

# Wage Gap

The jobs people have and the amount of money they make, and therefore their likelihood of living in poverty, are influenced by facets of their identity. Workers of color, especially women, are more likely to be underemployed and therefore have lower earnings than white workers. The difference between groups in median earnings is called the wage gap. The “wage gap” is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings.<sup>1</sup> Lower earnings leads to economic stress. Economic stress is a risk factor for intimate partner violence.

In 2018, women earned

**79¢**

for every dollar a man made in Ohio!<sup>3</sup>

## Rates by Race

Wages earned by race for every dollar a man earned.

**88¢** Asian

**64¢** Black

**61¢** Latina

## Eliminating the Wage Gap

Eliminating the wage gap will provide women with the financial resources to pay for:<sup>4</sup>



About 13 months of child care



More than a year's worth of groceries



A year of tuition at a four-year state university



Nine months of rent



Seven months of employer based health insurance



Six months of mortgage & utilities



Money to pay off student loan debt in 3 years

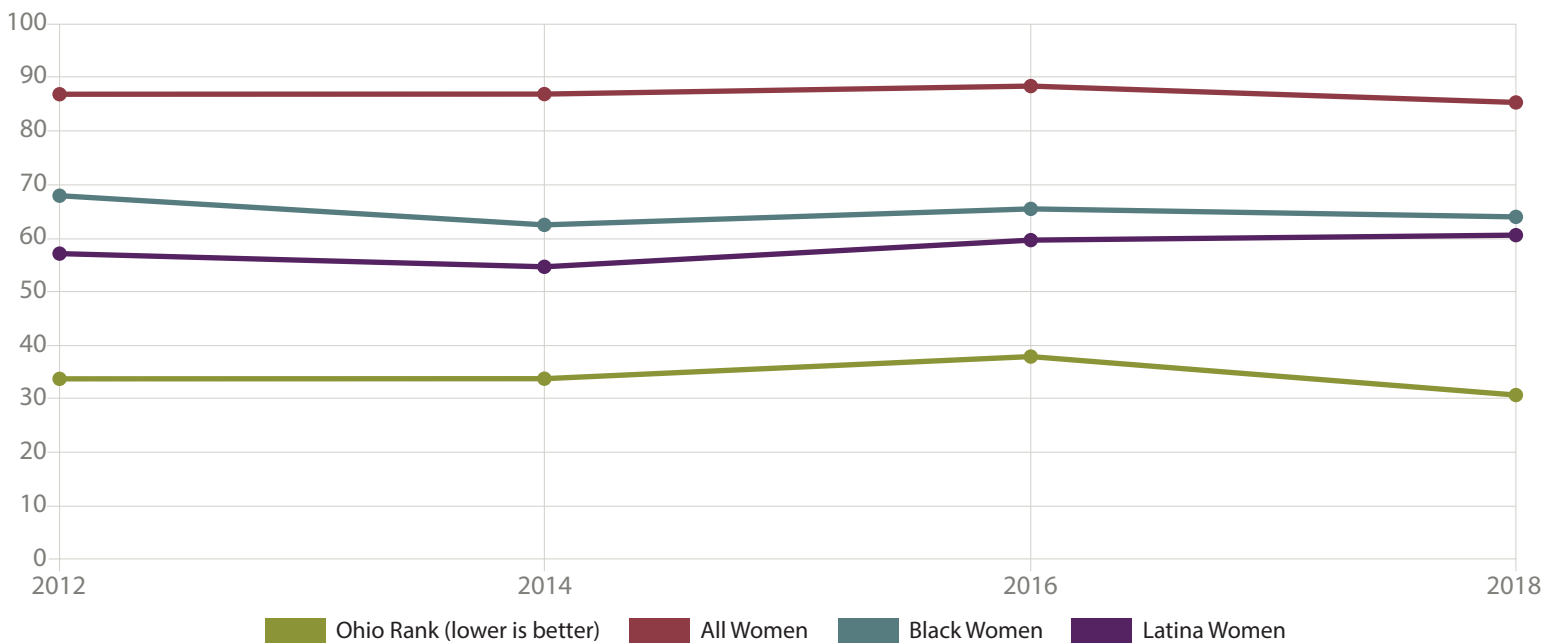


8.4 years of birth control

## Barriers to Closing the Gap

- Wage gaps are driven by systemic, societal-level factors that cannot be addressed with relatively easy policy solutions—regardless of industry, education or experience on the job women continue to be shortchanged.
- Agencies that investigate & enforce fair wage are poorly funded. In fact, Ohio only funds 6 positions to investigate fair wages for the entire state!<sup>5</sup>
- Workers are facing decreased hours & pay due to the COVID-19 induced recession.

## Ohio Wage Gap Ranking and Cents on the Dollar Earnings for Women



## Remedies to Closing the Gap

- Raise Ohio's minimum wage to \$15.00 per hour by 2026. This alone will benefit 1.56 million Ohioans who currently work in low wages jobs which increase their likelihood of living in poverty. This will also increase wage equity for those most impacted by the wage gap.<sup>6</sup>
- Pass ordinances or state laws like the Columbus City Council passed on September 21, 2020 that increases penalties for wage theft for businesses that want to enter into contracts with the city (or state).
- Eliminate the sub-minimum tipped wage that suppresses wages for restaurant workers and facilitates wage theft.
- Increase support for robust family-workplace policies such as paid time off that can alleviate stress for women who are primarily responsible for caregiving.



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References can be found online at [www.odvn.org/Ohio-Measures-Up](http://www.odvn.org/Ohio-Measures-Up).

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