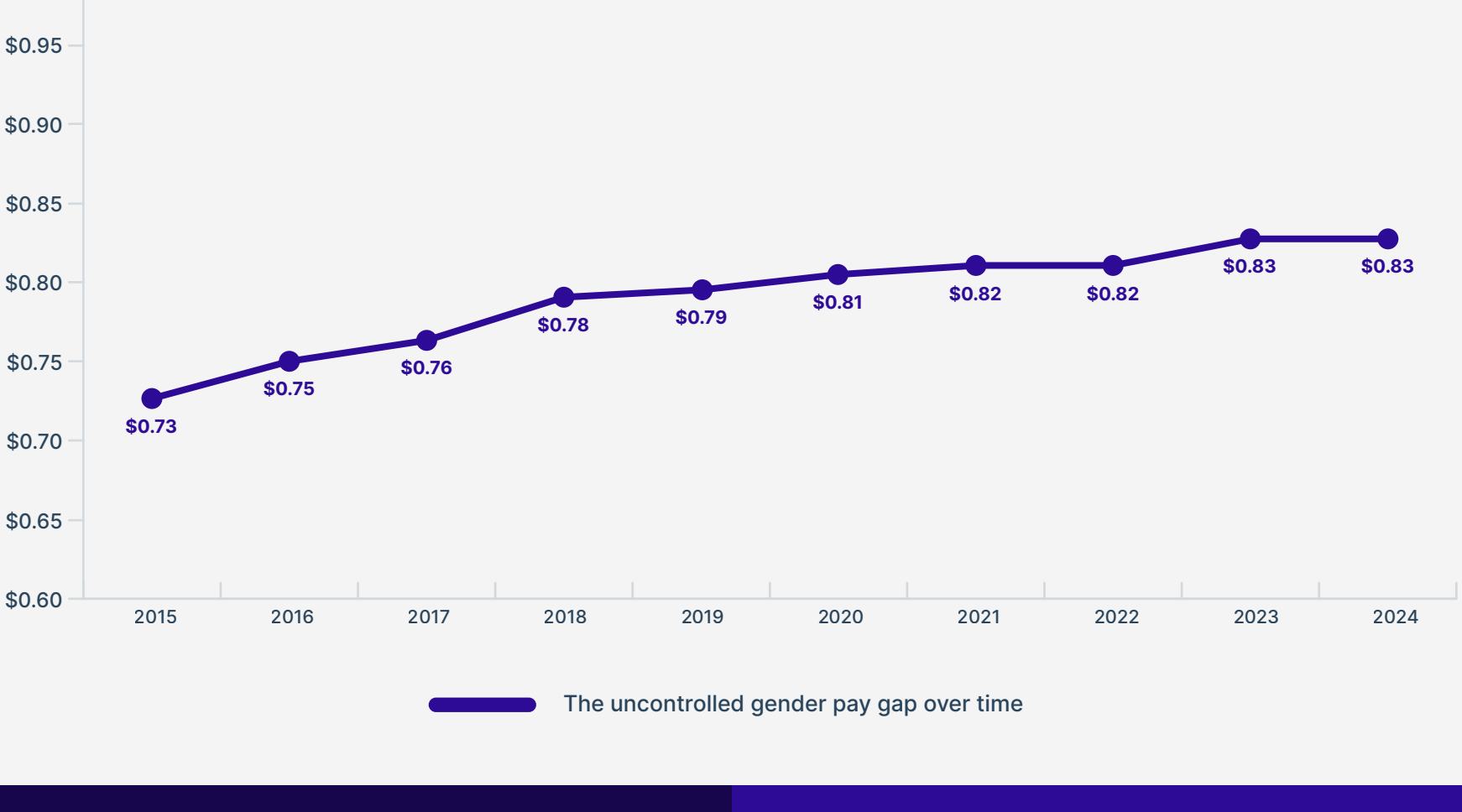


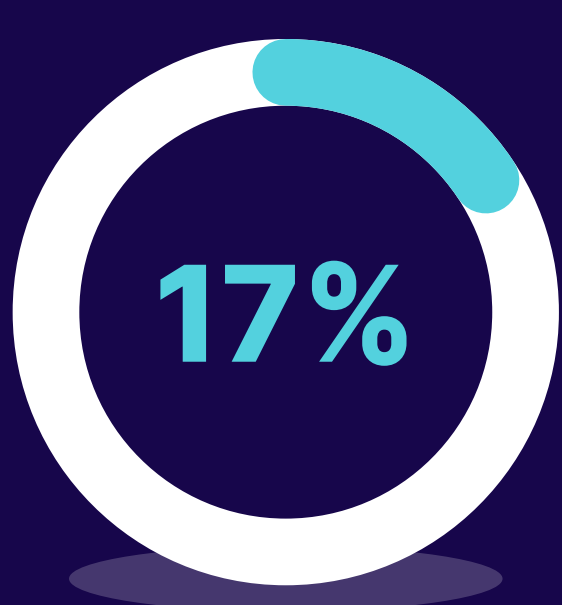
# The pay gap persists

When we examine pay in 2024, women are still earning less than men.

The gap is the largest when we compare pay regardless of occupation, experience, education, or other compensable factors — i.e., when data are **uncontrolled**.

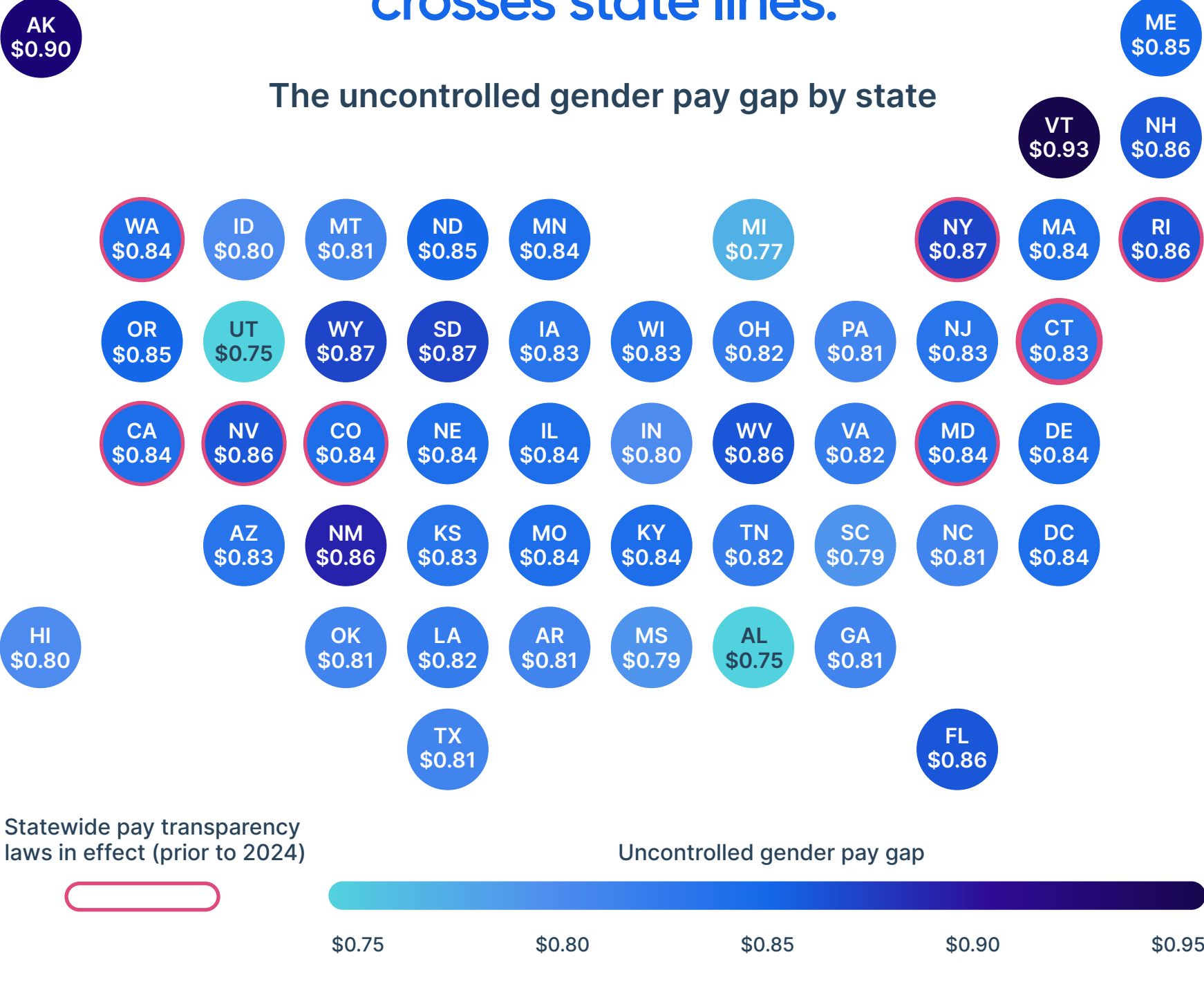


Women are employed in positions that collectively earn **17 percent less** than men.



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

## The uncontrolled gender pay gap crosses state lines.



Statewide pay transparency laws in effect (prior to 2024)

Uncontrolled gender pay gap

\$0.75 \$0.80 \$0.85 \$0.90 \$0.95

## Women of color experience wider pay gaps relative to white men.

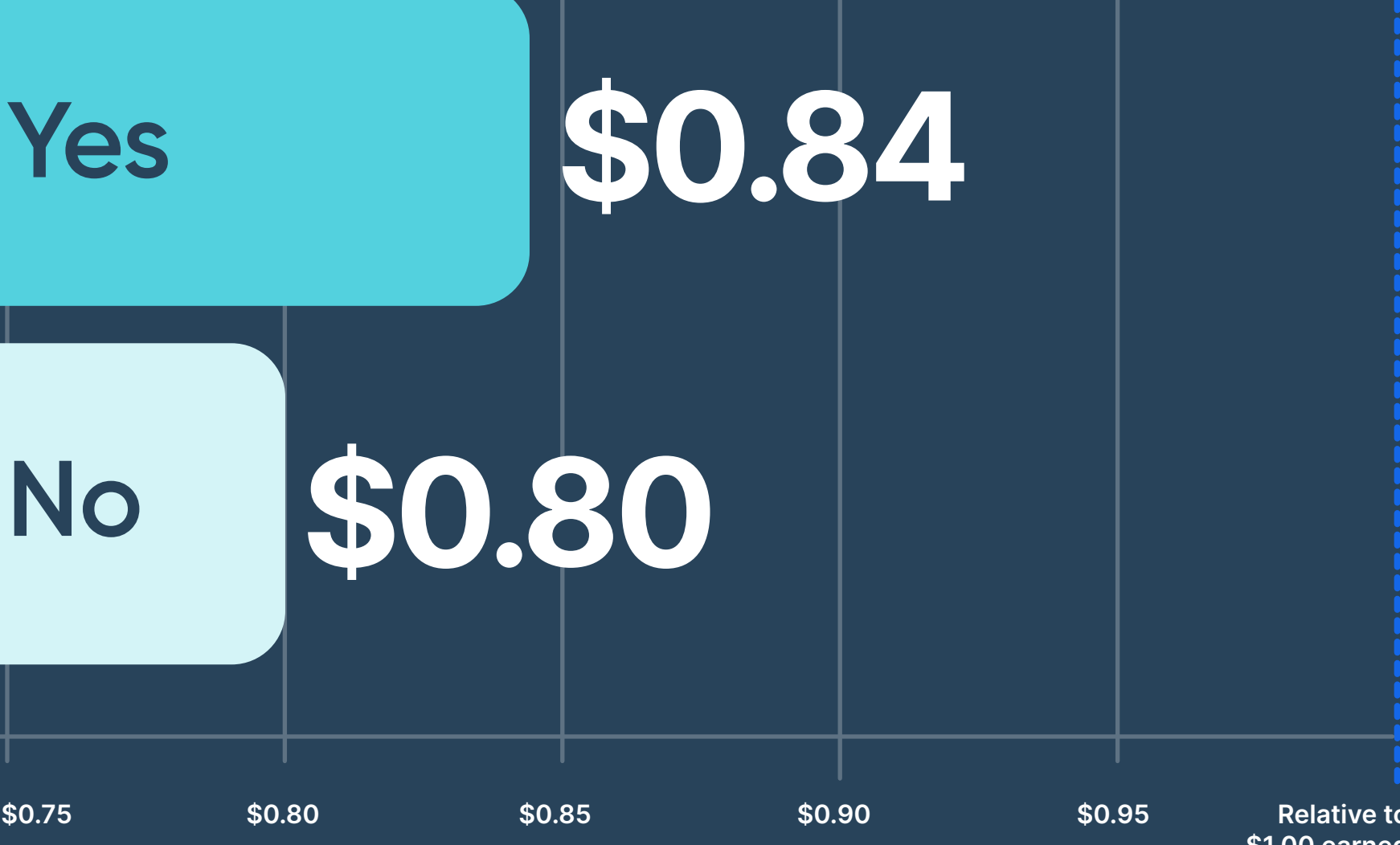


Includes only those with at least a bachelor's degree

## The pay gap narrows for women more willing to change jobs.

The **uncontrolled** gender pay gap by job-seeking behavior

Do you plan to seek a new job in the next six months?



## However, the outlook is **not totally bleak**.

“The gap is narrowing and is starting to close for certain segments and locations. Looking ahead, organizations need to remain focused on pay equity as a central pillar to compensation management, as well as diversity, equity, inclusion, and belonging (DEIB) practices. Fair pay doesn't just happen. Employers need to proactively create equitable opportunities and measure equitable outcomes.”

Ruth Thomas

Pay Equity Strategist at Payscale



Get the full analysis →

Download Payscale's 2024 Gender Pay Gap Report

## Closing the gap will require consistent, collaborative, and transparent fair pay practices.



Compensation strategy



Salary market data



Pay structures



Internal pay relativity

## We're here to help.

Payscale is helping manage compensation for one-third of the U.S. workforce. Will your organization be next?

Let's talk →

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