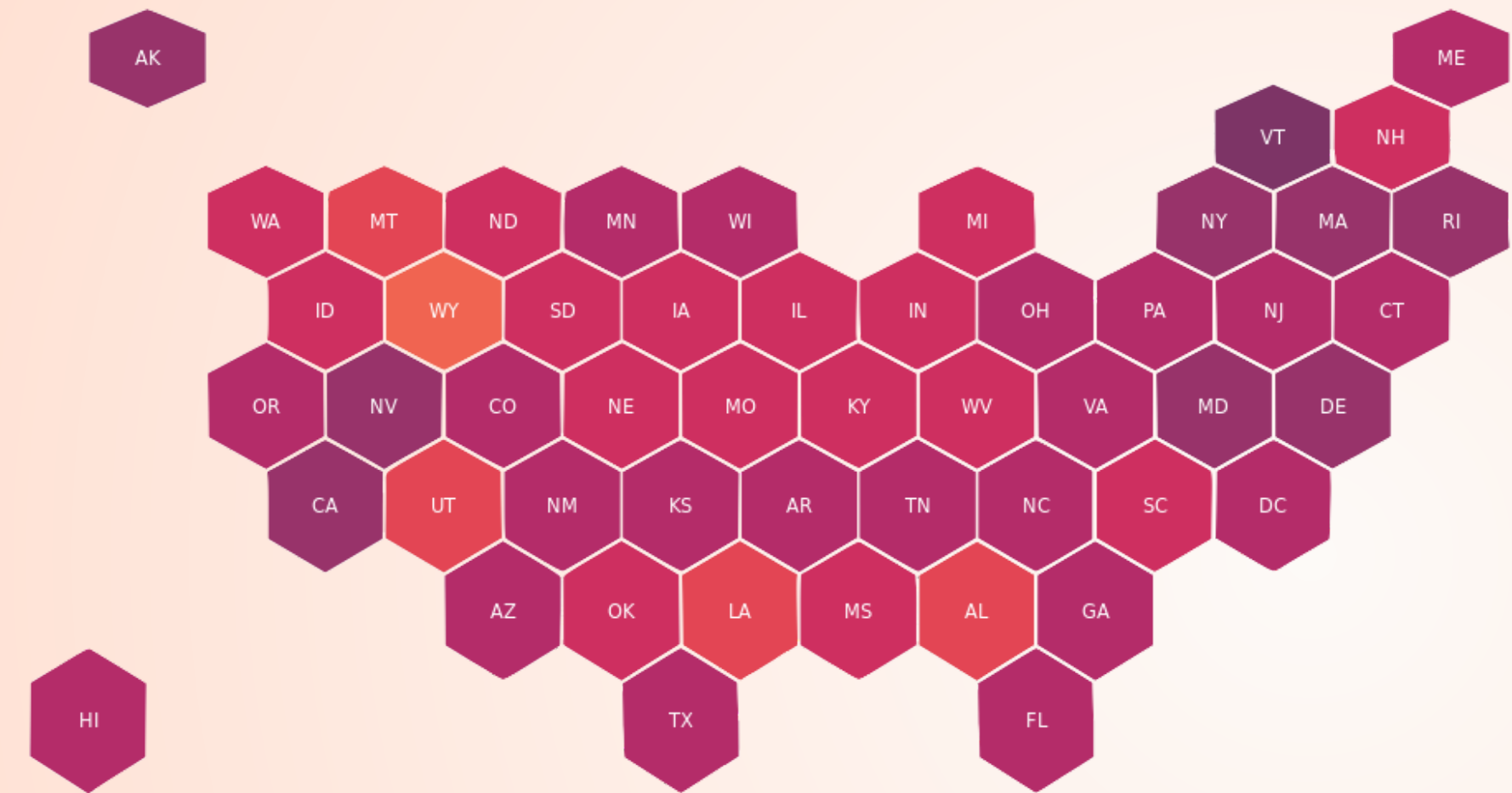
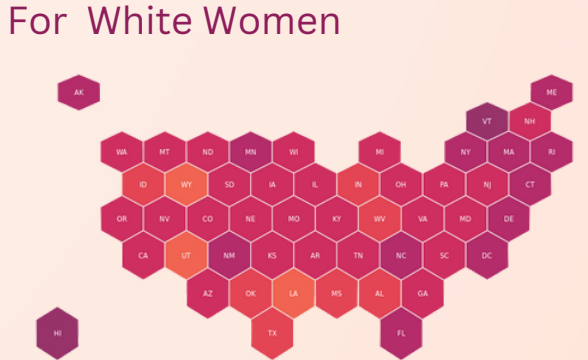
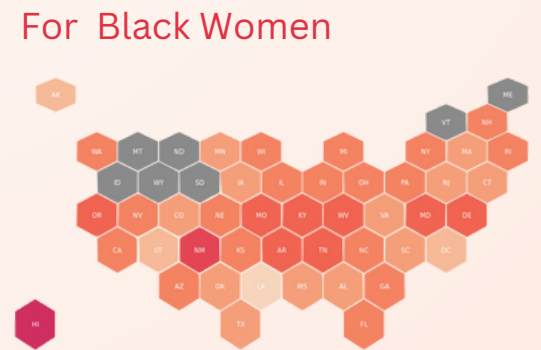
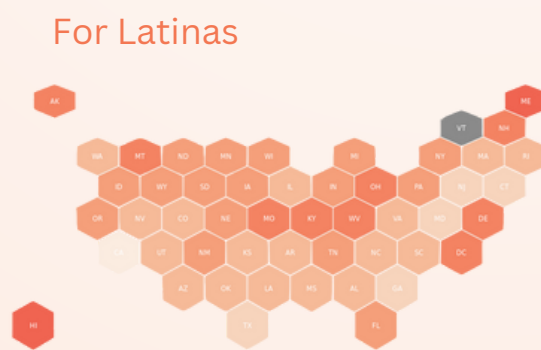


State boudaries comparison  
(projected)



# ON INTERSECTIONALITY:



# PAYCHECK PERSPECTIVES

Hexbin Maps of Woman-to-Man Wage Ratios in the United States, per state

## What is the gender wage gap?

As defined by the OECD, the gender wage (/pay) gap represents the difference between median earnings of men and women relative to median earnings of men. Typically calculated by dividing women's wages by men's wages, this ratio is often expressed as a percentage or in the respective currency terms. This hexbin map visualizes the gender wage gap for full-time workers, delving further into the disparities between women of color and white women—a comparison that has historically revealed a more privileged position for the latter group.

## But why does the gender wage gap persist?

Although most countries prohibit pay discrimination based on gender, several factors nontheless contribute heavily to its continued existence. From 1979 to the early 1990s, the wage gap widened as women experienced disproportionate gains in education and labor force participation (Brynin, 2017). Today, three primary theories attempt to explain the gender pay gap: (1) gender role theory, (2) human capital theory, and (3) occupational segregation (Aragão, C. 2023). Equivalently, these factors affect women of different ethnicities in different ways, and thus affecting their wage gap differently, as illustrated in the hexbin maps below.

Legend: What women make for every dollar men make (in USD, \$)

NA	0.40 - 0.44	0.45 - 0.49	0.50 - 0.54	0.55 - 0.59	0.60 - 0.64	0.65 - 0.69	0.70 - 0.74	0.75 - 0.79	0.80 - 0.84	0.85 - 0.89	0.90+
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