Gender pay disparity

Current population reports show that women have consistently earned less and continued to earn less than men at statistically significant levels.

Moreover, previous research has found that women not only get paid less than men, but that women are less likely than men to believe that they are paid worthily for their contributions to the workplace. However, this is no longer the case in much of the industrialised world.

According to 2010 data from the United States' Equal Employment Opportunity Commission (EEOC) in the US, women make up 48 per cent of the private workforce; however, only 28 per cent of women sit at the executive senior-level management table.

The Equal Pay Act of 1963 and the Civil Rights Act of 1964 protect women against discrimination, a large gender pay disparity still exists.

Despite existing legal protections against discrimination, a large gender pay disparity still exists.

In the United States (US), both the Legal Pay Act of 1963 and the Civil Rights Act of 1964 protect women against employment and pay discrimination. However, for comparable work, women are paid as little as 77 cents for every $1 that men paid. Women are eight times more likely to negotiate initial job offers than men.

For example, in a study on starting salaries of Carnegie Mellon's Master of Business Administration graduates, women earned $17,350, or almost $4,000 higher, on average than those of female MBA graduates.

Reluctance to negotiate

This disparity was primarily due to the women's reluctance to negotiate initial salaries. Only 42 per cent of women attempted to negotiate their starting salary offers, as opposed to 72 per cent of men.

Research suggests that women have a tendency known as "depressed entitlement," a form of self-doubt about their abilities.

Historically, one explanation for the pay disparity in the lower levels of ability and experience that women bring to the workplace. However, this is no longer the case in much of the industrialised world.

According to 2010 data from the United States' Equal Employment Opportunity Commission (EEOC) in the US, women make up 48 per cent of the private workforce, and yet, only 28 per cent of women sit at the executive senior-level management table.

It pays to be confident

Studies show that women who perceive themselves as competent get better outcomes in salary negotiation.

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