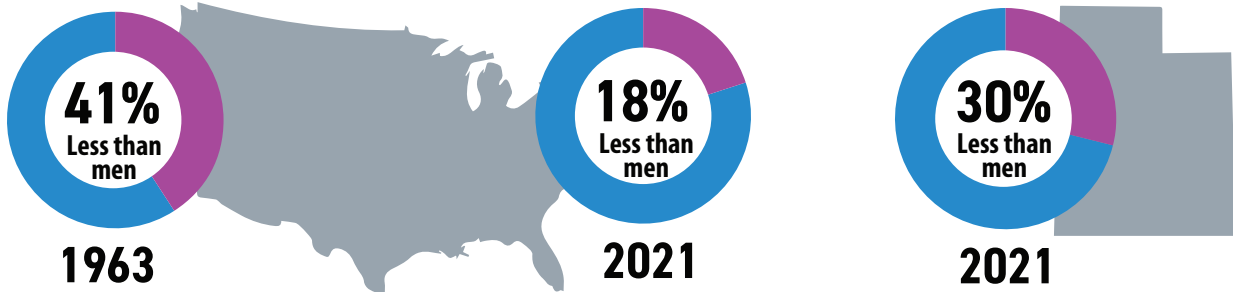


THE GENDER WAGE GAP IN UTAH

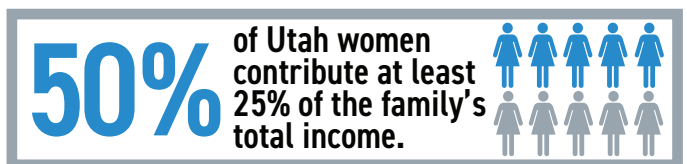
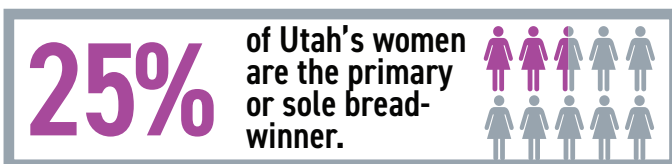
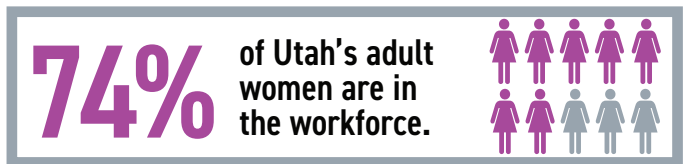
HOW DOES UTAH STACK UP?

Despite the Equal Pay Act passed in 1963, across the US women are still making less than men, especially women in Utah.



For every \$1 men make, Utah women make 70¢.

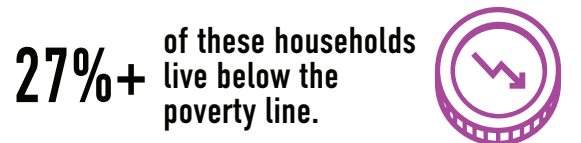
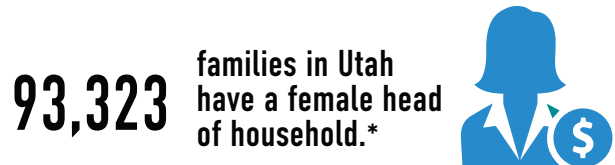
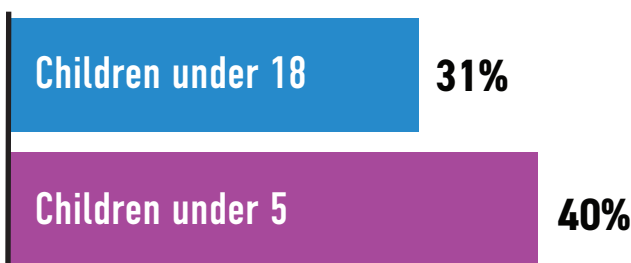
UTAH has the **5th** largest gender wage gap for year-round full-time workers.



POVERTY & FEMALE HEADED HOUSEHOLDS

The wage gap can be especially detrimental for female heads of households.

Poverty rate for female-headed households with children:



*U.S. Census Bureau, 2019 ACS 1-Year Estimates

RACE AND THE WAGE GAP

The gender wage gap is even bigger for women of color compared to White men.



The overall state gap is compared to the average wage of all men. The racial gaps are compared to the average wage of White non-Hispanic men.

WHY UTAH?

It's normal to wonder why the gender wage gap is so big in Utah. Here are a few factors that likely contribute to the gap.

UTAH'S CULTURE



Earliest Marriage Age



Largest average household size



Felt gender role expectations



Second most sexist state

LABOR FORCE CHARACTERISTICS OF UTAH WOMEN



Segregated in low-paying sectors



Mothers participate in labor force less than fathers



Women perform more unpaid labor



Moving slower into higher-paying occupations

CLOSING THE GENDER WAGE GAP IN UTAH

The gender wage gap is a complex, multi-faceted issue that has economic implications for everyone, but especially single moms and women of color.



Prioritize education, especially degree completion.



Offer flexible work arrangements and provide affordable, quality child care.



Help women relaunch after employment breaks.



Strengthen pay equity law to close the gap.