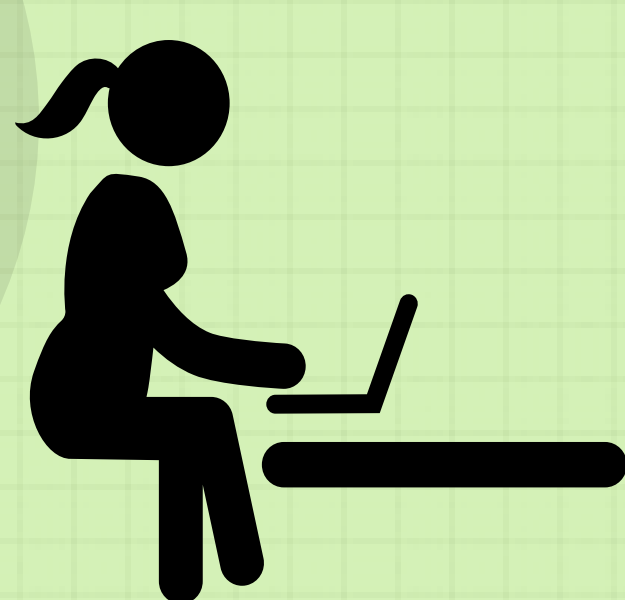
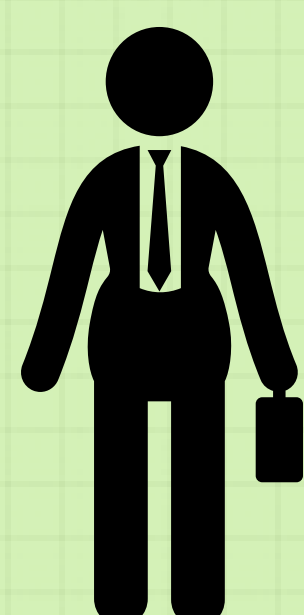


THE GENDER PAY GAP



vs.

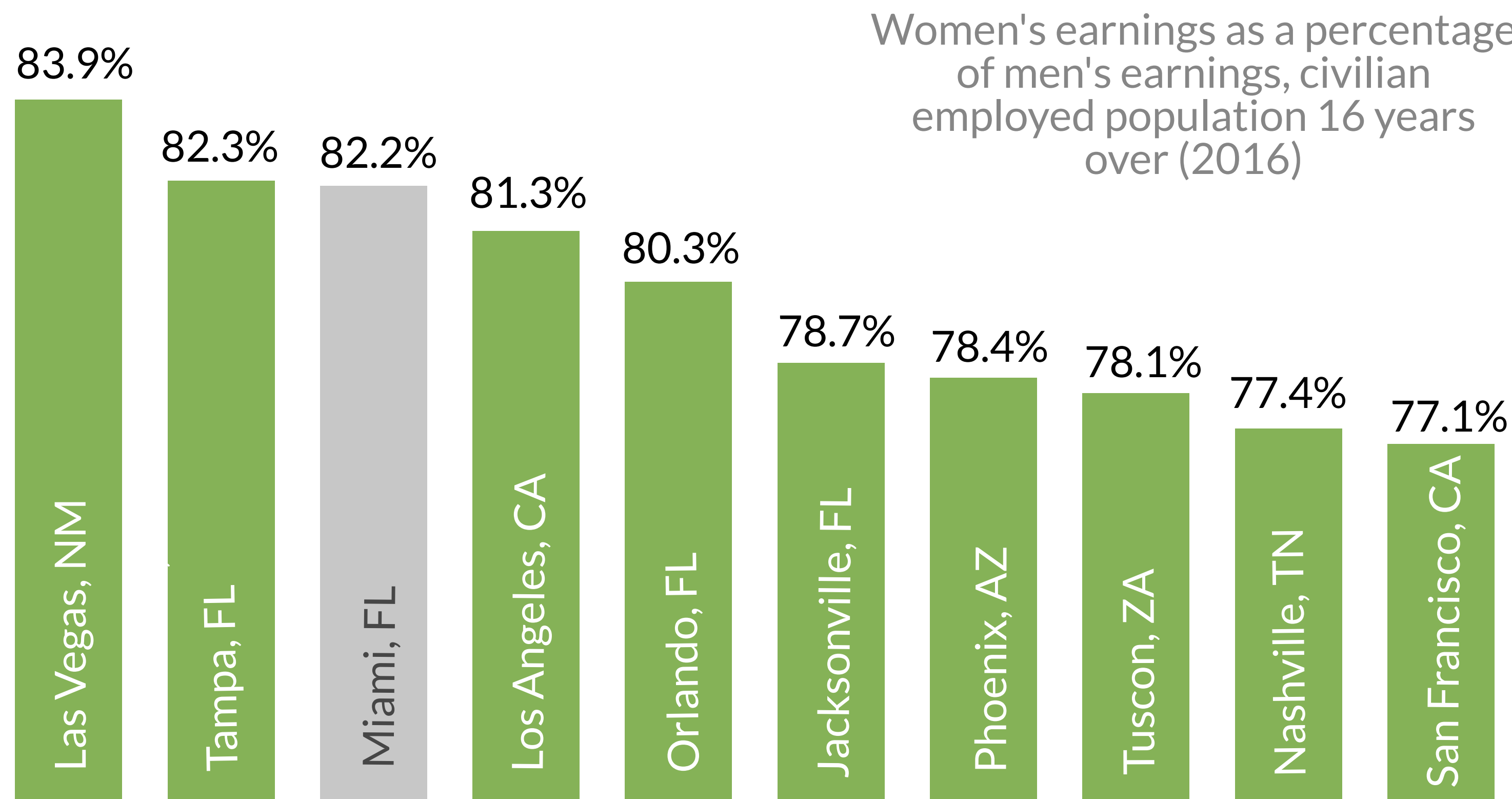


Women in Miami

earn 17.8% less than men.

The wage gap is the difference between women's and men's earnings, expressed as a percentage of men's earnings.

Top 10 MSA's with the smallest gender gap



Women's earnings as a percentage of men's earnings, civilian employed population 16 years over (2016)

MSA with populations over 1 million

The U.S. gender gap is 71.6%.

	U.S.	Miami	
Women employed full-time	\$40,019	\$35,699	10.8% Less
Men employed full-time	\$50,318	\$41,046	18.4% Less

Computer, engineering, and science occupations

MSAs with smallest gap

1. Indianapolis, IN	85.5%
2. Cincinnati, OH	85.1%
3. Orlando, FL	84.3%
4. Tampa, FL	84.1%
5. Cleveland, OH	83.9%

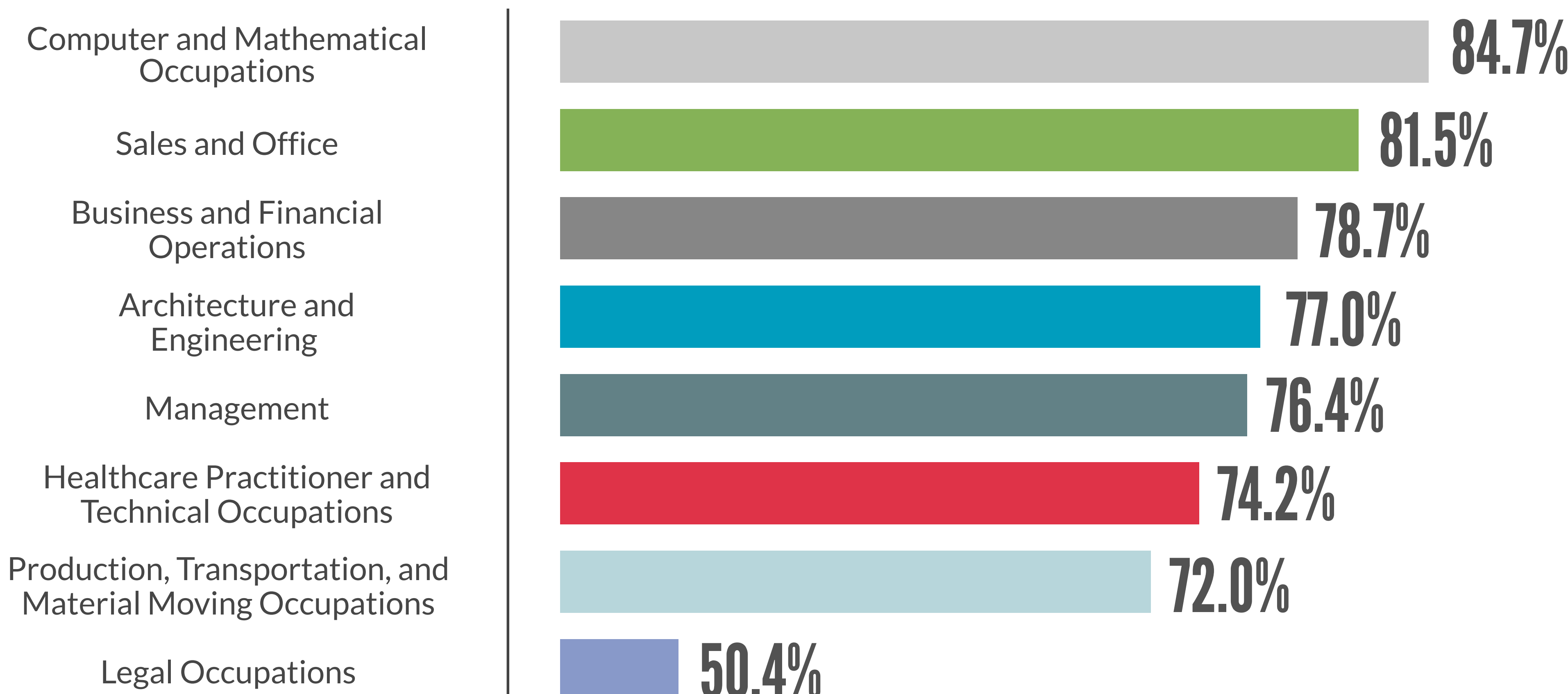
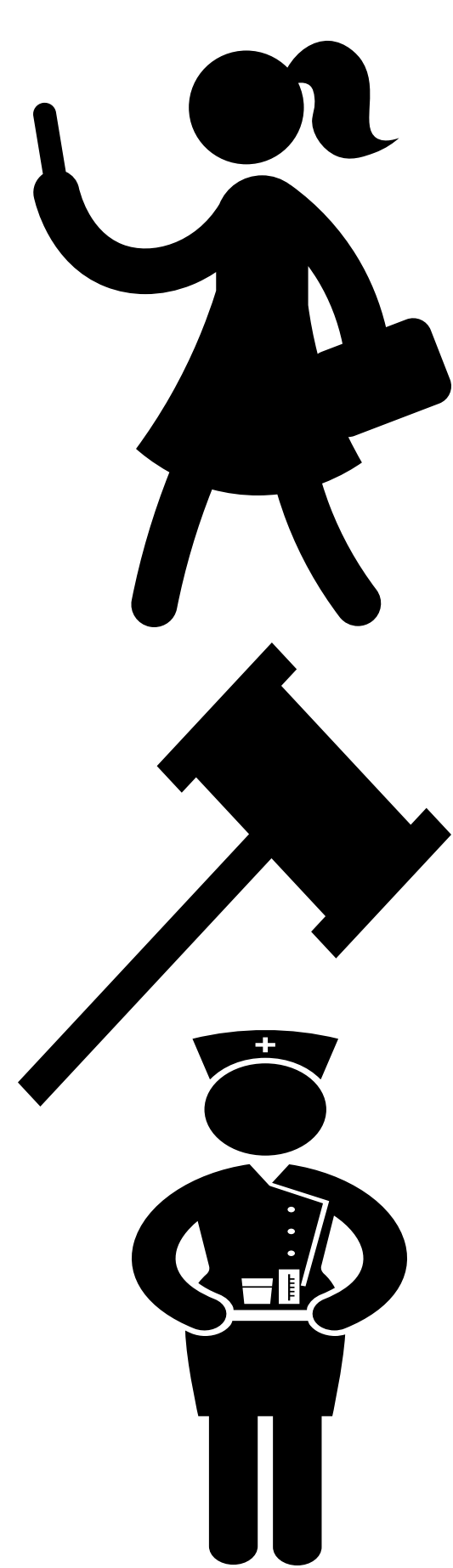
MSAs with largest gap

1. Birmingham, AL	70.1%
2. Salt Lake City, UT	70.7%
3. St. Louis, MO	72.4%
4. Tucson, AZ	73.1%
5. Austin, TX	74.2%

MSA with populations over 1 million

Miami's Gender Pay Gap by Occupation

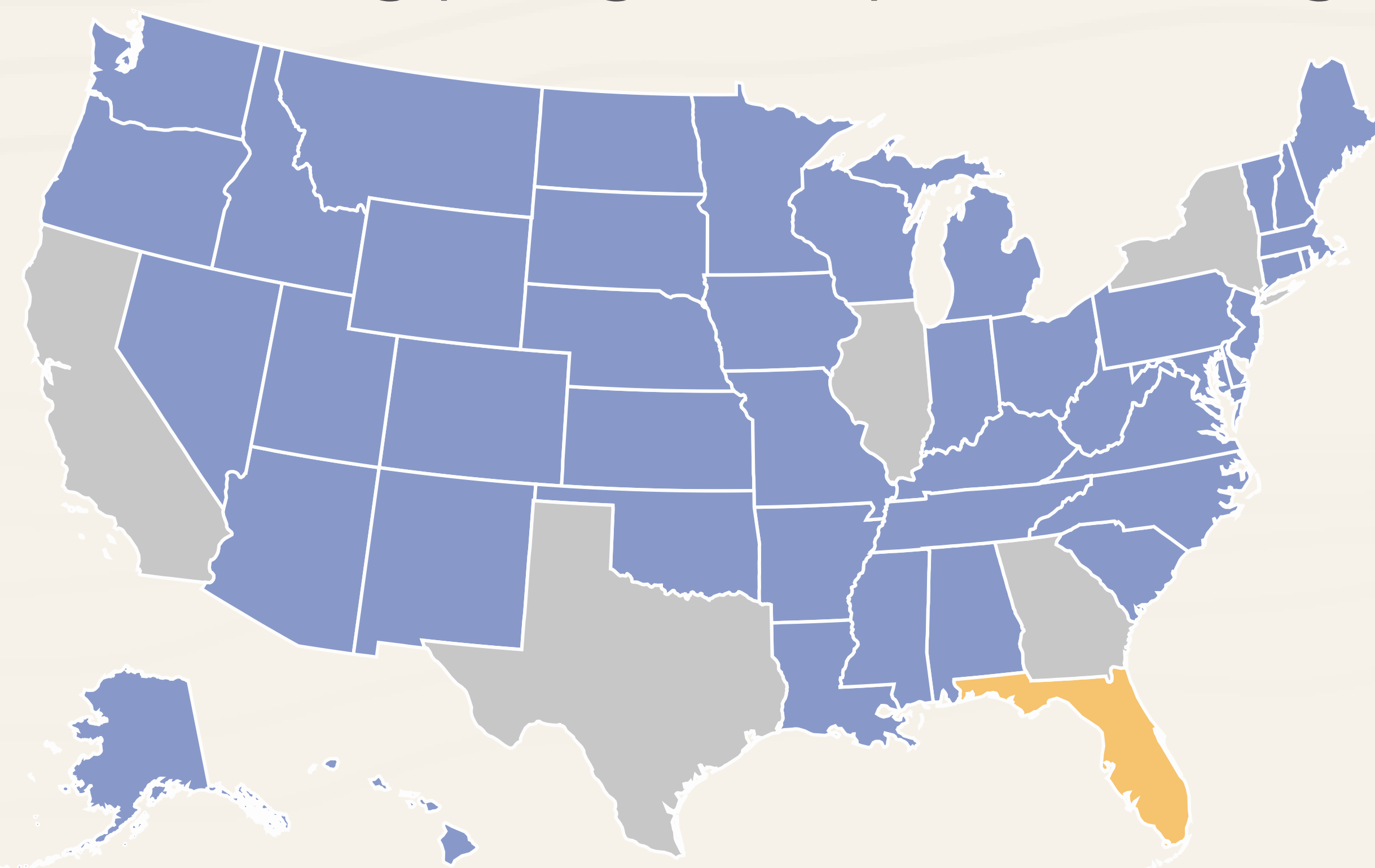
Women's earnings as a percentage of men's earnings, civilian employed population 16 years over (2016)



Legal Occupations Comparison

Miami's earnings gap in the legal occupations is 50.4%, compared to the national gap of 53.1%.

Miami's gap is larger in comparison to Los Angeles, New York and Chicago.



Los Angeles	59.7%
Austin	57.7%
New York	55.9%
Atlanta	51.7%
Chicago	51.3%

Why does it matter?

As of 2016, despite the Equal Pay Act of 1963, women still earn less than men.

Some of the gender gap may be explained by the type of jobs women take, the degrees they pursue and the specific occupations in which they work.

The Status of Women in Miami-Dade County Report (2016) developed by the Metropolitan Center showed the following:

- Women are more likely than men to have part-time jobs, 31.1% to 22.1%, respectively.
- There is a 47% earnings disparity between men and women with a graduate or professional degree, with women earning \$49,400 versus men's median earning of \$72,821.
- At the current rate of earnings growth (16% for men and 21% for women every 10 years), it will take over three decades for women in the County to earn the same as men.

Access the full Report on the status of Women in Miami-Dade prepared by the FIU metropolitan Center by clicking here