

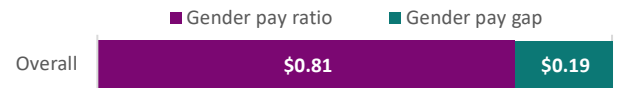
# THE STATE OF THE GENDER PAY GAP IN CALIFORNIA



## Key Findings from Larger Employers in 2021

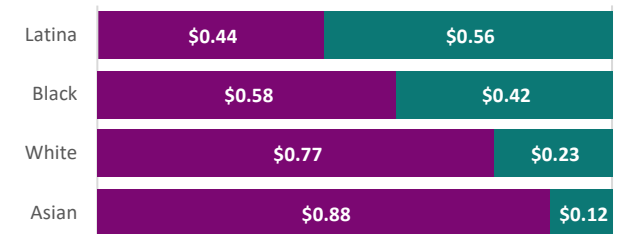
### 1) The gender pay gap persists among California workers.

For every dollar a man earns, women only earn 81 cents.



### 2) The pay gap is even greater for many women of color.

The largest gender pay gaps are found among Latinas and Black women. Black women earn 58 cents for every dollar a white man earns. Latinas earn less than half of what a white man earns.



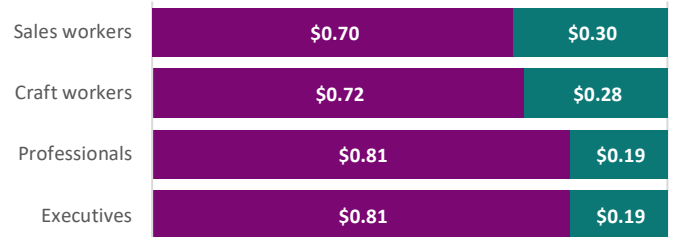
### 3) Women earn less than men in every industry.

Finance, one of the highest paid sectors, has the largest pay gap. For each dollar a man earns, women earn only 71 cents. That amounts to **\$10,300,000,000** in lost earnings for women each year in the finance sector alone.



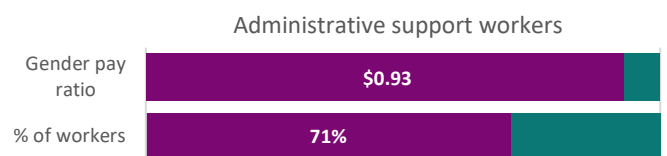
### 4) In all jobs, women are earning less than men.

The job categories with the largest pay gaps are sales workers and craft workers. In top paying jobs where average annual salaries for men are over \$150,000, women earn up to 19 percent less. Among professionals, the largest job category of California workers, women earn over \$33,000 dollars less a year than men.



### 5) The smallest pay gaps are found in low-paid jobs.

Jobs approaching pay parity are among the lowest-paid work where women are concentrated, such as administrative support workers and service workers.



Source: California Civil Rights Department Pay Data Reporting, 2021.

Notes: Charts show estimated hourly pay gaps for reported workers. Estimated hourly pay gaps do not account for factors relevant to pay such as full-time/part-time status, hours worked, occupation, tenure, education, and work experience. The gender pay ratio represents women's relative pay to men. The gender pay gap is the difference in earnings between men and women.