The pay gap is one of the most persistent — yet measurable and, therefore, solvable — indicators of systemic sexism and racism in the United States. While on average, women in the United States are paid 82 cents for every dollar paid to men, Latinx women earn 54 cents, Native American women earn 57 cents, Black women earn 62 cents, and AAPI women earn 90 cents on the dollar of a white man.

The consequences of the pay gap are life-long: women overall lose nearly half a million dollars over the course of their career due to the pay gap, with women of color losing close to one million dollars over the course of their careers.

Prior research has shown that there are three main factors that drive the unjust pay gap between men and women in the United States:

1. Gender and racial discrimination;
2. Women are overrepresented in low-wage jobs and underrepresented in higher-wage ones; and
3. The majority of home and caregiving responsibilities fall on women.

To better understand people's perceptions about the pay gap, study how the COVID-19 pandemic and economic crisis may affect the drivers of the pay gap, and learn what women feel they need to achieve greater financial security, TIME'S UP Foundation commissioned PerryUndem to field a national survey of 2,528 diverse adults, ages 18 to 64, between June 2-10, 2020. This survey was generously supported by LUNA bar, a partner in TIME'S UP’s campaign to fight the pay gap.
Across the board, men and women agree the gender pay gap must be closed — especially now

Pay equity for women is just as or more important for 83 percent of all survey respondents, including:

- Men overall (79 percent)
- Men of color (81 percent)
- Women of color (81 percent)
- Women overall (86 percent)

Yet women continue to be underpaid and undervalued

DISCRIMINATION PERSISTS

Nearly six in 10 women say they’ve faced gender or racial discrimination or obstacles to higher paying jobs.

Fifty-eight percent of women have:

- Stayed in a job or turned down a better job, due to: caregiving responsibilities; to make it easier for their spouse; because of sexual harassment or because the new environment could be too sexist or racist; and/or
- Been told they didn’t work as hard because: of their gender, race or ethnicity; or because of children or caregiving responsibilities.

One in three men who help make hiring decisions hold discriminatory views towards employment.

Thirty-four percent of men who help make hiring decisions believe “men should have more of a right to a job than women” when jobs are scarce.

UNPAID LABOR REMAINS UNFAIR

Only 16 percent of partnered women say their spouse or partner is doing “all or almost all” of household work. By comparison, more than 40 percent of women report doing “all or almost all” of household work.

Half of women say they are in charge of what needs to get done at home. Just one in five men say the same.

Note: Same-gender relationships have a more equitable distribution of household work than opposite-gender relationships.
The consequences are staggering

Nearly half of women (48 percent) surveyed do not have a stable, good-paying job that pays the bills, allows for savings, and allows them to be healthy.

Roughly half of Latinx (51 percent) and Black (48 percent) women do not have enough money right now to pay for basic needs like food and housing.

Half of women of color (52 percent) have less than $200 in savings, compared to 37 percent of white women and 27 percent of white men.
The solutions are clear — but require business leaders and policymakers to act

Women surveyed understand the broader systemic drivers of pay inequity — such as racism and sexism — better than men.

The chart below represents the percentage of respondents who agree the following is a reason for the gender pay gap:

- **OUR SOCIETY PUTS LESS VALUE ON WOMEN-DOMINATED JOBS, LIKE CHILD CARE, TEACHING, AND HOME HEALTH AIDES**
  - Men: 47%
  - Women: 64%
- **SEXISM**
  - Men: 44%
  - Women: 63%
- **WOMEN ARE MOST LIKELY TO BE RESPONSIBLE FOR TAKING CARE OF CHILDREN**
  - Men: 48%
  - Women: 58%
- **RACISM**
  - Men: 37%
  - Women: 54%
- **WOMEN STILL DO MOST OF THE UNPAID HOUSEHOLD WORK AT HOME OVER THEIR LIFETIME, MOST WOMEN HAVE TO LEAVE THE WORKFORCE FOR A PERIOD OF MONTHS OR YEARS TO BEAR CHILDREN**
  - Men: 54%
  - Women: 53%
- **WORKPLACES AND BENEFITS WERE FIRST MADE FOR MEN WHO DIDN’T HAVE ANY RESPONSIBILITIES AT HOME**
  - Men: 31%
  - Women: 42%
- **MEN ARE BETTER THAN WOMEN AT ASKING FOR HIGHER PAY**
  - Men: 28%
  - Women: 29%
- **WOMEN CHOOSE JOBS THAT PAY LESS**
  - Men: 36%
  - Women: 22%

These systemic problems demand systemic solutions

Women in the workforce identified several benefits they need for economic security.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PAID SICK DAYS</strong></td>
<td>53%</td>
<td>80%</td>
</tr>
<tr>
<td><strong>RETIREMENT BENEFITS</strong></td>
<td>49%</td>
<td>80%</td>
</tr>
<tr>
<td><strong>A SCHEDULE THEY CAN CONTROL</strong></td>
<td>54%</td>
<td>76%</td>
</tr>
<tr>
<td><strong>PAID VACATION</strong></td>
<td>54%</td>
<td>76%</td>
</tr>
<tr>
<td><strong>FLEXIBLE WORK HOURS</strong></td>
<td>58%</td>
<td>75%</td>
</tr>
<tr>
<td><strong>A SCHEDULE THEY CAN PLAN IN ADVANCE</strong></td>
<td>63%</td>
<td>74%</td>
</tr>
<tr>
<td><strong>PAID MEDICAL LEAVE</strong></td>
<td>39%</td>
<td>73%</td>
</tr>
<tr>
<td><strong>HEALTH CARE</strong></td>
<td>47%</td>
<td>60%</td>
</tr>
<tr>
<td><strong>AFFORDABLE MENTAL HEALTH CARE</strong></td>
<td>32%</td>
<td>57%</td>
</tr>
<tr>
<td><strong>ABILITY TO WORK REMOTELY</strong></td>
<td>41%</td>
<td>55%</td>
</tr>
</tbody>
</table>

To learn more and join the fight for pay equity, visit timesupfoundation.org/times-up-pay-up

The TIME’S UP™ Foundation insists upon safe, fair, and dignified work for all by changing culture, companies, and laws. timesupfoundation.org

LUNA bar® has always stood for more than just nutritious food. LUNA champions change and demands that women’s equality be a right, not an option. lunabar.com

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