

Pay gaps persist

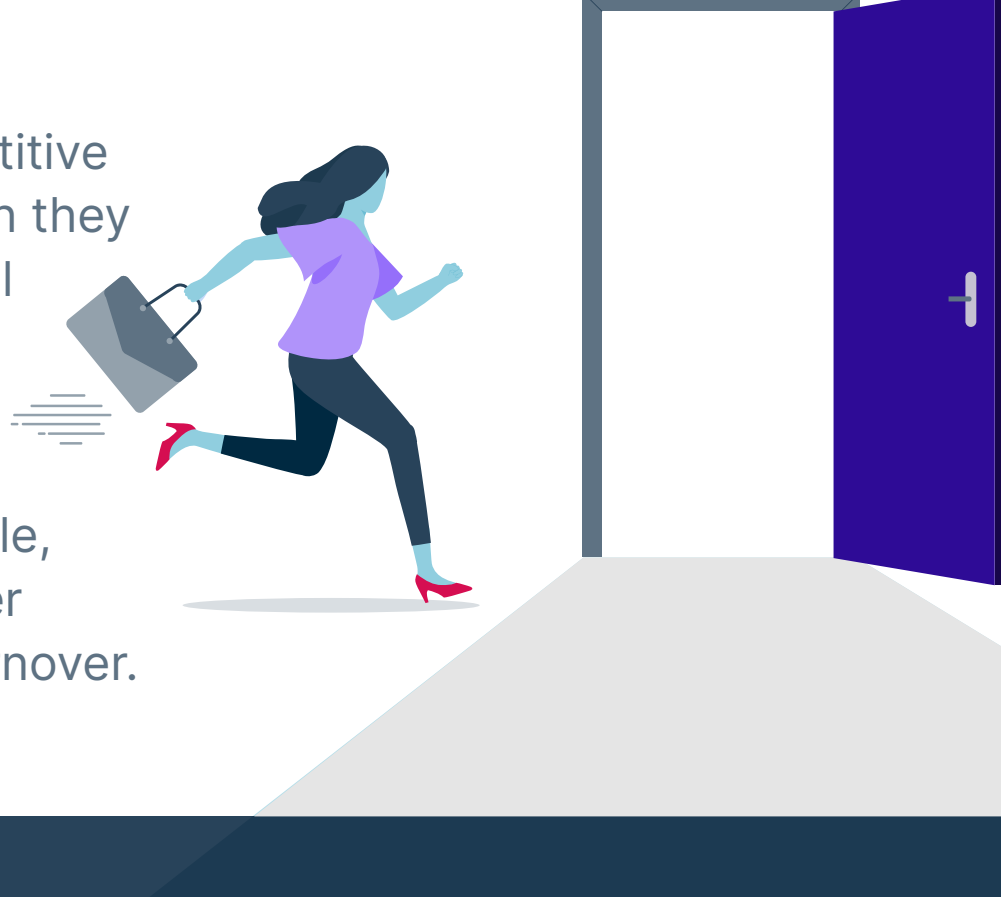
In 2025, women still earn less than men, and the gender pay gap has widened in some segments.



Why should you care about pay gaps?

Employees deserve fair and competitive pay, but some can be paid less than they deserve despite equal pay for equal work being required by law.

Employers that ensure equal pay benefit from higher employee morale, increased productivity, and stronger talent retention, reducing costly turnover.



The uncontrolled vs. controlled gender pay gap in 2025

Pay gaps can be measured in two ways: uncontrolled and controlled.

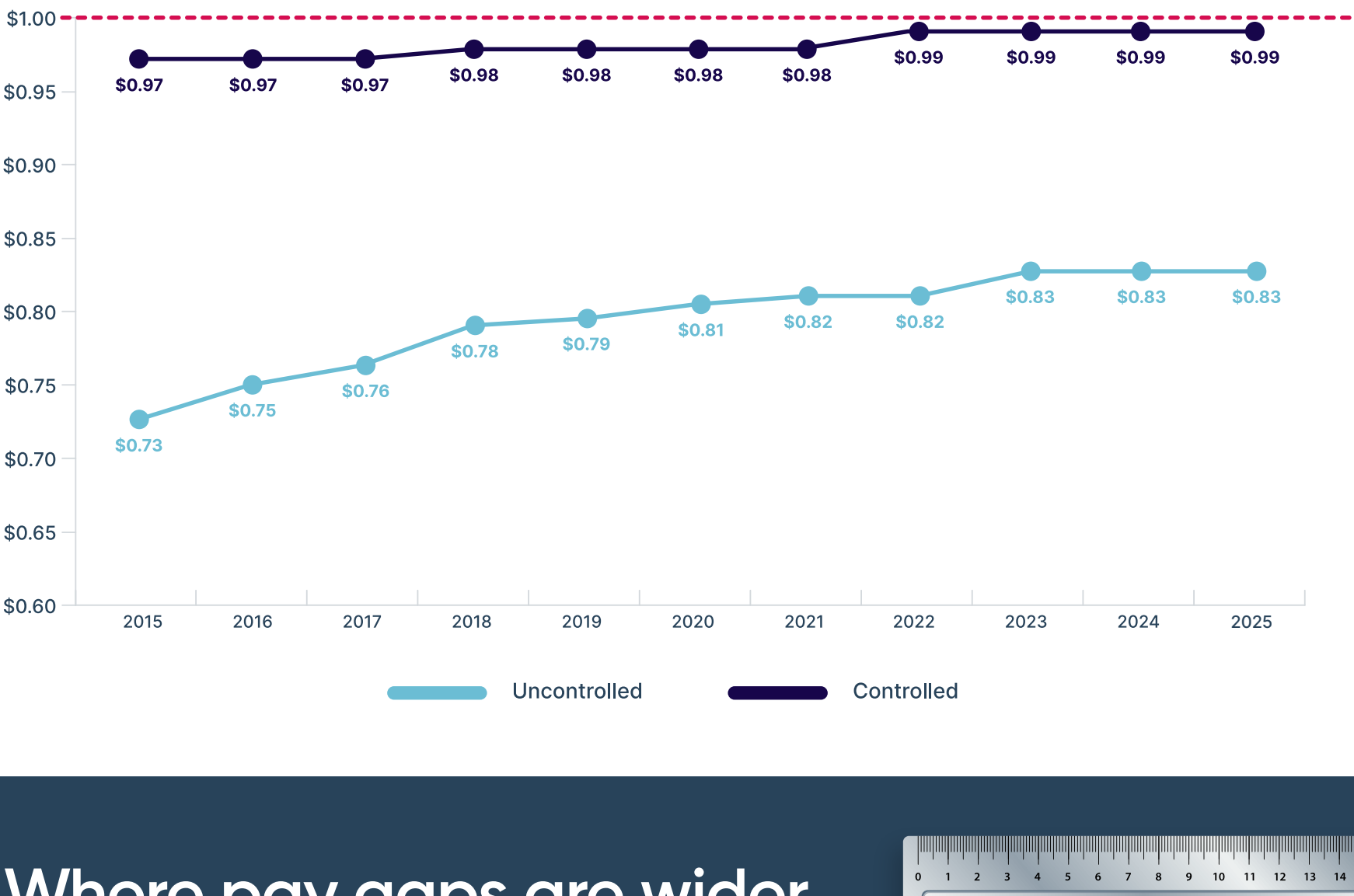
- The uncontrolled pay gap is the difference in average earnings between two groups without accounting for factors that affect pay.
- The controlled pay gap is the difference in pay when accounting for factors like job title, education, experience, and other compensable factors.

In 2025, women are employed in jobs that collectively earn 83 cents on the dollar when data are uncontrolled, and 99 cents when the data are controlled.



The gender pay gap in 2025

The gender pay gap is unchanged compared to last year and has stalled over the past three years. In gender pay gap research outside of Payscale, the gender pay gap has widened.



Where pay gaps are wider

Payscale's gender pay gap research examines pay gaps by parent status, education, age, race, job level, industry, occupation, location, job-seeking status, remote work status, and the jobs with the widest controlled pay gaps. Here are where the gaps are widest.

Uncontrolled

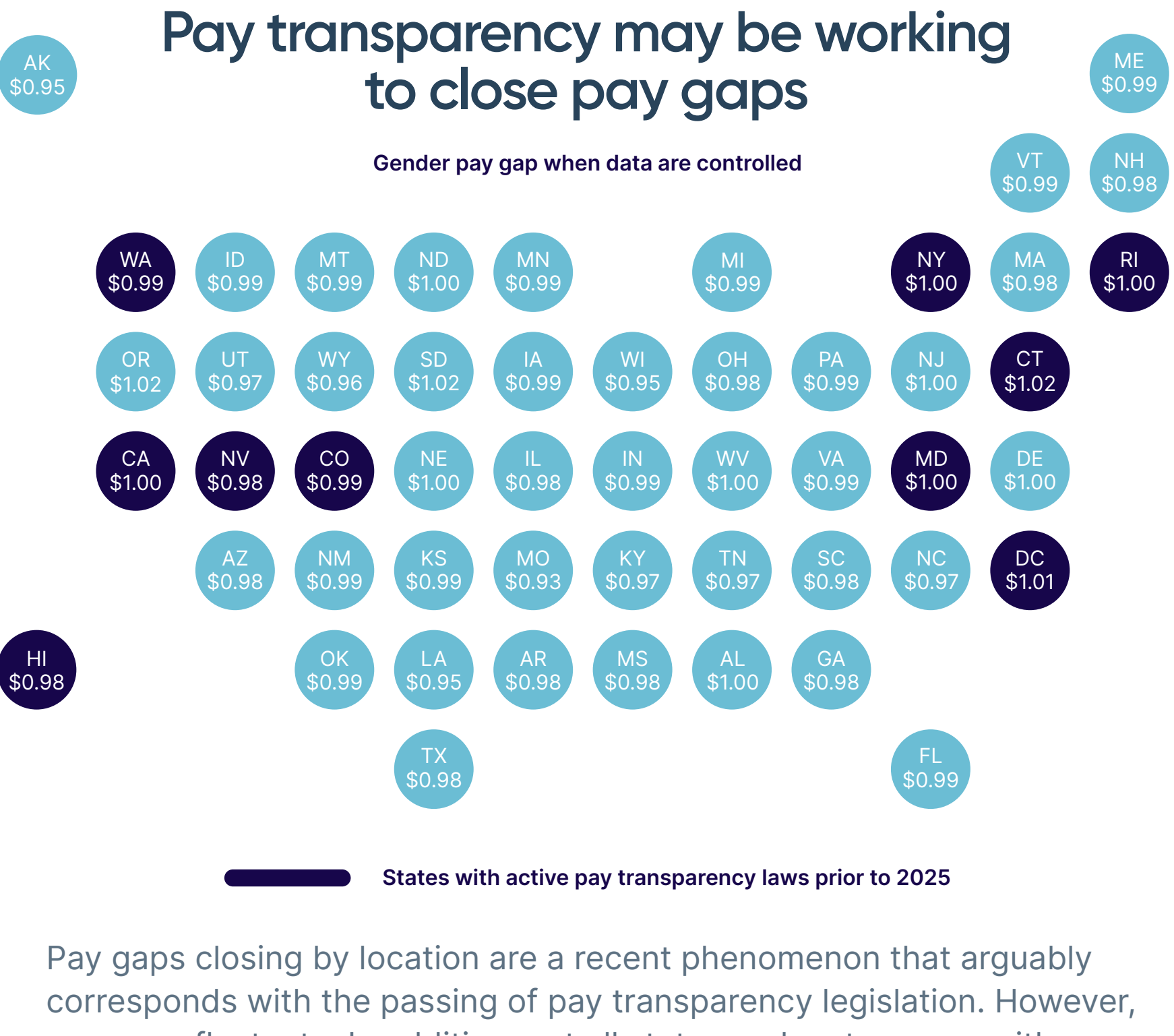
- Women in legal occupations (\$0.63 uncontrolled)
- Women who are executives (\$0.72 uncontrolled)
- Women over the age of 45 (\$0.72 uncontrolled)
- Women in the state of Alaska (\$0.73 uncontrolled)
- Women who are parents (\$0.75 uncontrolled)
- American Indian and Alaska Native women who have bachelor's degrees (\$0.75 uncontrolled)
- Women with MBAs (\$0.77 uncontrolled)
- Women in the finance and insurance industry (\$0.78 uncontrolled)

Controlled

- Women in clergy jobs (\$0.87 controlled)
- Women in farming, fishing, and forestry occupations (\$0.89 controlled)
- Women in the state of Missouri (\$0.93 controlled)
- Women who are executives (\$0.93 controlled)
- Native Hawaiian and Other Pacific Islander women who have bachelor's degrees (\$0.95 controlled)
- Women in the transportation and warehousing industry (\$0.96 controlled)
- Women with either a high school diploma or law degree (\$0.97 controlled)
- Women who are parents (\$0.98 controlled)

Pay gaps have widened for some segments compared to last year. The full report contains **interactive charts** that show pay gaps year over year.

[View the full report](#)



Pay gaps closing by location are a recent phenomenon that arguably corresponds with the passing of pay transparency legislation. However, pay gaps fluctuate. In addition, not all states and metro areas with pay transparency laws have closed the gender pay gap, and some states and metro areas without pay transparency laws have closed pay gaps.

What you can do

Closing pay gaps requires fair pay practices that are both competitive to market and internally consistent for all new hires, promotions, and tenured employees.

You can ensure fair pay by investing in the following:

Up-to-date salary data

Compensation strategy

Formal pay structures

Pay equity monitoring

We're here to help.

Payscale is helping employers manage compensation for one-third of the U.S. workforce. Ready to ensure fair and competitive pay?

[Let's talk](#)

