

**Wage Disparities in California: The Gap Between Men and Women**  
*2014-2019*

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Overtime, there has been this ongoing concern that men are being paid more than women for the same jobs in our society. The data I analyzed exhibits that while the gap is decreasing overtime, it is still prominent and an issue that needs to be addressed in society. As a female cashier from California, data shows that I am being paid less than my counterparts.

The data I acquired was through the U.S. Census Bureau. The data consisted of the average wages of common jobs in California sorted by male and female. I analyzed the years of 2014-2019. Cashiers, nurses, truck drivers, retail workers, and managers were provided by this list. My findings within the data were that there is an obvious wage gap between male and female workers in each category of common jobs. The differences in wages vary, with some jobs closing the gap between men and women, and some widening. Over the past 5 years, the gap shows progress to paying men and women equally, but it is still prevalent.

**Men vs Women:**

ID	Gender	Year	Year	Employ	Employe	ID	Detail	Detailed	C	Average	W	Average	W	Total	Popu	Total	Popu	Record	Co	Geograph	ID	Geography
1	1	Male	2019	2019	1	Full-time	1191XX	Other mar	135828.4	5626.285	264944	12517.77	2729	California	04000US06							
2	1	Male	2019	2019	1	Full-time	412010	Cashiers	32404.77	3934.231	56498	5823.959	426	California	04000US06							
3	1	Male	2019	2019	1	Full-time	412031	Retail sale	53562.8	4172.081	123299	8583.111	1060	California	04000US06							
4	1	Male	2019	2019	1	Full-time	533030	Driver/sal	50743.28	1730.185	310142	13521.31	2559	California	04000US06							
5	1	Male	2019	2019	1	Full-time	291141	Registered	108352	7714.493	48939	5421.835	463	California	04000US06							
6	2	Female	2019	2019	1	Full-time	1191XX	Other mar	104621.1	5374.07	173719	10169.57	1844	California	04000US06							
7	2	Female	2019	2019	1	Full-time	412010	Cashiers	27929.93	2632.048	11949	8181.851	891	California	04000US06							
8	2	Female	2019	2019	1	Full-time	412031	Retail sale	41243.18	4190.895	80491	6945.501	774	California	04000US06							
9	2	Female	2019	2019	1	Full-time	533030	Driver/sal	38268.72	5845.856	13273	2827.187	102	California	04000US06							
10	2	Female	2019	2019	1	Full-time	291141	Registered	96857.13	2738.707	212493	11231.69	2127	California	04000US06							
11	1	Male	2018	2018	1	Full-time	1191XX	Other mar	135001.2	5556.19	286536	13006.37	2805	California	04000US06							
12	1	Male	2018	2018	1	Full-time	412010	Cashiers	29687.55	2032.001	59450	5973.419	475	California	04000US06							
13	1	Male	2018	2018	1	Full-time	412031	Retail sale	52429.07	4025.765	121376	8516.142	1003	California	04000US06							
14	1	Male	2018	2018	1	Full-time	533030	Driver/sal	48644.72	1353.957	318802	13702.93	2719	California	04000US06							
15	1	Male	2018	2018	1	Full-time	291141	Registered	96382.13	5512.166	49852	5471.903	461	California	04000US06							
16	2	Female	2018	2018	1	Full-time	1191XX	Other mar	97430.21	5096.921	155160	9616.899	1610	California	04000US06							
17	2	Female	2018	2018	1	Full-time	412010	Cashiers	24989.18	1370.281	100711	7763.174	849	California	04000US06							
18	2	Female	2018	2018	1	Full-time	412031	Retail sale	37855.82	3228.932	91492	7401.794	774	California	04000US06							
19	2	Female	2018	2018	1	Full-time	533030	Driver/sal	39106.88	4130.577	17961	3288.215	136	California	04000US06							
20	2	Female	2018	2018	1	Full-time	291141	Registered	94223.91	2739.817	214770	11289.93	2109	California	04000US06							
21	1	Male	2017	2017	1	Full-time	412010	Cashiers	27490.41	1889.856	59704	5985.958	476	California	04000US06							
22	1	Male	2017	2017	1	Full-time	412031	Retail sale	47956.52	3162.152	122853	8566.888	1030	California	04000US06							
23	1	Male	2017	2017	1	Full-time	533030	Driver/sal	46287.31	1437.647	300346	13307.63	2547	California	04000US06							
24	1	Male	2017	2017	1	Full-time	291141	Registered	92943.46	5530.019	41708	5006.408	408	California	04000US06							
25	2	Female	2017	2017	1	Full-time	412010	Cashiers	26863.39	1680.941	109032	8074.708	884	California	04000US06							
26	2	Female	2017	2017	1	Full-time	412031	Retail sale	35790.9	3127.51	88574	7283.291	712	California	04000US06							

Sum of Average Wage- California									
2014			2015			2016			
Detailed O	Female	Male	Difference	Female	Male	Difference	Female	Male	Difference
Cashiers	\$25,409	\$29,004	\$3,595	\$23,945	\$26,072	\$2,127	\$25,679	\$27,166	\$1,487
Driver/sale	\$37,117	\$42,409	\$5,292	\$34,681	\$44,818	\$10,137	\$37,803	\$44,619	\$6,816
Other managers			\$0			\$0			\$0
Registered	\$85,124	\$90,145	\$5,021	\$84,977	\$98,243	\$13,266	\$88,525	\$98,041	\$9,516
Retail sale	\$37,904	\$48,715	\$10,811	\$34,606	\$50,582	\$15,976	\$33,690	\$51,178	\$17,488

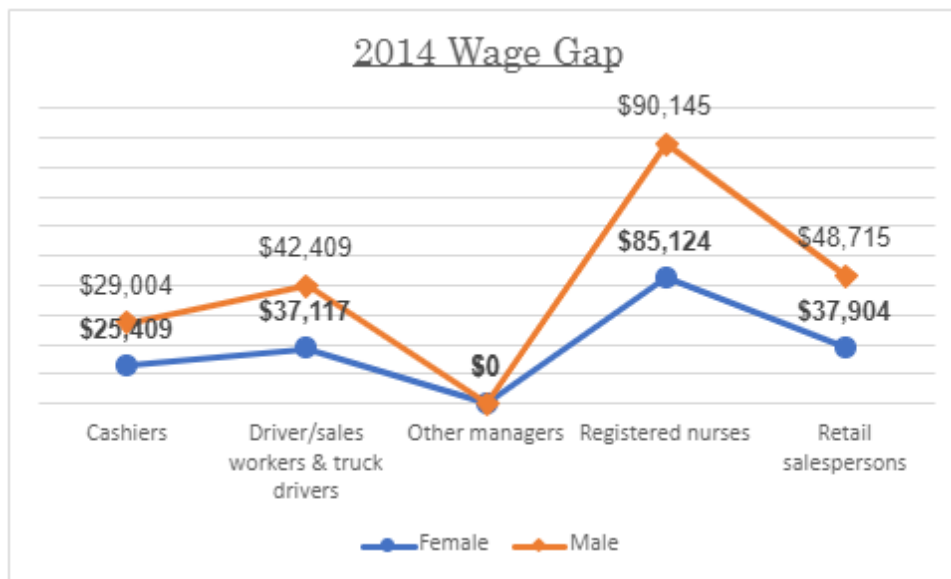
**In 2014, men made an average of:**

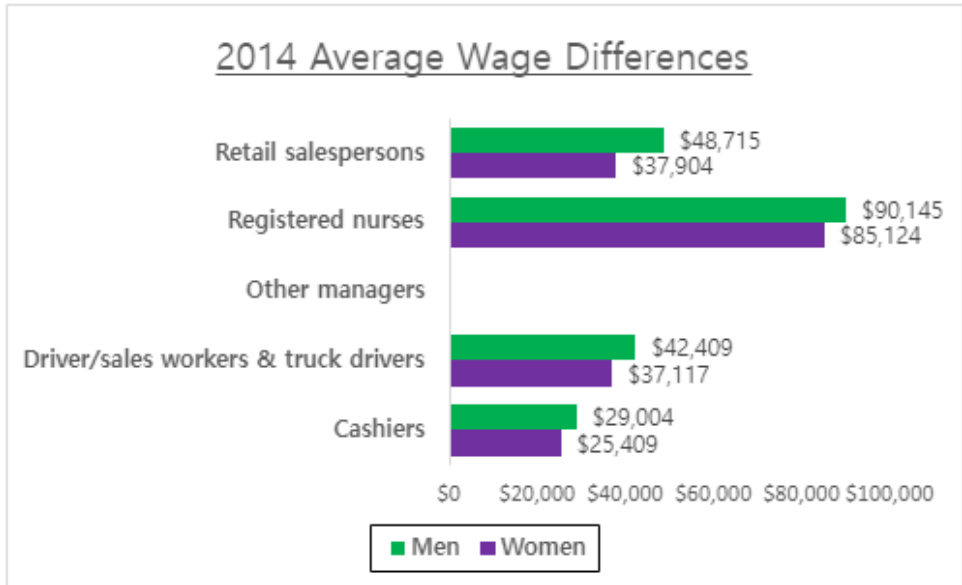
\$3,595 more than female cashiers

\$5,292 more than female drivers

\$5,021 more than female registered nurses

\$10,811 more than female retail salespersons





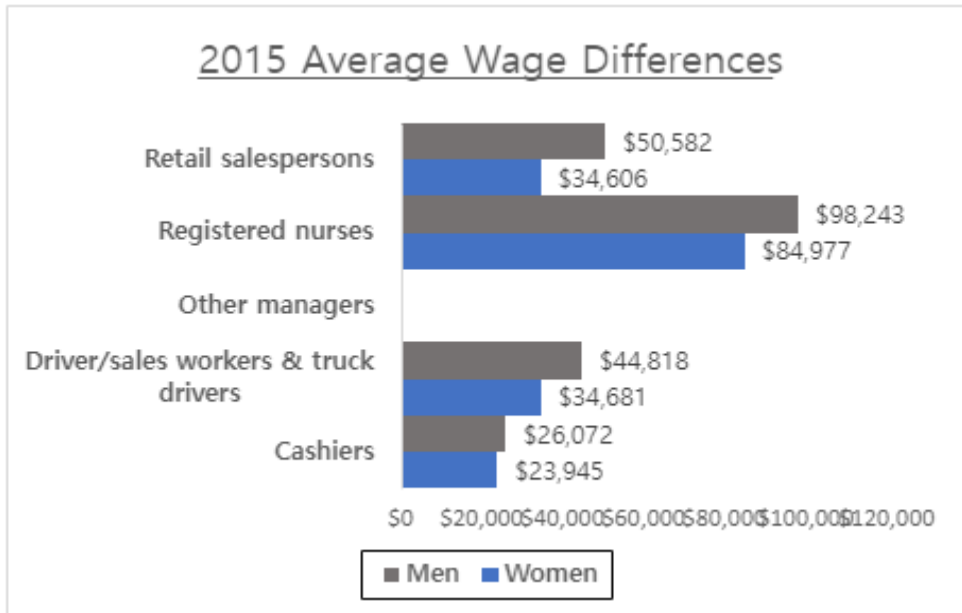
**In 2015, men made an average of:**

\$2,127 more than female cashiers

\$10,137 more than female drivers

\$13,266 more than female registered nurses

\$15,976 more than female retail salespersons



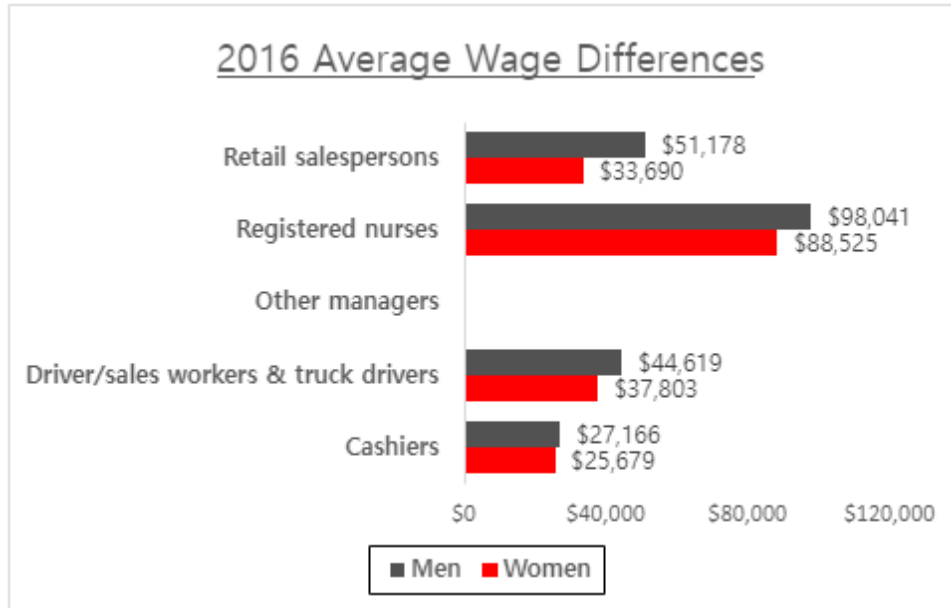
**In 2016, men made an average of:**

\$1,487 more than female cashiers

\$6,816 more than female drivers

\$9,516 more than female registered nurses

\$17,488 more than female retail salespersons



2017			2018			2019		
Female	Male	Difference	Female	Male	Difference	Female	Male	Difference
\$26,863	\$27,490	\$627	\$24,989	\$29,688	\$4,698	\$27,930	\$32,405	\$4,475
\$32,578	\$46,287	\$13,709	\$39,107	\$48,645	\$9,538	\$38,269	\$50,743	\$12,475
		\$0	\$97,430	\$135,001	\$37,571	\$104,621	\$135,828	\$31,207
\$91,096	\$92,943	\$1,847	\$94,224	\$96,382	\$2,158	\$96,857	\$108,352	\$11,495
\$35,791	\$47,957	\$12,166	\$37,856	\$52,429	\$14,573	\$41,243	\$53,563	\$12,320

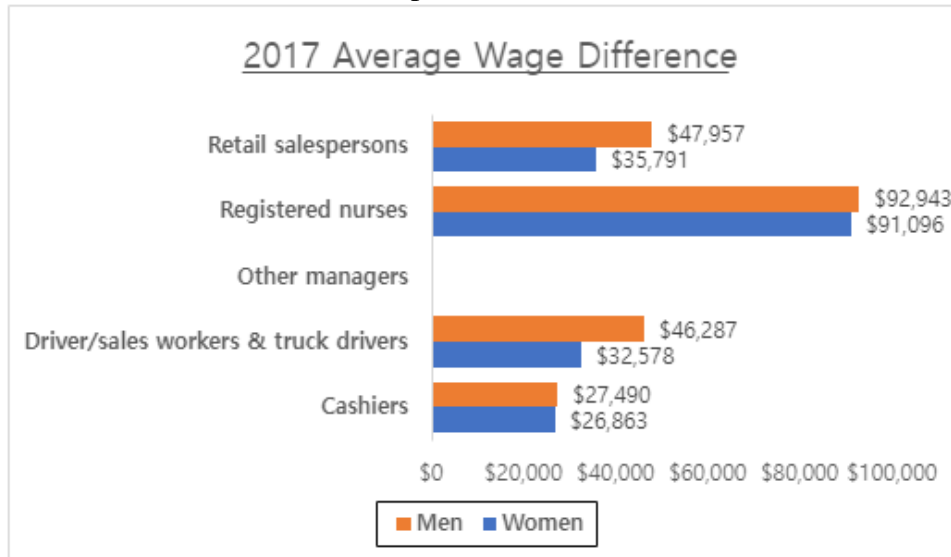
**In 2017 men made an average of:**

\$627 more than female cashiers

\$13,709 more than female drivers

\$1,847 more than female registered nurses

\$12,166 more than female salespersons



**In 2018 men made an average of:**

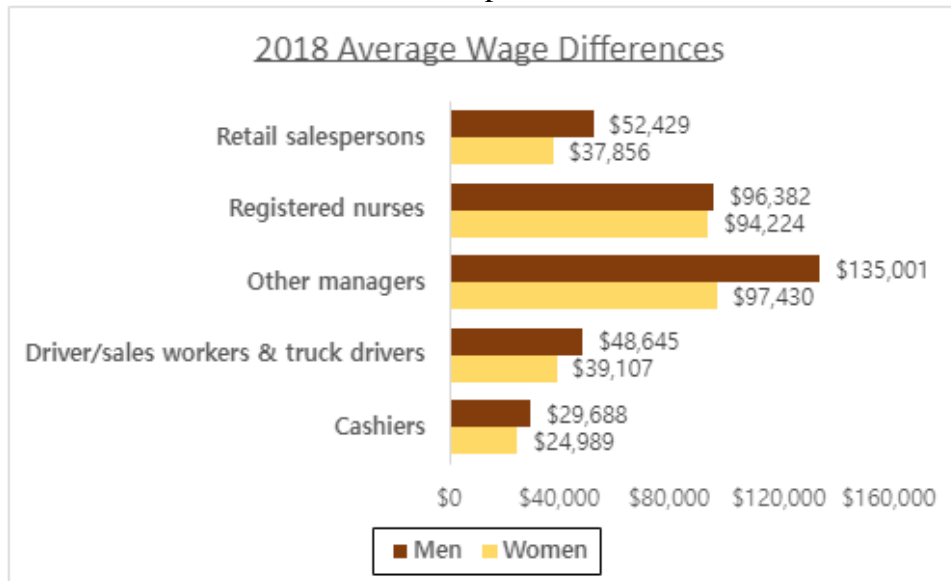
\$4,698 more than female cashiers

\$9,538 more than female drivers

\$37,571 more than female managers

\$2,158 more than female registered nurses

\$14,573 more than female retail salespersons



**In 2019 men made an average of:**

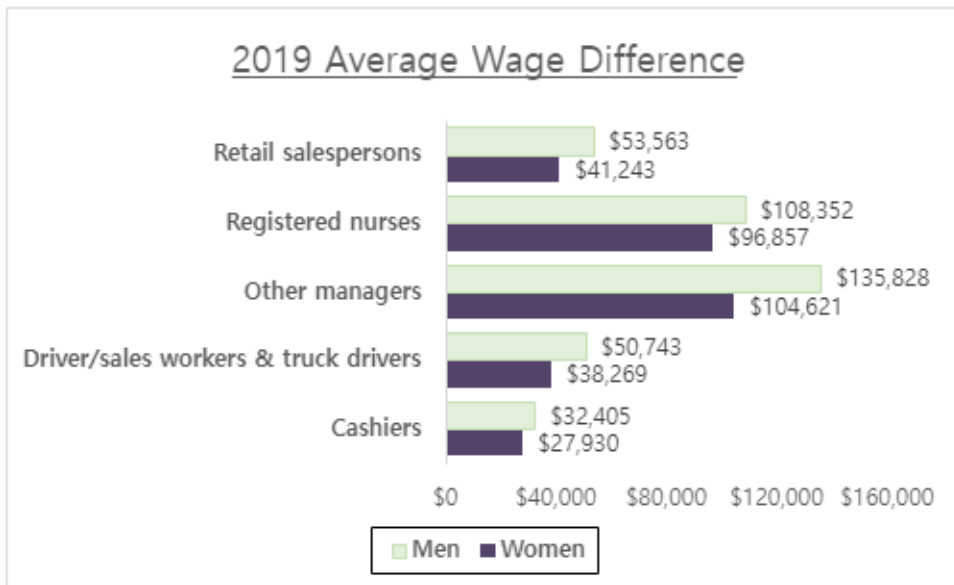
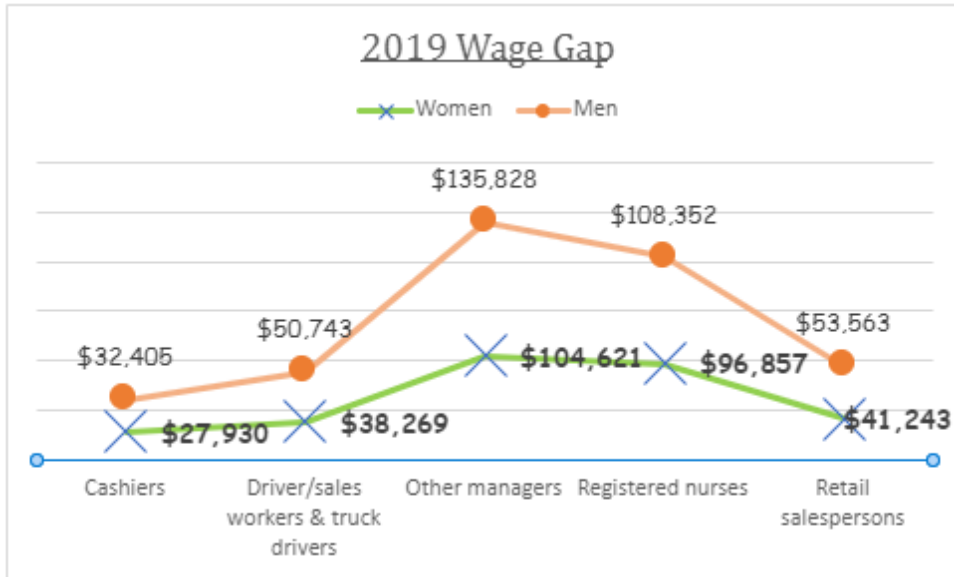
\$4,475 more than female cashiers

\$12,475 more than female drivers

\$31,207 more than female managers

\$11,495 more than female registered nurses

\$12,320 more than female retail salespersons



Links to data:

<https://www.census.gov/topics/employment.html>

<https://qwiexplorer.ces.census.gov/exp-r/1275a3.html?st=CA&v=map&fc=true&t=ac0&extra=x%3D0%26g%3D0>

### Call to Action

The wage gap has been an issue in our society since women have been in the work-force. While some people claim the wage gap has gone away, data I found presents otherwise. No solution to the wage gap will fix our society's issue overnight, but it's crucial we work towards closing it faster. During my research, I found these solutions:

- The Paycheck Fairness Act: This is a proposed act that would add procedural protections to the Equal Pay Act of 1963 and the Fair Labor Standards Act. The proposed act would reduce pay secrecy, make it more difficult for organizations and companies to pay males more than females, and give women better tools to address pay discrimination.
- Conducting pay audits: Pay audits would address pay gaps by analyzing compensation by gender, race, and age. Organizations should be clear about what factors go into driving one's pay as well.
- Support for pay transparency: Men and women should be able to talk about their pay without it being taboo or secret. This would ensure that women can see if they are being paid less than their male colleagues.
- Make it a norm for women to negotiate in the workplace: There is societal pressure for women to be more compromising. Women should be encouraged to speak up and negotiate for a higher salary when they feel like they are being underpaid and underappreciated.



- Ensure fair scheduling practices: Women who are mothers are often the ones burdened with the responsibilities of childcare alongside the responsibilities of their jobs or careers. While it's not always possible to work around personal schedules, organizations should attempt to find solutions in order to establish fair scheduling practices.