The wage gap can be especially detrimental for female heads of households. 31% of families in Utah have a female head of household.* 27%+ of these households live below the poverty line.

*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.

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<td>51%</td>
<td>55%</td>
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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.

Click here for the full report.

UTAH WOMEN & LEADERSHIP PROJECT
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