Factors Associated with Wages and the Wage Gap

Educational Attainment
Compensation rises for both women and men with higher educational attainment, yet the wage gap persists.

College Major
Men are more likely to earn a degree in a major that has a higher average pay, and women are more likely to earn a degree in a lower paying major.

Occupation
The only industries where women make more than men are those that pay the least, such as in food preparation and serving-related occupations.

Hours Worked
The Gender Wage Gap is significantly higher for full-time workers than part-time workers. Additionally, the GWG tends to gets larger as pay increases.

Race and Ethnicity
Similar to general U.S. trends, Wyoming workers who identify as White have higher wages than most people of color.

Discrimination
Of the $0.25 less women earn for every $1 earned by men in Wyoming, over $0.22 is potentially due to discrimination.

Women in Wyoming earn 75¢ to every dollar earned by men...

...and here’s what that extra 25¢ can buy:

- 108 more weeks of food
- 12 more months of mortgage and utilities payments
- 21 more months of rent
- or 8,402 additional gallons of gas

Women earn less than men in each county in Wyoming

THE WAGE GAP IN WYOMING 2022
How Gender, Race and Ethnicity Affect Pay Equity

Women in Wyoming earn 75¢ to every dollar earned by men...
Over the course of a year, this wage gap results in an estimated loss of $1.5 billion to the Wyoming economy.

Wyoming’s indicators of social and economic security

- Women’s labor force participation: 59%
- Men’s labor force participation: 69%
- % of women above poverty line: 87%
- % of men above poverty line: 90%
- % of working women working full time: 57%
- % of working men working full time: 69%
- % women in managerial/professional occupations: 41%
- % women with health insurance: 87%
- % women in managerial/professional occupations: 27%
- % business ownership by women: 31%

Ways to close the wage gap:

- Advocate
- Increase
- Support

It is striking to think about just how much Wyoming’s economy would benefit from women making wages equal to men. When you think about the amount women could spend back into their communities, equal wages would be a huge win-win for families and for the Wyoming economy.

— Rebekah Hazelton, WYWF Director