WOMEN ARE SAYING GOODBYE
MY NAME IS MAREN HOGAN.
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If you want to talk after, we totally can.
Many women are saying “so long, farewell, Auf wiedersehen” to the workforce and it’s confounding experts.
NEVER HAVE WOMEN BEEN MORE EDUCATED

1. More Educated
2. Closer to Closing the Wage Gap
3. Less likely to choose to end their careers when starting a family.
WHAT’S THE ISSUE?
As blogger Polly Pearson queries, are these ladies the **canaries** in our modern informational age coal mine?
This is a bit of a problem.

“Women’s increased involvement in the economy was the most significant change in labor markets during the past century.”

-Claudia Goldin, Harvard economist
Your first thought might be to place part of the blame on the wage gap.

...you’d be dead right.
Professional women are leaving because their salaries have become “pocket money.”
The picture this economy paints today is reminiscent of the WW2 workers who “filled in the gaps” when the male workforce was away.
Women could be paid less + Were paid less = An attractive alternative
Now that the economy is showing signs of recovery, the pay gap is once again widening and women are leaving the workforce.
Entire Paychecks are going to care for children
There are other voices who say that while women may be leaving the workforce at the highest numbers in decades
They are leading the biggest workforce shifts
There is an underground sea change afoot.
Recent data indicates that since the last recession, which saw a re-entry of women into the workforce as husbands were laid off, well-educated women are starting to exit the workforce again in a larger trend seen over the past 20 years. The reason may have to do with the faster-growing salaries of men versus women.
Everywhere I look....

women are starting micro businesses
Selling jewelry/t-shirts on Etsy.com

Becoming personal trainers

Freelance writing/editing

Offering birth support as doulas

Massaging clients in their homes
LEGALLY or not-so-legally

Women are increasingly working **10-40 hours** a week outside the traditional workforce model - in addition to raising children.
Are the statistics tracking this?

Certainly not.
One fascinating study has found this may be a personal choice by women to deny any discrimination they MAY face.
How To Retain Women

- Sharing options
- Work flex time
- Smaller commutes
- Subsidized child care
- Options for working mothers
There's a belief About the wage GAP GAP
THERE ARE MANY WHO BELIEVE:

1. That a wage gap does not exist at all.

2. If a wage gap does exist, it exists because of choices women make.

3. If a wage gap exists that it is not our problem nor do we have to take responsibility for it.
Mitt Romney + Paul Ryan = One Reason
Lily Ledbetter Fair Pay Act
law that makes it easier for women to challenge unequal pay
Here’s the “truth” you won’t hear
The pay gap is exaggerated, discrimination doesn’t drive it and it’s not clear that government can eliminate it—or should even try.

-Ramesh Ponnuru

There is very little that individual employers can do about any of these issues. They can’t make men do more housework, or pick majors for women. Nor can they reasonably be asked to adjust their salary schedules to make up for those choices.
None of these arguments are new to women.
What happens when you control for certain industries?

Female managers make 81% as much as their counterparts.
Full-time working women are paid only 82% as much as full-time working men.
Even when controlling for hours worked, childlessness and job title, the gap still seems to exist.
Among all workers 25 and older with some high school education, women’s median weekly wages total $338 compared to a total of $486 for men.
A female MBA graduate is paid, on average, **$4,600 less** at her first job than a new male MBA graduate.
Women with children are paid 2.5% less than women without children.
Women make 77 cents for every dollar earned by men.
There's a belief

About the wage

GAP GAP
When women choose “non traditional” higher-paid majors, a gap still exists.

Women in STEM are paid 86% less than male counterparts.
MYTH:

“The female is unable to negotiate.”
WOMEN ARE JUDGED

MEN GET A BOOST
MEN ASK FOR:

1. More Money
2. Better Perks
3. More Vacation Time
MYTH:

“Females are unable to tolerate high-reward jobs.”
High risk does not equal High pay.
Families: a mother is the primary breadwinner.
Female M.B.A.s who took a year off made 41% less than their counterparts who worked continuously.
There’s a belief

About the wage

GAP

GAP
What’s going RIGHT in the journey to wage equality
Let’s look to other countries to gauge our own progress.

While the UK still struggles with pay disparity between men and women, they are making strides forward.
One area women are making more money is at the top!
The Average compensation for CEO

Men = $12.9 Million

Women = $11.7 Million
Men are talking like women.

The key to success lies not only in recognizing and understanding the difference between the two styles of communication, but focusing on and creating for one’s self a style that encompasses the best of both worlds.
Women have been starting businesses at a higher rate than men for the last 20 years.

Women will create over half of the 9.72 million new small business jobs expected to be created by 2018.
We need to raise awareness and increase attention for the gender barriers that still exist.
Thank you!

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Sources

http://www.recruiter.com/i/women-are-saying-goodbye/