



Gender Pay Gap Data 2024

When Will Equal Pay Become a Reality?

The gender pay gap refers to the difference between the average earnings of men and women in the workforce. Despite attempts to narrow the gap, women in 2024 still earn 16 % less than men. In 1963, a woman made 59 cents for each dollar earned by man; in 2010 that number increased to 77 cents—an improvement of half-a-cent on average annually. Despite women representing 47% of the labor force in 2018, their real median earnings remain substantially lower than men’s. The Institute for Women’s Policy Research projects that gender pay equity won’t become a reality until 2059. Nationally in 2024 women working full-time year-round earn 84 cents compared to white-male non-Hispanic men who earn \$1. (AAUW) In Iowa women earn only 78 cents compared to full-time, year-round civilian workers ages 16 and older. (AAUW)

Factors that influence the Gender Pay Gap include: discrimination, age, working hours, parenthood (including time away from the workforce, occupational segregation, the desire for flexible work, education and the types of jobs held by men and women).

- Women are more likely to work more conventional hours due to responsibilities outside of work, limiting their ability to take on overtime or irregular shifts.
- The lack of continuity in work experience stemming from traditional patterns of women leaving the workforce during their childbearing years .
- Employers’ reliance on prior salary history in hiring and compensation decisions can perpetuate pay discrimination.
- The covid pandemic women’s unemployment surpassed men’s by 4.1% and has not returned to pre-pandemic levels since April 2020. Women are more likely to work in the roles that were most vulnerable during pandemic shutdowns, and as a result, women’s labor force participation has continued to decline while the unemployment rate for women has remained steady since December 2021.

Despite the push for equal pay for equal work, women continue to earn less than men in nearly every occupation, from entry-level to the C-suite.

- **Only 8.8%** of Fortune 500 CEOs are women.
- **Women at the executive level** still earn only 95 cents for every dollar earned by men, and in the uncontrolled group the pay gap widens to 73 cents.
- **Female executives** who switch firms can expect an average salary increase of 25% compared to a 9% increase for their male counterparts.
- The National Association of Colleges and Employers show a **college graduate’s annual entry-level wage gap** of 18.4%. Men earn \$64,022 and women earn \$52,266.

One Job that Pays the Same. Teaching Assistants earn an average of \$34,424 Educational guidance counselors come in a close second with men earning a mere \$104 more on average.

Jobs where Women Earn More than Men. Women earn 3% more as compliance officers and vocational nurses, and 2% more as wholesale and retail buyers.

Gender Pay Gap by Race, Ethnicity and Age

Women’s earnings in cents compared to each \$1 paid to non-Hispanic white men

	Full Time	Part Time
Asian American	99	89
White	84	76
Black	69	66
Native Hawaiian/Pacific Islanders	65	61
Native American/Alaskan	59	55
Latinas	57	52
LGBTQIA	No information	

Source: Pay Gap numbers for 2022 released in September 2023: 2022 Current Population Survey, Annual Social and Economic Supplement, and American Community Survey

The pay gap is a persistent issue in urban and rural communities. Rural women working full time earn 76 cents but Black, Latina and Hispanic women working full time only earn 56 cents. The pay gap can cost a Native American woman \$1million over a lifetime of work. Moreover, for Black women, the pay gap is even wider even though they participate in the workforce at much higher rates than most other women, and 68% of Black mothers are the primary sole breadwinners for their families.

Gender Pay Gap in Sports. Male athletes in popular sports earn significantly more than females except for the U.S. National Soccer Team where both the women and men earn the same pay. Sports such as basketball, golf, baseball and tennis, the difference can range from 15% to 100% In the NBA, base salary for males is 44 times higher than the WNBA player’s average annual salary despite the 36 to 82 game difference.

Gender Pay Gap Affects Retirement

The gender pay gap can significantly impact a woman’s retirement due to lower earnings and a higher share of part-time work. Women contribute 30% less than men to their retirement accounts. Social security, a key component of retirement, also provides lower benefits (20% less than men). Women receive lower pension benefits, further exacerbating the difference in retirement savings.

The gender pay gap affects women’s earning potential and long-term financial stability, leading to a significant difference in retirement benefits compared to men. The pay gap varies

by industry, location, ethnicity, age, motherhood status and education level, with some groups experiencing a much wider gap than others.

Smallest Gender Pay Gap By Occupation

Physical and social science jobs, along with physical therapy, are among the professions with the smallest gender pay gap, with women earning just 2% less than men.

Occupation	Male	Female	Amount	Percent
	Median Salary	Median Salary	More Men Earn	More Men Earn
Other life, physical, and social science technicians	\$64,948	\$63,804	\$1,144	2%
Physical therapists	\$79,664	\$78,052	\$1,612	2%
Bartenders	\$37,492	\$36,400	\$1,092	3%
Special education teachers	\$64,844	\$62,868	\$1,976	3%
Cashiers	\$31,460	\$30,160	\$1,300	4%
Office clerks, general	\$41,808	\$40,040	\$1,768	4%
Maids and housekeeping cleaners	\$32,136	\$30,472	\$1,664	5%
Nursing assistants	\$37,024	\$35,100	\$1,924	5%
Social workers, all other	\$64,948	\$58,240	\$3,224	6%
Security guards and gambling surveillance officers	\$38,376	\$36,348	\$2,028	6%

Source: Forbes Advisor

Largest Gender Pay Gap By Occupation

When it comes to earning power, not all jobs are created equal. According to our study, real estate brokers have the largest gender pay gap, with men earning 60% more than their female counterparts. Coming in second is personal finance advisors, where men earn 58% more than women in the same role.

Occupation	Male	Female	Amount	Percent
	Median Salary	Median Salary	More Men Earn	More Men Earn
Real estate brokers and sales agents	\$79,872	\$49,920	\$29,952	60%
Personal financial advisors	\$103,220	\$65,208	\$38,012	58%
Insurance sales agents	\$71,604	\$46,332	\$25,272	55%
Sales managers	\$109,408	\$74,568	\$34,840	47%
Bus drivers, school	\$49,244	\$33,748	\$15,496	46%
Sales and related occupations	\$59,228	\$40,716	\$18,512	45%
Financial managers	\$110,032	\$76,336	\$33,696	44%
Inspectors, testers, sorters, samplers, and weighers	\$53,716	\$37,388	\$16,328	44%
Recreation workers	\$48,360	\$34,424	\$13,936	40%
Insurance claims and policy processing clerks	\$53,872	\$39,832	\$14,040	35%

Source: Forbes Advisor

Smallest Pay Gap By Industry

Physical and social science occupations have the smallest gender pay gap.

Physical and social science occupations are known for having the narrowest gender pay gap in the workforce. However, even in this field, men still earn 9% more on average than women.

Industry	Male	Female	Amount	Percent
	Median Salary	Median Salary	More Men Earn	More Men Earn
Life, physical, and social science occupations	\$80,028	\$73,268	\$6,760	9%
Community and social service occupations	\$62,348	\$56,836	\$5,512	10%
Architecture and engineering occupations	\$91,052	\$82,836	\$8,216	10%
Food preparation and serving related occupations	\$34,476	\$31,096	\$3,380	11%
Office and administrative support occupations	\$48,516	\$42,536	\$5,980	14%

Source: Forbes Advisor

Largest Gender Pay Gap By Industry

Legal occupations have the largest gender pay gap.

In the legal field, men earn an average of 59% more than women. This disparity in payroll is the largest among various industries.

Industry	Male	Female	Amount	Percent
	Median Salary	Median Salary	More Men Earn	More Men Earn
Legal occupations	\$119,444	\$75,140	\$44,304	59%
Natural resources, construction, and maintenance occupations	\$50,908	\$36,400	\$14,508	40%
Management, professional, and related occupations	\$89,752	\$66,768	\$22,984	34%
Professional and related occupations	\$85,644	\$63,908	\$21,736	34%
Protective service occupations	\$57,512	\$43,420	\$14,092	32%

Source: Forbes Advisor

This data is a stark reminder of the seriousness of the pay gap disparities that affect all people in America including our economy. Each of us are responsible for making changes to resolve this issue to build a healthier economy and ensure our people live a life with dignity for all!

Information reported is from Forbes Advisor, "Gender Pay Gap Statistics In 2024," Katherine Haan, unless otherwise noted. <https://www.forbes.com/advisor/>