

EXECUTIVE SUMMARY

Closing the Gender Pay Gap

Why Pay Equity Has Stalled in New York City and the Urgent Need for Action

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In the U.S., New York State, and New York City, there has been progress in gender pay equity since the Equal Pay Act was signed into law in 1963. However, over the past 25 years, progress has slowed, and, in New York City, has stalled.

Women Creating Change, together with its partners at the New School Center for New York City Affairs, sought to better understand the drivers behind the stalled progress, examine the unique challenges women face in achieving pay equity, and call for policy adjustments that could make a material difference for women across New York.

The slowdown in gender pay progress affects all women in New York City. It is a particularly heavy burden for women of color.

In New York City in 2022, for every \$1 earned by a white man:



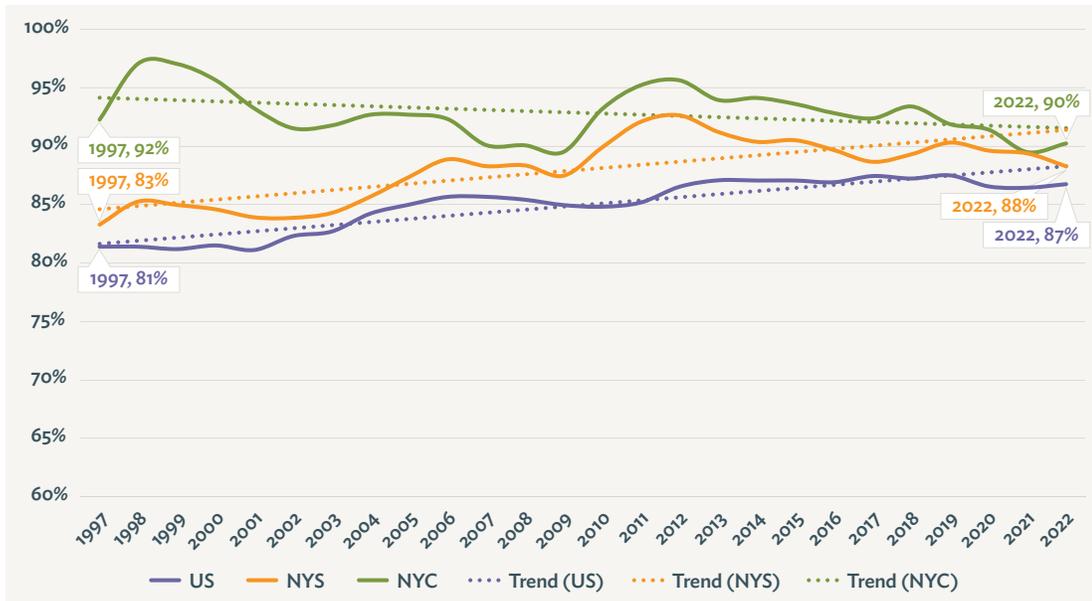
White women
earned 86 cents

Asian women
earned 72 cents

Black women
earned 57 cents

Hispanic/Latina
women earned
54 cents

Progress in Gender Pay Equity Has Stalled



◀ Women's Median Earnings as a Percentage of Men's for Full-time Workers in NYC, NYS, and the US, 3-year Averages (1995-2022)

Data source: Economic Policy Institute. 2023. Current Population Survey Extracts, Version 1.0.40; See Appendix I for full citation.

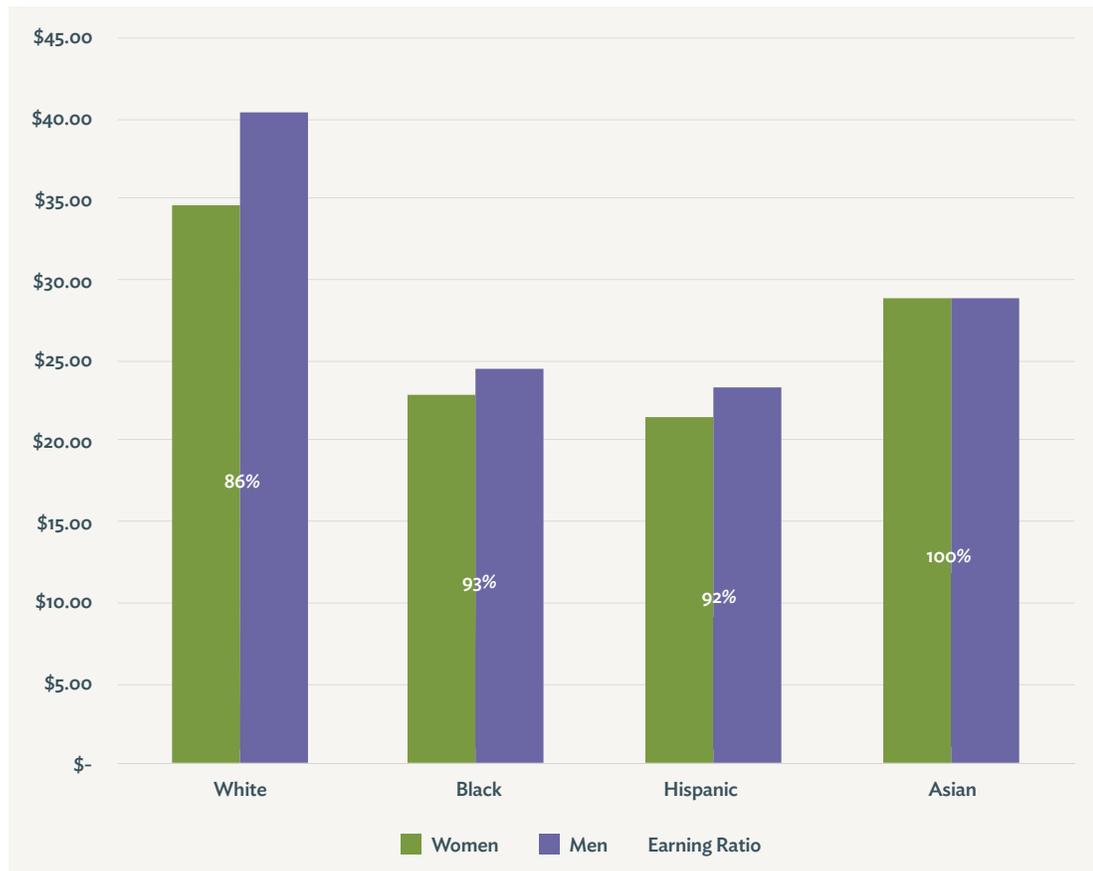
New York City's Occupational Segregation and Low-Paid Job Growth Contribute to Gender Pay Inequity

Economic Breakdown ▶ for New York City and New York State by Industry Grouping of Full- and Part-time Workers (2022)

	NYC	NYS
Blue collar work (Construction, manufacturing, transportation, utilities, agriculture, building services (incl. security services), public-sector transportation (MTA workers))	17%	21%
Careworkers (Home health care, social assistance, childcare)	10%	7%
Education (Education sector, including private K-12 schools, universities, colleges, and public sector information)	8%	10%
High-wage management and professional workers (Finance, information, professional services, real estate, management of enterprises)	24%	20%
Low-wage service and retail work (Accommodation, food services, amusement, casino, fitness, other services, retail)	21%	22%
Middle-wage professional and related occupations (Healthcare (except home health care), performing arts, museum workers, spectator sports)	14%	15%
Public administration (All government, criminal justice, elected officials, city agency workers, but not service-oriented public professions, such as teachers and MTA workers and hospitals)	4%	5%
NA (respondent did not answer)	1%	1%
Total (count)	3,974,730	9,460,636

Note: Data source: Economic Policy Institute. 2023. Current Population Survey Extracts, Version 1.0.40.

Women working full-time are generally paid less than men in the same racial or ethnic group. But, there is even greater disparity within some racial and ethnic groups.



◀ Median Hourly Earnings, by Gender within Racial/Ethnic Groups (2020-2022) (\$2022)

The gender pay gap grows with age for all race and ethnic groups; and gender pay inequity persists in all levels of education.

Note: Data source: Economic Policy Institute. 2023. Current Population Survey Extracts, Version 1.0.40; See Appendix I for full citation.

POLICY RECOMMENDATIONS

New York City and State can build on its progressive track record of supporting women workers, their families, and the overall economy by implementing more policies that move our city closer to pay equity. Specifically, we can:

- Address human services pay inequities** affecting predominantly women of color in the nonprofit human services workforce.
- Enhance tax credits benefiting low-income families**
- Raise the pay of childcare workers** who are among the lowest-paid workers and are overwhelmingly women and predominantly women of color.
- Raise unemployment insurance benefits** for low- and moderate-income workers and take actions to improve accessibility to benefits.
- Restore minimum wage purchasing power** by indexing the minimum wage to match rising labor productivity and increasing costs of living.
- Support greater civic participation by women by making voting easier!**



To read the full report visit
WWW.WCCNY.ORG/GENDER-PAY-EQUITY-REPORT



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This report is the first in a series that will examine economic barriers to full civic participation among New York women.

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