

## Salary versus Wages

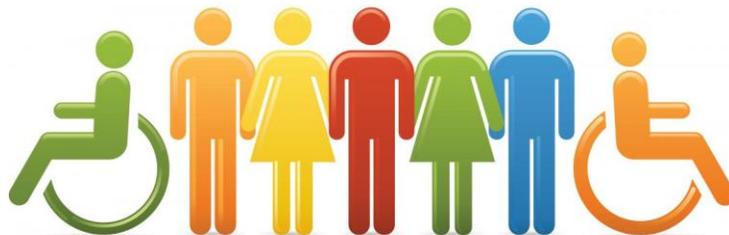


### Difference Between Hourly Wages and Salary

**Salary**: a fixed regular payment, typically paid on a monthly or biweekly basis but often expressed as an annual sum, made by an employer to an employee, especially a professional or white-collar worker.

**Wages**: a fixed regular payment, typically paid on a daily or weekly basis, made by an employer to an employee, especially to a manual or unskilled worker. This is usually in the form of an hourly rate.

**Equal Opportunity Employment**: Equal employment opportunity is enforced by law. Title VII of the Civil Rights Act of 1964 "makes it **illegal** to discriminate against someone on the basis of race, color, religion, **national** origin, or sex." Employers must also "reasonably accommodate" an employee's religious beliefs.



# **The narrowing, but persistent, gender gap in pay**

**BY NIKKI GRAF, ANNA BROWN AND EILEEN PATTEN**

<http://www.pewresearch.org/fact-tank/2018/04/09/gender-pay-gap-facts/>

The gender gap in pay has narrowed since 1980, but it has remained relatively stable over the past 15 years or so. In 2017, women earned 82% of what men earned, according to a Pew Research Center analysis of median hourly earnings of both full- and part-time workers in the United States. Based on this estimate, it would take an extra 47 days of work for women to earn what men did in 2017.

By comparison, the Census Bureau found that full-time, year-round working women earned 80% of what their male counterparts earned in 2016.

Our analysis finds that the 2017 wage gap was smaller for adults ages 25 to 34 than for all workers ages 16 and older. Women in this age group earned 89 cents for every dollar a man in the same age group earned.

The estimated 18-cent gender pay gap among all workers in 2017 has narrowed from 36 cents in 1980. For young women, the gap has narrowed even more over time. In 1980, women ages 25 to 34 earned 33 cents less than their male counterparts, compared with 11 cents in 2017.

Why does a gender pay gap still persist?

Much of the gap has been explained by measurable factors such as educational attainment, occupational segregation and work experience. The narrowing of the gap is attributable in large part to gains women have made in each of these dimensions.

But other factors that are difficult to measure, including gender discrimination, may contribute to the ongoing wage discrepancy. In a 2017 Pew Research Center survey, about four-in-ten working women (42%) said they have experienced gender discrimination at work, compared with about two-in-ten men (22%) who said the same.

One of the most commonly reported forms of discrimination focused on earnings inequality. One-in-four employed women said they have earned less than a man who was doing the same job; just 5% of men said they have earned less than a woman doing the same job.

Both men and women see inequalities in the workplace: In a 2014 Pew Research Center survey, 77% of women and 63% of men said this country needs to continue making changes to give men and women equality in the workplace.