

# CLOSE the GAP

## Median Annual Full-Time Pay

Women  
\$47,299

Men  
\$57,456

Yearly Gap  
**\$10,157**

## 18¢ Pay Gap Creates Chasm in American Dream for Women.<sup>1</sup>

Women in the U.S. are paid just 82¢ for every dollar paid to men. And that gap is even greater for women of color. That 18¢ gap might not sound like a lot, but yearly it creates a \$10,157 pay chasm that dramatically impacts a woman's quality of life.

## What the 18¢ Pay Gap Means for Women

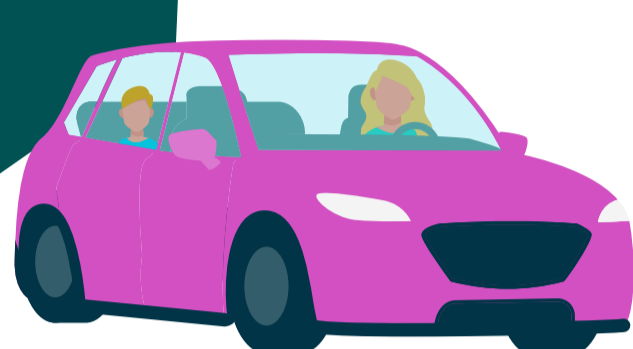
### HOUSING

8 months of mortgage payments<sup>2</sup>



### TRANSPORTATION

18 months of car payments<sup>3</sup>



### HEALTHCARE

88% of yearly healthcare costs<sup>4</sup>



### FOOD

92% of yearly food costs for family of 4<sup>5</sup>



### CHILDCARE

100% of yearly childcare costs<sup>6</sup>



### EDUCATION

**\$329,499**

missed college savings<sup>7</sup>



### RETIREMENT

**\$1,211,918**

missed savings<sup>8</sup>



## The Wage Gap Widens for Women of Color<sup>9</sup>

Black 37¢

Native American 40¢

Latina 45¢

Asian American/Pacific Islander 48¢

## What's the Message We're Sending About a Woman's Worth?

Learn what UKG is doing to help close the wage gap.

Visit [ukg.com/CloseTheGap](https://ukg.com/CloseTheGap)



Our purpose is people

<sup>1</sup> Income and Poverty in the United States: 2019, (September 15, 2020), Report Number P60-270, United States Census Bureau, found at <https://www.census.gov/library/publications/2020/demo/p60-270.html>.  
<sup>2</sup> AJ Dellinger, *What is the Average Monthly Mortgage Payment?*, Bankrate, (May 25, 2021), found at <https://www.bankrate.com/mortgages/average-monthly-mortgage-payment/#:~:text=The%20average%20monthly%20mortgage%20payment%20for%20a%20homeowner%20in%20the,Census%20Bureau's%20American%20Housing%20Survey>. Calculations based on \$1,275 average monthly payment on 30-year mortgage.  
<sup>3</sup> Stefan Lembo Stolba, *U.S. Auto Debt Grows to Record High Despite Pandemic*, Experian, (April 12, 2021), found at <https://www.experian.com/blogs/ask-experian/research/auto-loan-debt-study/>. Calculation based on \$563 average per month payment.  
<sup>4</sup> *National Health Expenditure Data*, Centers for Medicare & Medicaid Services, (accessed September 8, 2021), found at <https://www.cms.gov/Research-Statistics-Data-and-Systems/Statistics-Trends-and-Reports/NationalHealthExpendData/NationalHealthAccountsHistorical>. Based on \$11,582 average yearly cost per person.  
<sup>5</sup> *Official USDA Food Plans: Cost of Food at Home at Three Levels*, U.S. Average, June 2021, U.S. Department of Agriculture, (accessed September 8, 2021), found at <https://fnis-prod.azureedge.net/sites/default/files/media/file/CostofFoodJun2021LowModLib.pdf>. Estimate based on low-cost plan.  
<sup>6</sup> Megan Leonhardt, *Closing the Gap: Parents Spend an Average of \$8,355 Per Child to Secure Year-Round Child Care*, CNBC Make It, (May 19, 2021), found at <https://www.cnbc.com/2021/05/19/what-parents-spend-annually-on-child-care-costs-in-2021.html#:~:text=Parents%20spend%20an%20average%20of%20%248%2C355%20per,secure%20year%20round%20child%20care&text=Families%20across%20the%20U.S.%20spend,opportunities%20and%20impact%20household%20budgets>.  
<sup>7</sup> Maurie Backman, *Most Parents Are Saving for College This Way — and They're Doing It Wrong*, The Motley Fool, (March 2, 2018), found at <https://www.fool.com/retirement/2018/03/02/most-parents-are-saving-for-college-this-way-and-its-wrong>. Calculation based on \$846.41 per month savings over 18 years at 6% APF.  
<sup>8</sup> *Retirement Topics — 401(k) and Profit-Sharing Plan Contribution Limits*, IRS, (accessed September 8, 2021), found at <https://www.irs.gov/retirement-plans/plan-participant-employee/retirement-topics-401k-and-profit-sharing-plan-contribution-limits>. Calculation based on \$846.41 per month savings over 35 years at 6% APR. Max 401(k) annual contribution limit \$19,500 in 2021.  
<sup>9</sup> *America's Women and the Wage Gap*, National Partnership for Women & Families, (March 2021), found at [www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/americas-women-and-the-wage-gap.pdf](http://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/americas-women-and-the-wage-gap.pdf).