The Gender Pay Gap

Women in Miami

V.S.

Men

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.

The U.S. gender gap is 71.6%.

<table>
<thead>
<tr>
<th>Women's earnings as a percentage of men's earnings, civilian employed population</th>
<th>16 years over (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women employed full-time</td>
<td>$40,819</td>
</tr>
<tr>
<td>Men employed full-time</td>
<td>$41,046</td>
</tr>
</tbody>
</table>

Women's earnings as a percentage of men's earnings, civilian employed population 16 years over (2016) for Computer, Engineering, and Science occupations:

- Women's earnings are 76.4% of men's earnings in Miami, compared to the national average of 74.2%.
- Women's earnings are 78.7% of men's earnings in Los Angeles, 78.4% in Austin, and 77.4% in Miami, compared to the national average of 78.1%.

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

- Miami's gender gap 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.

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 to have part-time jobs, 31.1% versus 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 would 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.

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