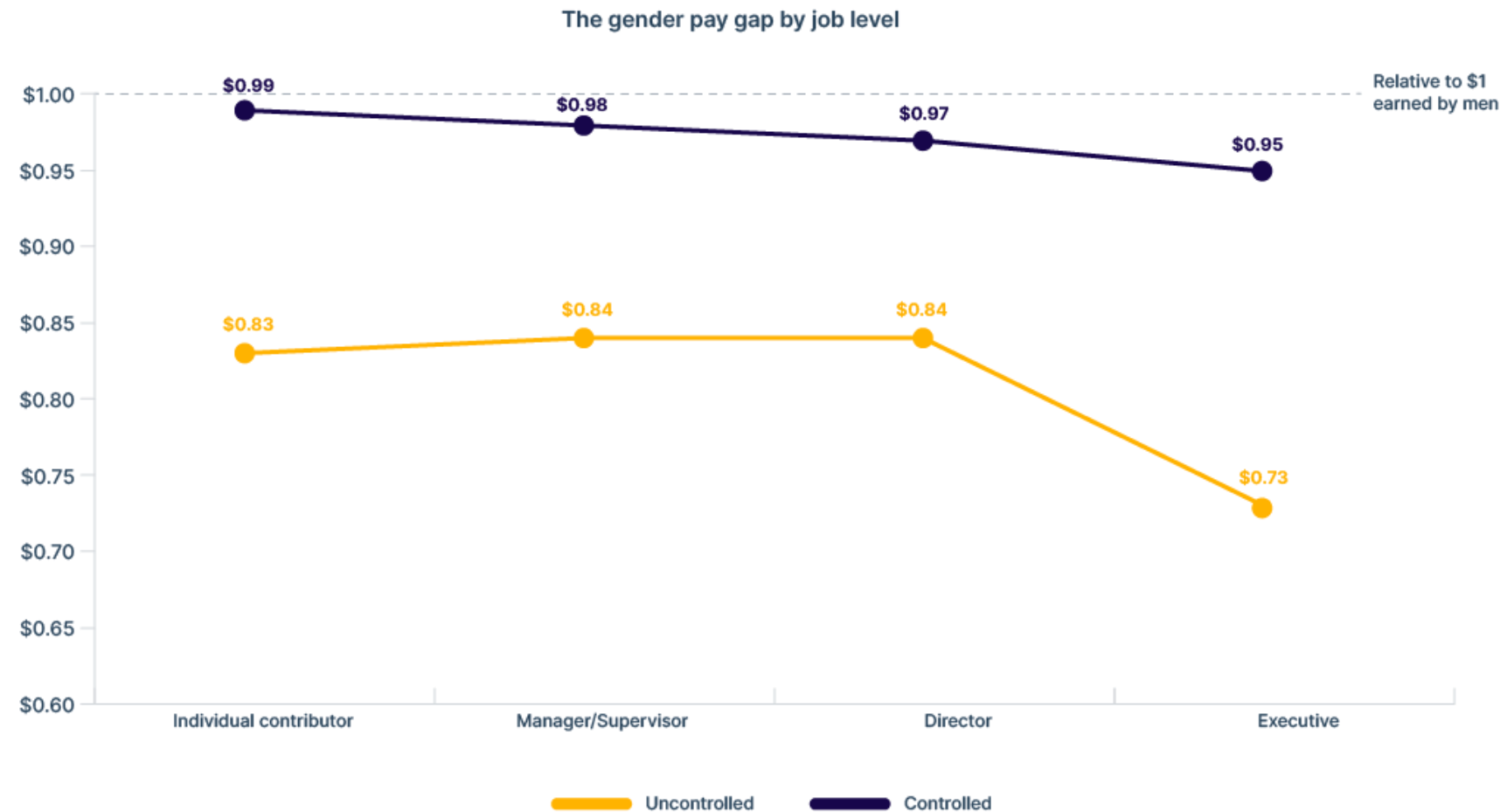
SOURCE: Payscale's 2022 Gender Pay Gap Report

Women who are parents experience a wider wage gap than men who are parents.



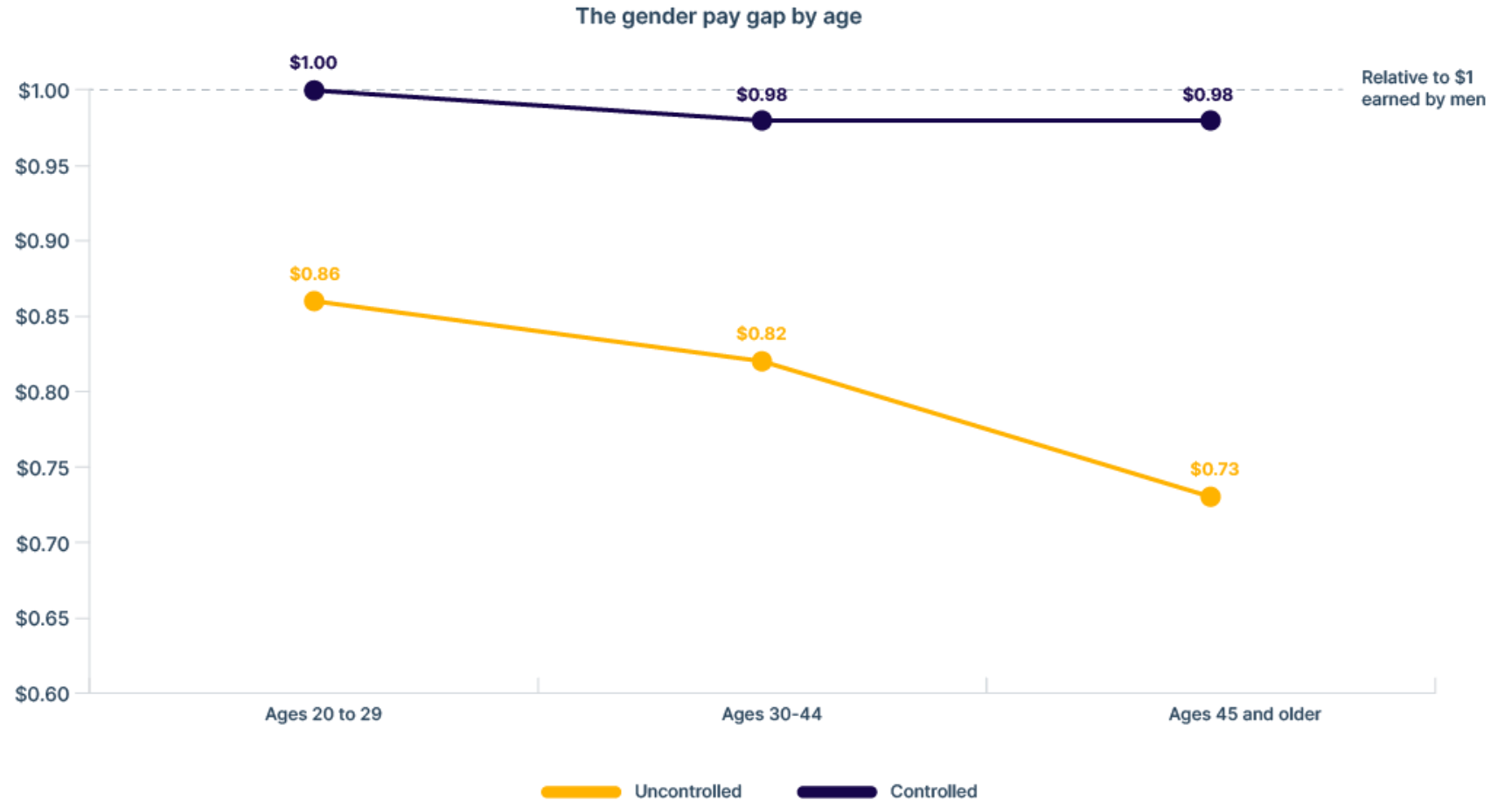
SOURCE: Payscale's 2022 Gender Pay Gap Report

Women
are paid
less as
they climb
up the
corporate
ladder.



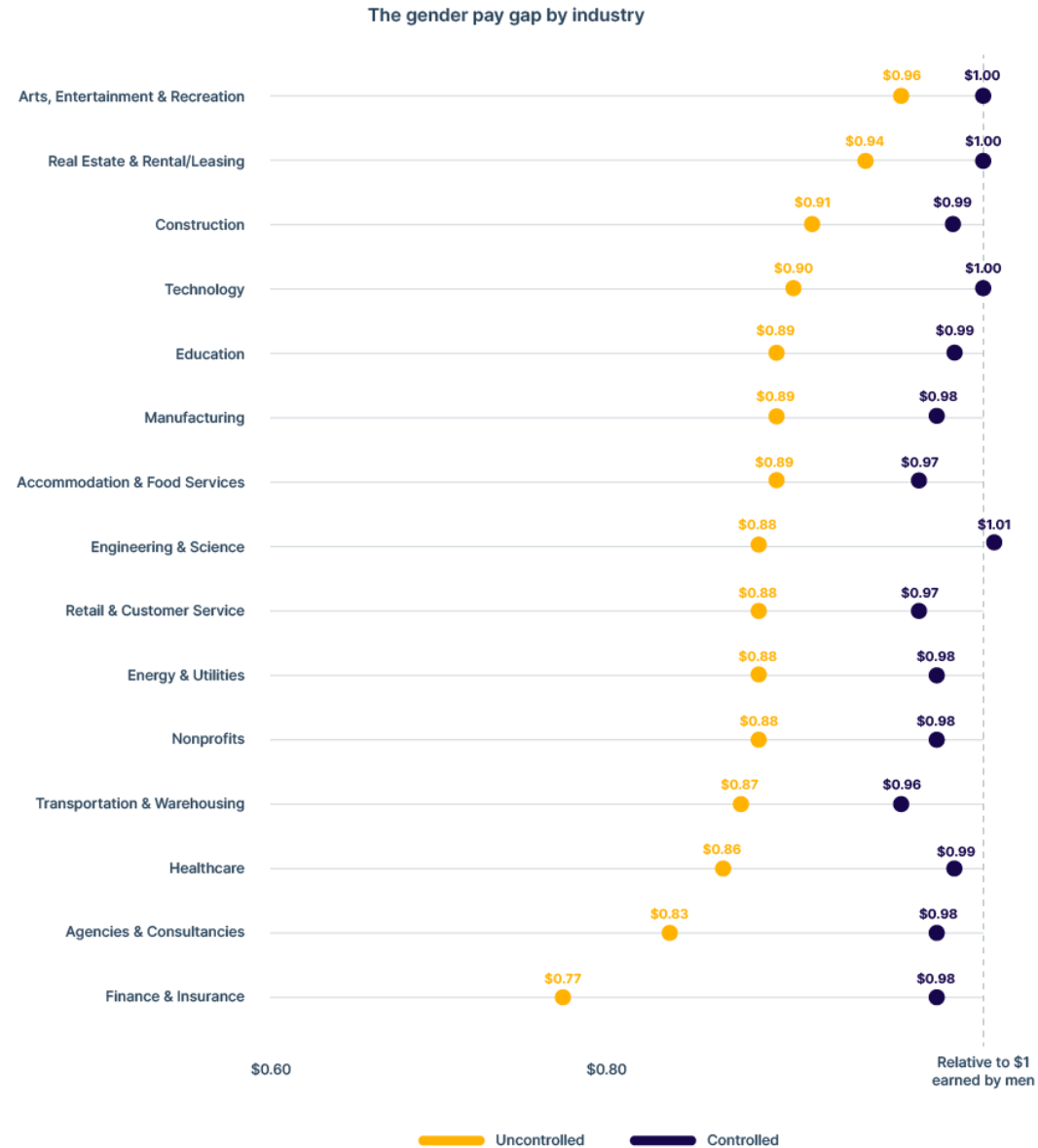
SOURCE: Payscale's 2022 Gender Pay Gap Report

Women
lose
earning
power as
they age
compared
to men.



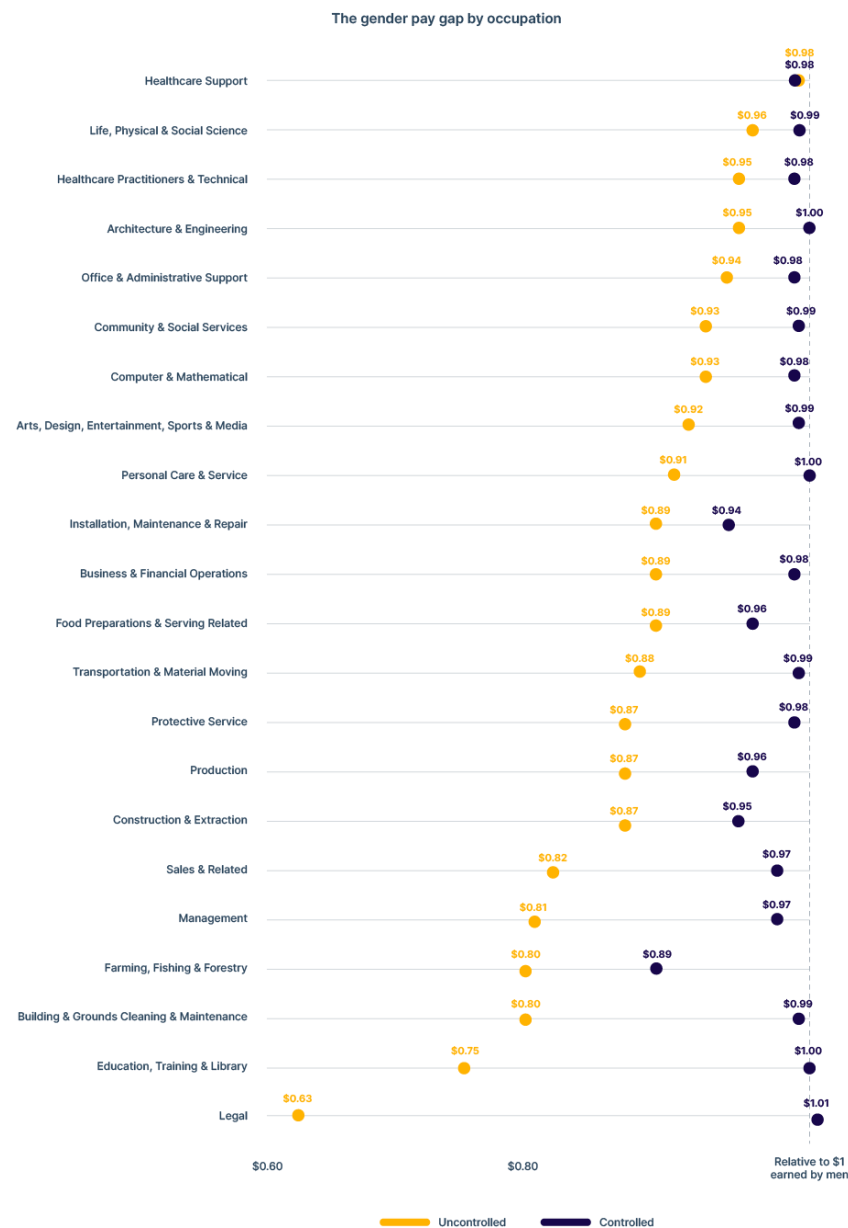
SOURCE: Payscale's 2022 Gender Pay Gap Report

Women
are paid
less than
men in
every
industry.



SOURCE: PayScale's 2022 Gender Pay Gap Report

Women are paid less than men in every occupation.



SOURCE: PayScale's 2022 Gender Pay Gap Report

The top 20 jobs with the widest pay gap (controlled).

Rank	Top 20 Jobs with a gender pay gap	Controlled gender pay gap	Median pay - Men	Controlled Median pay - Women	Difference in earnings
1	Waiters and Waitresses	\$0.83	\$20,900	\$17,300	\$3,600
2	Bartenders	\$0.88	\$28,400	\$24,900	\$3,500
3	Veterinarians	\$0.90	\$102,000	\$91,300	\$10,700
4	Physicians and Surgeons, All Other	\$0.90	\$302,000	\$272,000	\$30,000
5	Claims Adjusters, Examiners, and Investigators	\$0.90	\$62,600	\$56,500	\$6,100
6	Maintenance and Repair Workers, General	\$0.90	\$42,300	\$38,200	\$4,100
7	Directors, Religious Activities and Education	\$0.91	\$51,400	\$46,700	\$4,700
8	Database Administrators	\$0.91	\$82,900	\$75,600	\$7,300
9	Chemical Equipment Operators and Tenders	\$0.91	\$40,500	\$36,900	\$3,600
10	Sales Workers	\$0.91	\$36,500	\$33,300	\$3,200
11	Credit Analysts	\$0.91	\$60,400	\$55,200	\$5,200
12	Parts Salespersons	\$0.92	\$39,900	\$36,700	\$3,200
13	Dispatchers, Except Police, Fire, and Ambulance	\$0.92	\$43,300	\$39,900	\$3,400
14	First-Line Supervisors	\$0.93	\$59,000	\$54,600	\$4,400
15	Cooks, Fast Food	\$0.93	\$21,300	\$19,700	\$1,600
16	Loan Officers	\$0.93	\$65,300	\$60,600	\$4,700
17	Occupational Therapists	\$0.93	\$74,800	\$69,500	\$5,300
18	Correctional Officers and Jailers	\$0.93	\$41,200	\$38,400	\$2,800
19	Inspectors, Testers, Sorters, Samplers, and Weighers	\$0.94	\$48,700	\$45,600	\$3,100
20	Merchandise Displayers and Window Trimmers	\$0.94	\$31,300	\$29,300	\$2,000

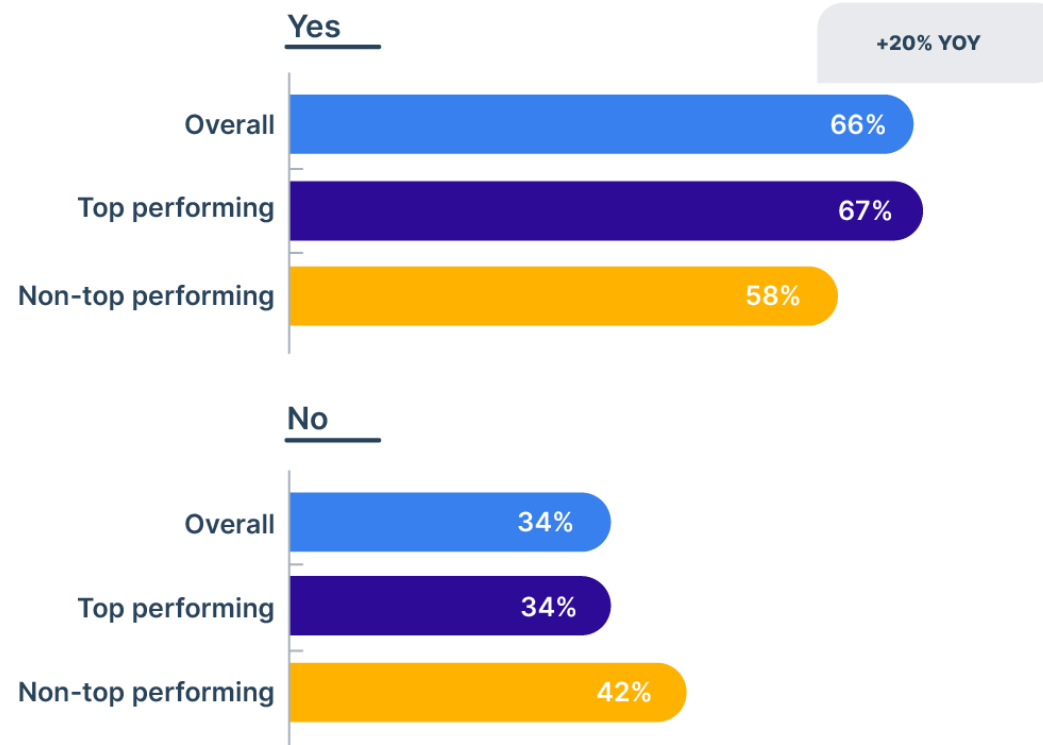
SOURCE: Payscale's 2022 Gender Pay Gap Report

**How are companies
approaching pay
gaps?**

Is pay equity analysis a planned or current initiative at your organization?

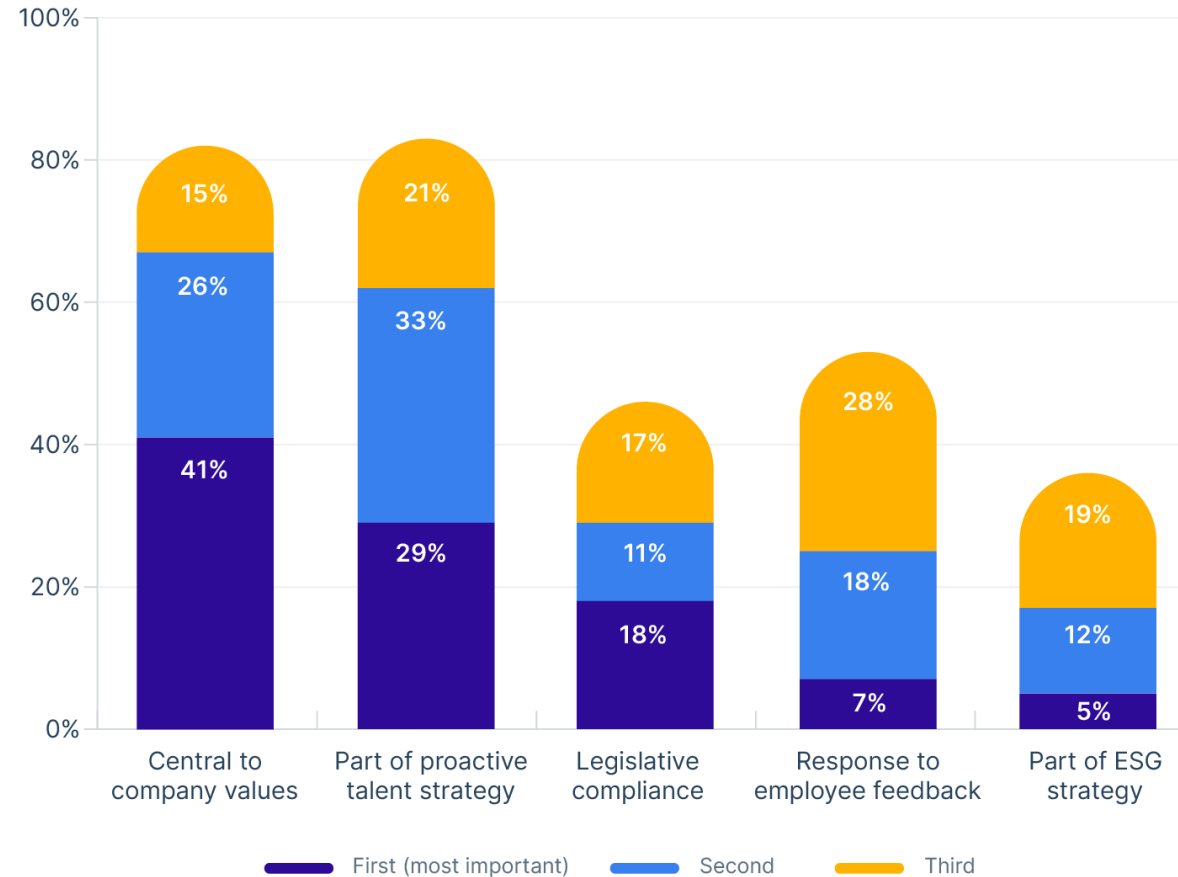
Pay equity intent is on the rise.

For the first time in the history of CBPR, pay equity analysis is now something a majority of organizations are planning on doing.



SOURCE: Payscale's 2022 Compensation Best Practices Report

Why is pay equity a planned or current initiative? (rank top 3 in order of importance)

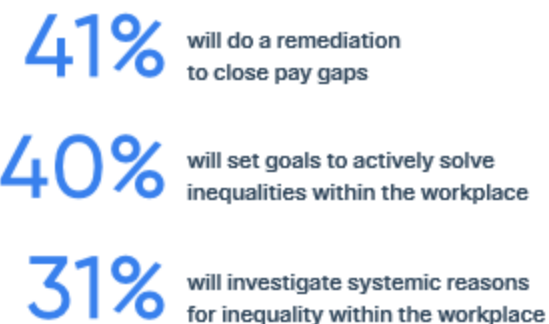


SOURCE: *Payscale's 2022 Compensation Best Practices Report*

Where are organizations in their pay equity journey?

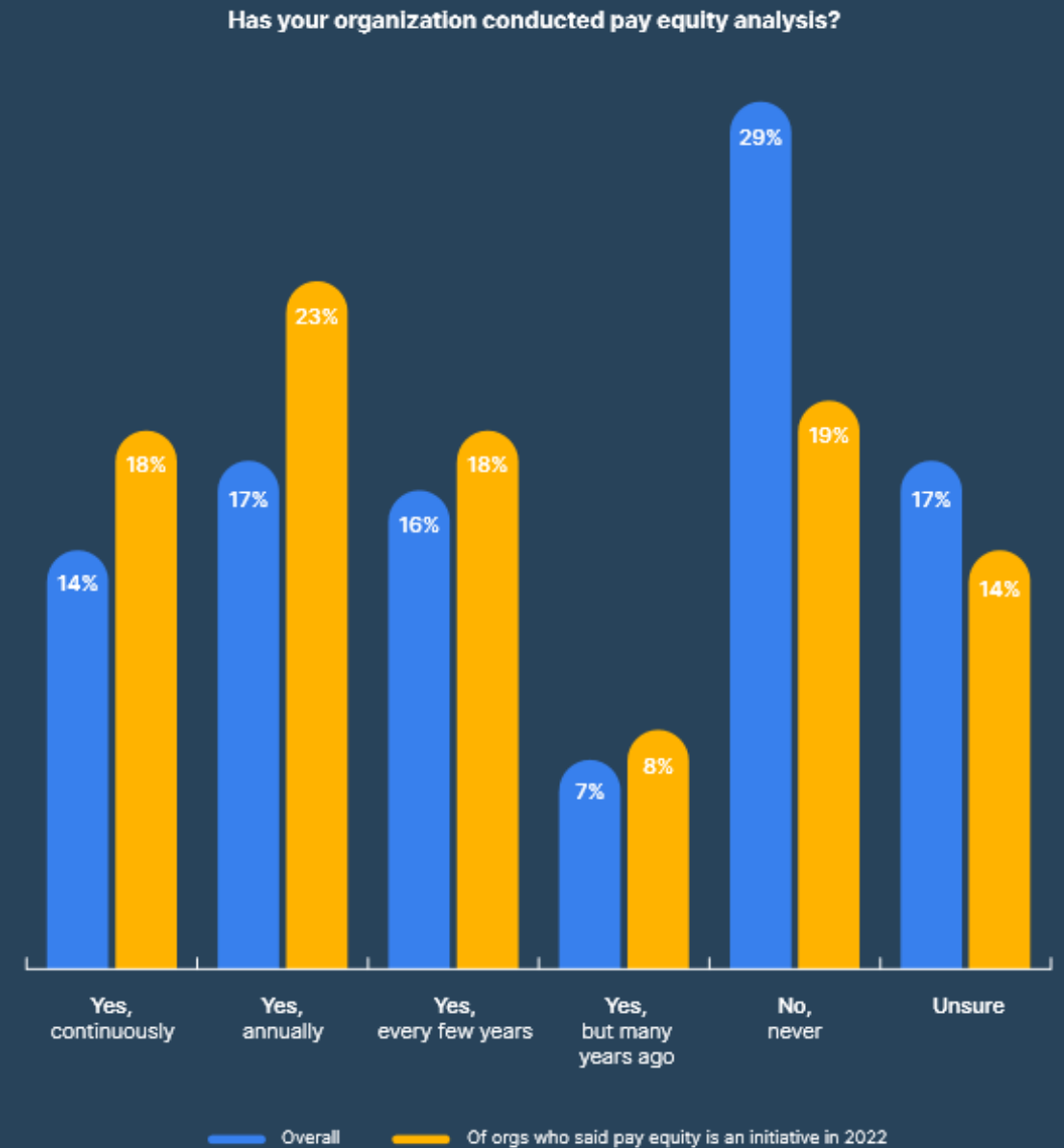


Response rate from those who say pay equity is an initiative in 2022



SOURCE: Payscale's 2022 Compensation Best Practices Report

There is growing recognition that sustainable pay equity is the end goal.



Key Pay Equity challenges in 2022

Challenge 1:

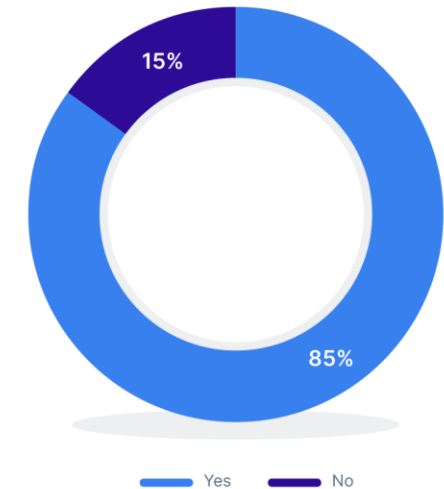
Pay Methodologies to Compensate Remote Work



SOURCE: Payscale's 2022 Compensation Best Practices Report

Challenge 2: Wage Inflation and Pay Compression

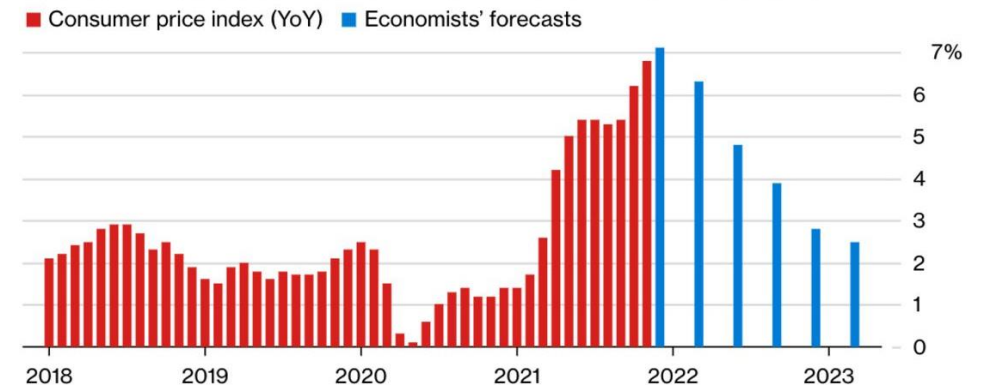
Are you concerned
about rising inflation in
2021 eroding the value
of pay increases?



SOURCE: Payscale's 2022 Compensation Best Practices Report

Peak Inflation?

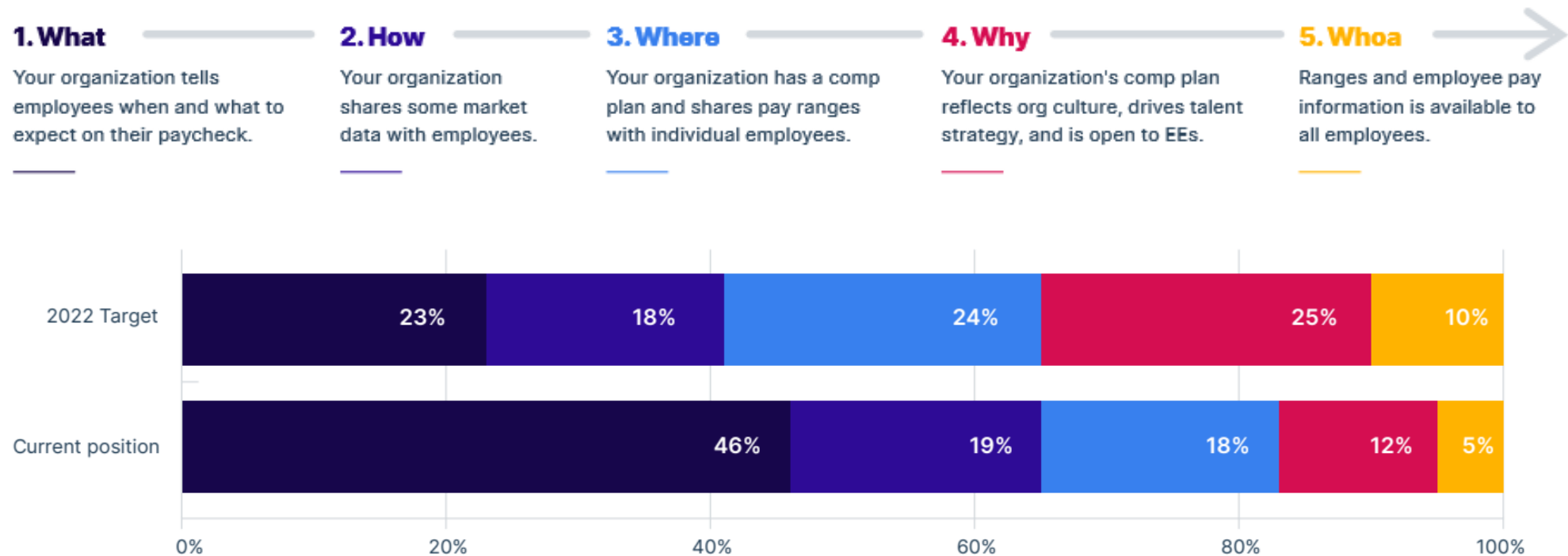
Inflation is expected to top 7% at the end of 2021 – then fall steadily



SOURCE: Bureau of Labor Statistics, forecasts compiled by Bloomberg

Challenge 3: Pay Transparency Requirements

Pay Transparency Spectrum





Our mission is to make sustainable fair pay a reality.

To do this, we recognize you need to make pay equity an integral part of everyday compensation management to maximize talent investments by making fair, equitable, and appropriate pay decisions.



Q&A

Feel free to ask any questions in the chat!



Additional Pay Equity Resources:

- [2022 Gender Pay Gap Report](#)
- [Pay remediation handbook](#)
- [Step by step guide to pay equity analysis](#)
- [Pay equity analysis readiness questions](#)