

The Gender Pay Gap in Alaska



theforakergroup

What's in a Day?



Too Long to Wait

257 YEARS

At the current rate of change, the gender pay gap in Alaska won't disappear until the year 2277.

Source: UA Center for Economic Development calculations

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THE GENDER PAY GAP

ALL EMPLOYMENT



NONPROFIT EMPLOYMENT



Women

Men

Source: Alaska Department of Labor and Workforce Development, custom aggregation, 2017 data.

The Gender Wage Gap is Real

ALASKA NONPROFIT AVERAGE WAGE		ALL ALASKA EMPLOYERS AVERAGE WAGE	
Men →	\$47,285	\$48,964 ←	Men
Women →	\$37,455	\$35,163 ←	Women
Difference →	\$9,830	\$13,831 ←	Difference

Source: Alaska Department of Labor and Workforce Development, custom aggregation, 2017 data.

Loss of Pay Over a Lifetime

AVERAGE WOMAN WORKER

- \$530,000

AVERAGE COLLEGE-EDUCATED
WOMAN WORKER

- \$800,000

Source: Economic Policy Institute via IWPR 2016

Traditionally-Female Occupations Pay Less

The gender pay gap is smaller within traditionally-female occupations, but traditionally-male occupations pay higher wages. Only 6% of Alaska's female workers are employed in traditionally-male occupations. For nonprofits, the figure is only 2%.



Why Legislation Matters

Excerpt from Foraker Pay Gap Report – Action Steps

Steps you can take:

- Publish pay ranges in job announcements.
- Don't ask for an applicant's pay history.
- Share total compensation not just the wage so all employees understand the full value of benefits and salary.

For More Information

Created by:



PAY EQUITY IN ALASKA'S NONPROFIT SECTOR 2020

<https://www.forakergroup.org/speak-up/learn-the-issues/gender-pay-gap/>

<https://www.forakergroup.org/wp-content/uploads/2020/08/Gender-Pay-Gap-Resources-for-Taking-Action.pdf>