

# WHAT IS CAUSING THE PROBLEM?

Quick Facts About the Gender Wage Gap

<https://www.americanprogress.org/issues/women/reports/2020/03/24/482141/quick-facts-gender-wage-gap/>

The Gender Pay Gap

<https://www.wgea.gov.au/the-gender-pay-gap>

Gender pay gap in U.S. held steady in 2020

<https://www.pewresearch.org/fact-tank/2021/05/25/gender-pay-gap-facts/>

How Much of the Gender Wage Gap Is Due to Discrimination?

<https://www.stlouisfed.org/publications/regional-economist/april-2001/how-much-of-the-gender-wage-gap-is-due-to-discrimination>

Why women stay out of the spotlight at work

<https://hbr.org/2018/08/why-women-stay-out-of-the-spotlight-at-work>

What is the impact of sexism at work?

<https://eige.europa.eu/publications/sexism-at-work-handbook/part-1-understand/what-impact-sexism-work>

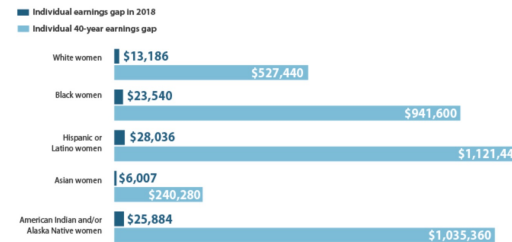
What is 'indirect discrimination'? A guide for organisations

<https://elliswhittam.com/blog/what-is-indirect-discrimination/>

WOMEN DISCRIMINATION IN HRM PRACTICES: A REVIEW OF LITERATURE

[https://www.researchgate.net/publication/333775935\\_WOMEN\\_DISCRIMINATION\\_IN\\_HRM\\_PRACTICES\\_A\\_REVIEW\\_OF\\_LITERATURE](https://www.researchgate.net/publication/333775935_WOMEN_DISCRIMINATION_IN_HRM_PRACTICES_A_REVIEW_OF_LITERATURE)

FIGURE 2  
The average 2018 earnings gap for a woman balloons over the course of 40 years  
Examining the gaps between 2018 median earnings for women and men working full time, year round, and extending the gaps over 40 years



Notes: Author's calculations are based on analysis of 2018 median annual earnings of full-time, year-round workers broken down by race/ethnicity and gender. The "40-year earnings gap" is how much less a woman would earn than a man based on the 2018 wage gap over a 40-year career. Figures are not adjusted for inflation, and earnings are in 2018 dollars. People who have identified their ethnicity as Hispanic or Latino may be of any race. Sources: For all groups except American Indian and Alaska Native women, the Center for American Progress calculated the gender wage gap using data from U.S. Census Bureau, "Current Population Survey: PNC-05: Work Experience: People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2018," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pnc-05.html> (last accessed March 2020). Specific tables used are on file with the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, "Table B2007C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 16 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020); U.S. Census Bureau, "Table B2007H: White alone, non-Hispanic or Latino population 16 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020).



# HOW ARE WE TRYING TO SOLVE THE PROBLEM?

Why So Few?

<https://www.aauw.org/app/uploads/2020/03/why-so-few-research.pdf>

Practical ways to reduce gender inequality in the workplace

<https://exclusive.multibriefs.com/content/practical-ways-to-reduce-gender-inequality-in-the-workplace/food-beverage>

5 ways to improve gender equality in the workplace

<https://www.weforum.org/agenda/2021/03/gender-equality-in-the-workplace-ways-to-improve/>

How Gender Discrimination Affects Women In The Workplace

<https://florinroebig.com/workplace-discrimination-women/>

Women in boardrooms: after ten years of equality drives, it's time for quotas

<https://theconversation.com/women-in-boardrooms-after-ten-years-of-equality-drives-its-time-for-quotas-156326>