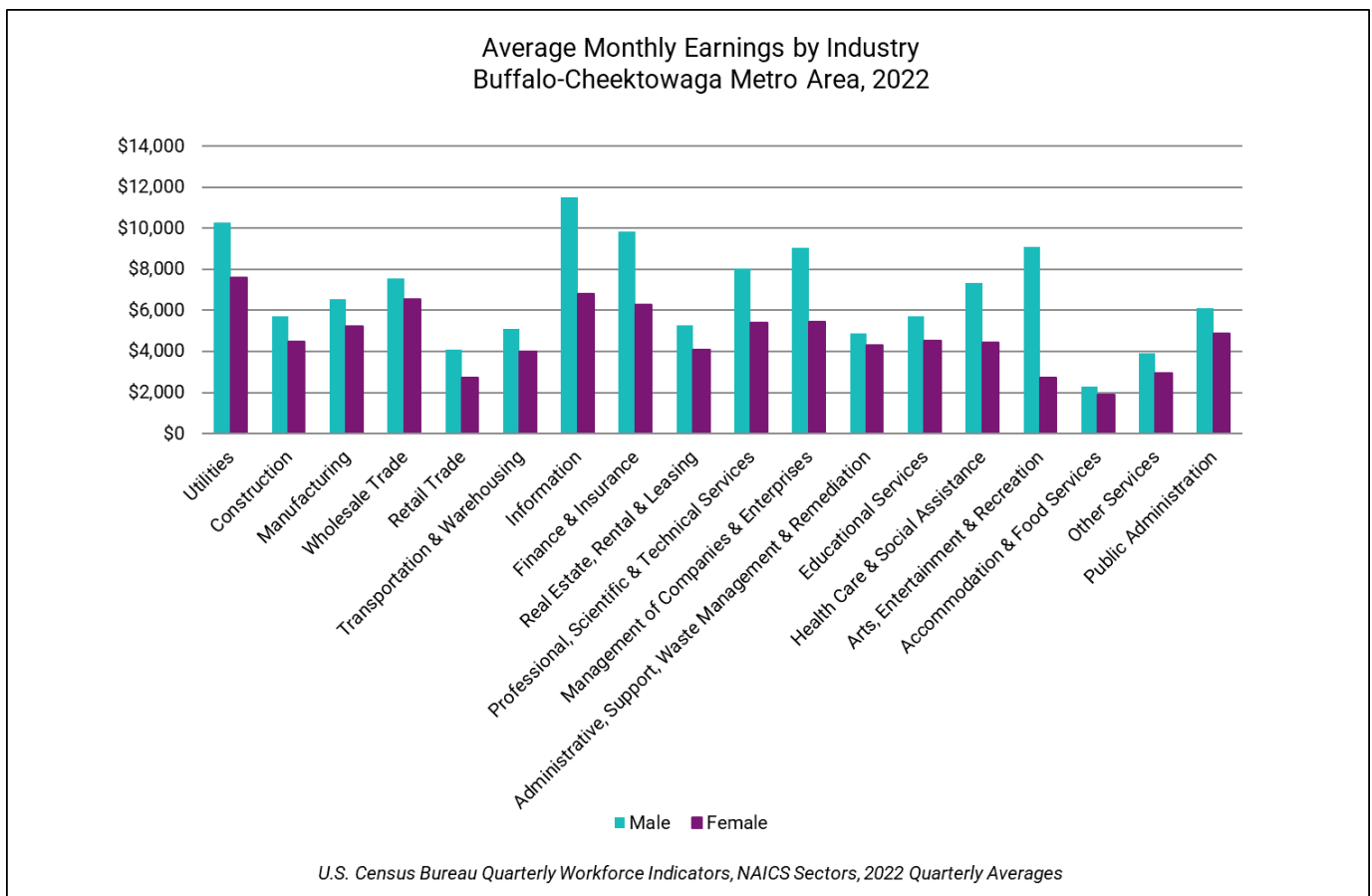




WNY WOMEN'S FOUNDATION

Occupational Segregation

Nationwide, in occupations that pay less than \$30,000 per year, **2 out of every 3** full-time workers are women (U.S. Bureau of Labor Statistics, 2023b). In jobs paying an average of \$100,000 or more per year, fewer than **1 in 3** full-time workers are women. This underscores the persistent issue of occupational segregation, which remains a primary cause of the gender pay gap. Even as women's representation in higher-paying occupations has grown, they are still paid less than their male counterparts. Addressing these disparities demands concerted efforts to challenge systemic barriers, promote workplace equity, and ensure all individuals have equal access to opportunities for fair compensation. Empowering women is one of the smartest investments employers can make. With financial independence, women help to stimulate economic growth and inspire others in their communities while simultaneously making their own career choices.



Call to Action: Compel employers to implement diversity and inclusion initiatives with specific intersectional gender equity priorities!

Click below to learn about WNY Women's Foundation's diversity, inclusion, and equity program: **ALL IN for employers:**

<https://allinwny.org/participate/employers/>

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