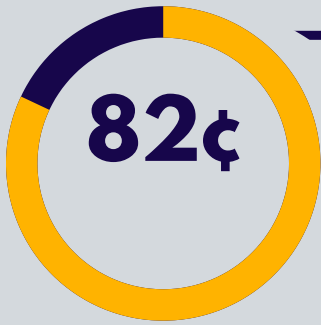
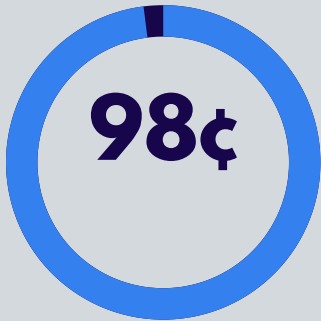


The state of the gender and racial pay gap in 2021

The PayScale Gender Pay Gap report for 2021 includes data on the Racial Wage Gap to fully explore the intersectionality of pay inequity.



Uncontrolled gender pay gap, the opportunity pay gap that measures median salary for all men and all women, shows women earn 82 cents per dollar earned by men.



Controlled gender pay gap, the pay gap that measures median salary for men and women with the same job and qualifications, shows women earn 98 cents per dollar earned by men.

Why is the uncontrolled pay gap so much larger?

The uncontrolled pay gap is an indicator of how gendered wealth and power is within a society. Occupational segregation is one large driver of the overall pay differences between women and men.

Occupation segregation can be influenced by gender and racial stereotypes. Perceptions placed upon women and the careers they pursue start at an early age, such as discouraging STEM careers while pushing service-focused careers.

Women of color face even wider gaps in career opportunity and growth.

Equal pay for equal work is not a reality for many people of color. When we control for education, years of experience, occupation and other compensable factors, most women and of color still earn less than white men with an even greater gap for advancement.



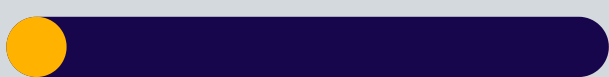
69¢ | Indigenous American and Alaska Native women earn 69 cents for every dollar earned by white men.

Women in this group experience the largest uncontrolled pay gaps relative to white male counterparts in the workplace.



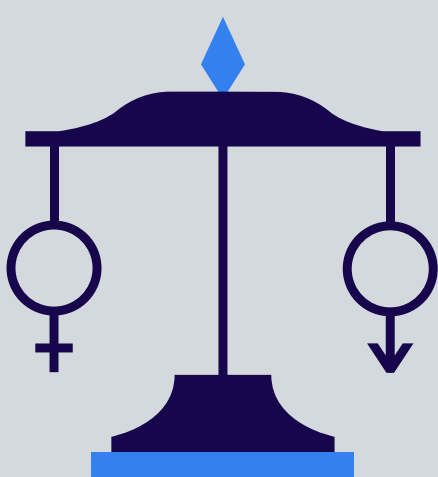
66% | 66 percent of Black women and 67 percent of Hispanic women are individual contributors.

Women in this group experience a harder time climbing the corporate ladder considering 62 percent of white women and 59 percent of white men are in individual contributing roles.



2% | Asian women are closer to pay equity, however, only 2 percent make it to the executive level.

Women in this group experience mostly individual contributor roles at 73 percent and lag dramatically behind other groups in attaining leadership roles.



Pay equity means different things to different organizations. Although most agree that pay equity is important, approaches differ. PayScale solutions can help. Download the full report to dive deeper into the gender and racial pay gaps so you can create equal opportunity and pay for equal work at your organizations.