

The Great Gender Pay Divide



Recent Monster survey data uncovered the differences between women's and men's perceptions around pay, treatment in the workplace, and women in leadership positions. Here's how we've broken it down – plus other revealing insights into the gender pay gap.

Women vs. Men: Are They Paid the Same?

74% of women say

NO

BUT

73% of men say

YES



Source: Monster poll, February 2021



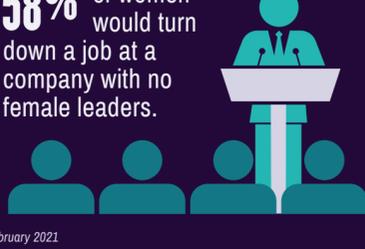
Source: Payscale: The State of the Gender Pay Gap 2020

Workplace Differences



of respondents think men and women are treated differently at work.

58% of women would turn down a job at a company with no female leaders.



Source: Monster poll, February 2021

The Pandemic Impact

Globally, **1 in 5** women agree the pandemic has set back their careers.



Nearly **25%** of pandemic-impacted women think gender pay equity will help get their careers back on track.



Source: Monster survey, March 2021

What Women Actually Lose

Over the course of a year, the average working woman loses **\$10,122** as a result of the gender pay gap.



The average amount of money earned by women throughout their career is

\$900,000

LESS than that of men

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Payscale: The State of the Gender Pay Gap 2020

A Wider Pay Gap for Women of Color



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The Motherhood Penalty

69% of working Americans say working moms are more likely to be passed up for a new job than other employees.



72% of both working moms and dads agree that women are penalized in their careers for starting families, while men are not.

60% say career opportunities are given to less qualified employees instead of working moms who may be more skilled.

Source: Bright Horizons Modern Family Index 2018

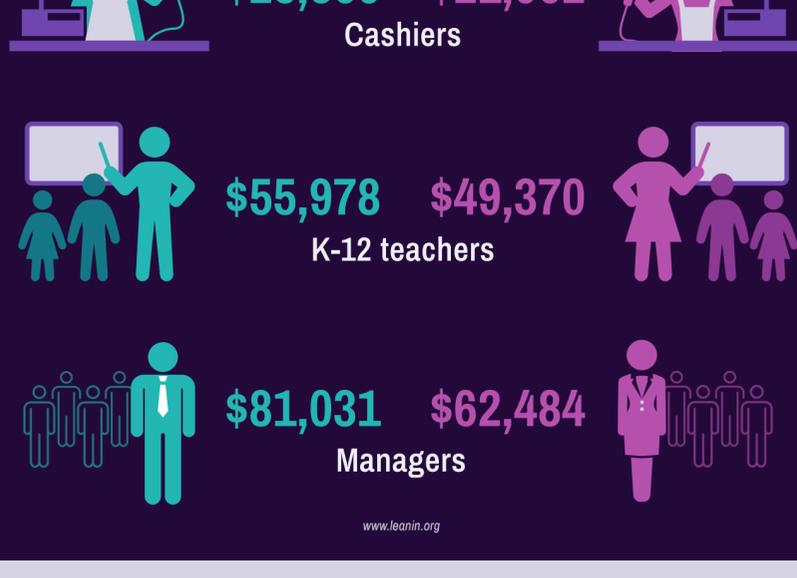
The Higher The Degree, The Bigger The Pay Gap

Diplomas don't translate to dollars: The pay gap actually increases for women at higher education levels.



Source: U.S. Census Bureau, 2017 American Community Survey

Same Job, Different Pay



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