

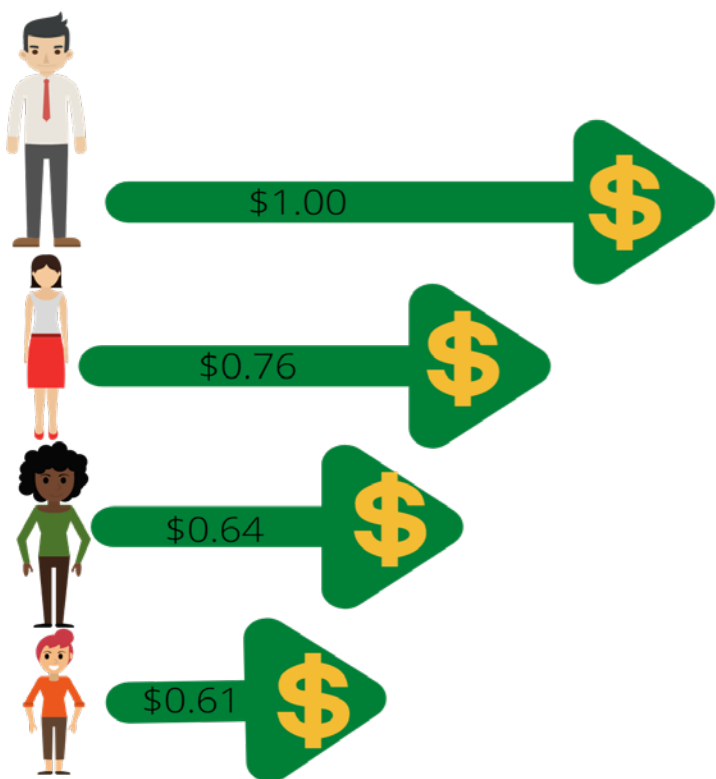


Introduction

The jobs people have and the amount of money they make are influenced by facets of their identity. Industries with more men tend to pay higher wages. **Workers of color, especially women, are more likely to be underemployed and therefore have lower weekly earnings than white workers.** The difference in median earnings between groups is called the wage gap.

Across the U.S., **women earn \$0.82 for every dollar a white man earns.** This does not represent a man and a woman in the same job, in the same town, with the same education and experience. It does not demonstrate unequal pay for men and women in the same job. Rather, this statistic reflects the effects of institutional

sexism, particularly gender based occupational segregation, and the ratio of the median woman's annual earnings (\$45,097 in 2019) over the median man's annual earnings (\$55,291 in 2019). This difference is sometimes called the "uncontrolled wage gap" because no factors beyond gender are considered. When more factors are considered, this is called the "controlled wage gap". Both uncontrolled and controlled wage gaps convey important information about the state of work and the impacts of systemic racism, sexism, and other forms of oppression on people's experiences of poverty.



When comparing Black and white men, traditional wage gap statistics suggest a positive trend.

Nationally, Black men have always and continue to earn less than white men, but,

In 2016, Ohio's white women earned \$0.76, Black women \$0.64, and Latino/a/x/e women \$0.61 relative to a man's dollar.

overall, the gap has been shrinking since the 1950's. After the onset of mass incarceration and in

the face of declining unionization, however, median earnings of Black men fell relative to white men. Black men, overall, earn almost as much now relative to white men as they did in the 1950's. Consequently, there has been no positive change in the wage gap between white and Black men over 60 years despite increased legal protections. Gaps in wages can contribute to the risk of intimate partner violence perpetration and victimization by causing increased economic stress for families.

Poverty does not cause intimate partner violence (IPV). Rather, the same conditions that create poverty also create the risk factors for IPV.

Several risk factors for IPV are related to economic and financial security. They range from personal factors to conditions affecting our entire society.

Economic Risk Factors for IPV Perpetration

- **Societal:** Income inequality
- **Community:** Neighborhood poverty, diminished economic opportunities, high unemployment rates
- **Relationship and Individual:** Economic stress

Strengthening household financial security and strengthening supports for workers and families are two ways to reduce risk for IPV perpetration in Ohio.

Weekly Earnings by Race and Gender Across the U.S., 2019



This figure represents average weekly earnings in 2019 are presented for each race and gender group. Men and women of the same race are grouped together. Across all races, men earn more per week than women.

The primary drivers of these substantial wage gaps include:

Industries and Access

A person's race and gender affect their access to certain jobs. Women and Black workers are concentrated in the health, education, leisure and hospitality industries, particularly poorly paid caregiving work, due to gender and race expectations and discrimination.

Unpaid Care Work

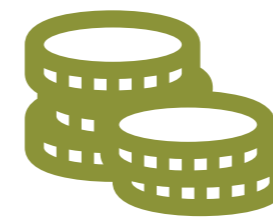
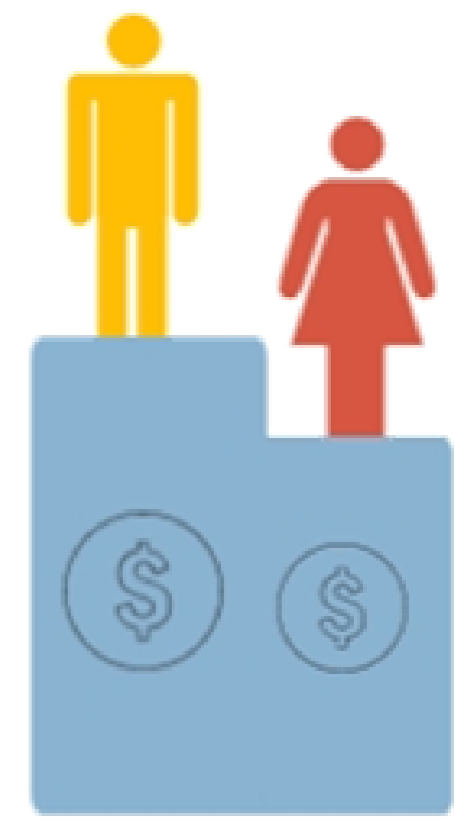
Women tend to work fewer hours than men because they take on more unpaid caregiving within their families. This unpaid work reflects both societal expectations around gender responsibilities and women's lower earning potential compared with male partners.

Educational Attainment

Educational attainment is not the same across groups, which can drastically effect potential earnings. It is important to note that the school funding system used in Ohio has been ruled unconstitutional and that it benefits richer, predominantly white students relative to poorer students and students of color.

Discrimination

Discrimination and bias in hiring, paying, staffing, and promoting practices can accumulate into large differences in earnings over time.



The coronavirus pandemic is expected to widen the gender wage gap as women are forced to reduce their work hours or leave the workforce entirely. Thus, increasing their vulnerability for intimate partner violence victimization.

Wage Gap Barriers and Opportunities

Barriers

- Leaving the workforce can have long term impacts on women's earnings across the lifespan.
- Prior to the pandemic, the gender wage gap was decreasing, but the racial wage gap was stagnant, resulting in earnings gains for white women & potential losses for women of color.
- Wage gaps are driven by systemic, societal-level factors & cannot be addressed solely with relatively easy policy solutions.

Opportunities

- Ohio's minimum wage is higher than the federal minimum wage and is indexed to inflation, although the difference is not substantial relative to other states.
- Efforts to raise the minimum wage are growing across the country, as are efforts to end the lower tipped minimum wage.
- Congress has passed historic levels of fiscal stimulus directed to individuals, businesses, and state and local governments. Benefits are limited and more is needed.

Wage Gap Policy Recommendations and Action Items

Raise the minimum wage and eliminate the tipped minimum wage

Increase protections and enforcement against wage theft

References can be found at <https://www.odvn.org/intersecting-pandemics/>