Glassdoor is a leader in workplace transparency and, in 2019, conducted a new economic research study and survey on the topic of the gender pay gap and salary transparency—this fact sheet provides highlights and key takeaways. By shedding light on these crucial issues and providing resources for job seekers, employees and employers, we believe we can make significant progress towards ensuring equal pay for equal work everywhere.

The Gender Pay Gap Still Exists
— Glassdoor Economic Research Study

A 2019 study from Glassdoor Economic Research further explores the gender pay gap using a unique set of more than half a million Glassdoor salary reports for specific job titles at specific companies shared anonymously by employees online. We estimate the gender pay gap in eight countries and signal progress since Glassdoor’s 2016 study in narrowing pay gaps between men and women in the United States, United Kingdom, France and Australia.

HIGHLIGHTS

The gender pay gap in the U.S. has narrowed slightly over the last three years, but gaps remain and we’re still decades away from reaching pay equality.
• The unadjusted pay gap in the U.S. between men and women is 21.4% in 2019, meaning women earn, on average, $0.79 for every $1.00 men earn. This represents a 2.7 percentage point shrink from 2016, when women earned, on average, $0.76 for every $1.00 men earned.

• When we control for variables such as age, education, experience, occupation, industry, location, year, specific company and job title, the adjusted gender pay gap shrinks to 4.9%. This is down 0.5 percentage points from 2016.

• This can amount to tens of thousands of dollars lost: The average wage in the U.S. for full-time working women is about $55,450 a year, according to our sample of Glassdoor salaries, and with a 4.9% adjusted pay gap, women lose more than $81,000 over a 30-year career—more than a full year’s salary.

• Glassdoor economists estimate that, if current factors remain unchanged, pay equality will not be achieved in the U.S. until 2070.

• More than half (56.5%) of the unadjusted pay gap is explained by differences in how men and women sort into different occupations and industries with varying earning potential.

• The adjusted pay gap is largest for pilots (26.6%), chefs (24.6%) and C-suite professionals (such as CEO, CFO; 24.0%)

• Two industries tie for the widest gender pay gaps in the U.S.—retail and media (6.4%). Other industries with wide adjusted gender pay gaps include construction, repair & maintenance (6.2%) and oil, gas, energy & utilities (6.2%)

• The gender pay gap grows with age. Workers aged 18 to 24 years face a below-average adjusted gender pay gap of 1.4%, down 0.8 percentage points from the 2016 study. By contrast, older workers aged 55 to 64 years see an adjusted gender pay gap of 12.3%, more than double the national average and up 1.8 percentage points since the 2016 study.

Employee Perceptions of Gender Pay Gap

– 2019 Survey Conducted by The Harris Poll

The 2019 survey was conducted online within the United States by The Harris Poll on behalf of Glassdoor from March 12-14, 2019 among 1,025 U.S. adults who are employed full- or part-time.

HIGHLIGHTS

Most employees agree that men and women should be compensated equally for similar work and experience. However, fewer women than men believe there is actually equal pay for equal work today.

• Nearly 9 in 10 (87%) employees believe men and women should be compensated equally for similar work and experience levels

• Two thirds of employees (67%) agree that the gender pay gap is a serious problem. However, women (78%) are significantly more likely than men (59%) to say this.

Sources: Progress on the Gender Pay Gap: 2019 (March 2019); Demystifying the Gender Pay Gap: Evidence from Glassdoor Salary Data (March 2016)
• 74% of employees think progress has been made to close the gender pay gap over the past three years
• 75% of employees believe men and women at their company are paid equally for equal work
• However, a greater percentage of men (80%) than women (68%) believe there is equal pay for equal work
• Nearly 3 in 5 employees (58%) said they would not apply to work at a company where a pay gap exists. This percentage increases to 72% among women.

Employee Opinions on How to Close the Gap

HIGHLIGHTS

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• When asked who is responsible for closing the gender pay gap, half of employees (50%) say senior leadership—more than Human Resources (38%), politicians (30%), employees (28%) or their manager (28%)
• When asked what would improve the gender pay gap at their company:
  • 32% of employees believe government legislation requiring employers to pay all people equally for equal work and experience levels will help
  • 32% believe new company policies around pay and compensation will help
  • 29% believe clearer communication from senior leaders and/or Human Resources about how pay raises, bonuses and/or cost-of-living increases are determined will help
  • 26% believe greater internal pay transparency (e.g., Human Resources shares salary figures) for all roles will help

Salary Negotiation Realities: How Men vs. Women Compare

- Harris Poll

HIGHLIGHTS

Salary negotiation is becoming more common for both men and women.

• 4 in 10 (40%) employees—39% of men and 42% of women—accepted their salary offer and did not negotiate in their current or most recent job
  • This is a significant change from March 2016, when 59% of employees—52% of men and 68% of women—accepted their salary without negotiating
• 17% of employees—18% of men and 16% of women—report negotiating their salary and getting more money in their current or most recent job
  • This is up quite a bit from March 2016, when 10% of employees—15% of men and 4% of women—reported negotiating their salary and getting more money in their current or most recent job

Source: Glassdoor salary survey conducted by The Harris Poll among full-/part-time employees (March 2019)
Sources: Glassdoor salary survey conducted by The Harris Poll among full-/part-time employees (March 2016 and March 2019)
Employee Perceptions of Salary Transparency and Talking About Pay
– Harris Poll

HIGHLIGHTS

The majority of employees say salary transparency is good for employee satisfaction and business. And companies seem to be responding—nearly half now disclose salaries internally.

- Nearly 7 in 10 (69%) wish they had a better understanding of what fair market compensation for their position and skill set is at their company and in their local job market
- Over half (55%) feel like they must switch companies in order to obtain any meaningful change in compensation
- 69% have a good understanding of how people are compensated at all levels at their company
- Nearly half (47%) of employees say their company discloses salaries internally among all employees
- This is a significant increase from April 2015, when only 31% of employees said their company discloses salaries internally among all employees
- Around two thirds of employees (68%) would be willing to share more information about their compensation with others if they could do so anonymously
- The majority of employees (77%) believe salary transparency is good for employee satisfaction
- 75% of employees say salary transparency is good for business

Employee Confidence: Men Consistently Show Higher Confidence Around Pay Raises Than Women
– Harris Poll

HIGHLIGHTS

The vast majority of male and female employees say they deserve a pay increase. But men are more likely to ask for one and are more confident in negotiating a raise.

- 81% of employees believe they currently deserve a pay raise, bonus and/or cost-of-living increase. This percentage is similar among men (80%) and women (81%).
- Still, a greater percentage of men (61%) compared to women (52%) plan to ask for a pay raise, bonus and/or cost-of-living increase in the next 12 months
- 70% of men are confident in their ability to negotiate a pay raise, bonus and/or cost-of-living increase, compared to 59% of women
- 65% of women and 60% of men believe the confidence gap (i.e., the idea that men are more self-confident than women in the workplace) exists

Sources: Glassdoor salary survey conducted by The Harris Poll among full-/part-time employees (April 2015 and March 2019)
Source: Glassdoor salary survey conducted by The Harris Poll among full-/part-time employees (March 2019)
Closing the Pay Gap
– Additional Resources

**HIGHLIGHTS**

**For Job Seekers and Employees:** Visit Glassdoor to research salaries, submit a salary report and see if you are being paid fairly by receiving your current salary estimate using Glassdoor’s salary calculator tool. For a comprehensive look at the study and more information about how to close the gender pay gap, visit glassdoor.com/equalpay

**For Employers:** Use Glassdoor’s free pay audit tool to analyze compensation at your company to determine if pay gaps exist. If equal pay is a priority for your organization, join thousands of other companies that have taken Glassdoor’s Equal Pay Pledge to show job candidates that you are committed to equal pay for equal work.

For more information about the Glassdoor/Harris Poll surveys or to speak with a Glassdoor spokesperson about the gender pay gap and/or salary transparency, contact pr@glassdoor.com.