**Research on Gender Pay Gap – Joseph Schoen**

<https://www.businessinsider.com/gender-wage-pay-gap-charts-2017-3#men-have-earned-more-than-women-since-1979-the-first-year-with-available-data-1>

In 1979, women were making 61.5% of the median weekly earning compared to men. In 2020, it boosted up to 81.7% of men’s earnings but it is still not perfect. This means the gender pay gap in 2020 is somewhere around 18% for the median gap nationwide. However, different cities see different pay gaps, such as Minneapolis with a 19.8% gap, which is close to the national gap. Black women earned 61.1% of men’s earnings and Hispanic women earn 53%. That pay gap for black women is 39% and 47%, so race and gender make the factors worse. In terms of age, it is recorded that a 25-year-old pay gap is 9% for women, but at 50, it is 23%.

<https://www.aauw.org/resources/research/simple-truth/>

Pay scale of women to men, at 20 it is 10% gap, by 55 it is a 25% gap, so that can be used almost linearly since each step down is linear. Latin women are at a 45% gap. American Indian is a 43% gap. Native Hawaiian is 39%, black women is 37%, and Asian women is 13%. Women with degrees that are in the industry make an average of 26% less than the same jobs for males.